

Practitioner Self-Care

Appendices 1-4

Table of Contents

Appendix I: Self-Assessment	Score Pattern Analysis: Life Stress, Resilience & Coping©	1
Trait Resilience	Ego Resiliency ER-89	5
	Self-Compassion	7
	Spiritual Intelligence Self Report Inventory	10
Trauma History	Posttraumatic Growth Inventory	13
	Spiritual Timeline/Trauma Timeline	15
State Resilience -Personal	Social Readjustment Rating Scale	16
	Stress Vulnerability – How Vulnerable Are You to Stress?	19
State Resilience - Professional	Professional Quality of Life (ProQOL)	21
	Secondary Traumatic Stress Scale	25
Appendix 2: Definitions	Empathy	27
	Compassion Fatigue	
	Secondary Traumatic Stress	
	Vicarious Trauma	
	Psychoeducation	
	Posttraumatic Growth	
Appendix 3: Quick Checklists	Table 1 Stress Reactions	29
	Table 2 Healthy Coping Strategies	30
Appendix 4: Recommended Reading		31

Score Pattern Analysis: Life Stress, Resilience and Coping©			
Instructions: After you calculate your score for each self-assessment, circle below the range into which your score falls.			
Trait Resilience	Maintain	Explore	Grow
Ego Resiliency Scale (ER-89)	High-Very High Resiliency Trait	Undetermined Trait	Low-Very Low Resiliency Trait
Self-Compassion			
Self-Kindness	High	Moderate	Low
Common Humanity	High	Moderate	Low
Mindfulness	High	Moderate	Low
Overall Mean	High	Moderate	Low (R)
Spiritual Intelligence ¹			
Critical Existential Thinking (CET)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score
Personal Meaning Production (PMP)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score
Transcendental Awareness (TA)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score
Conscious State Expansion (CSE)	Satisfied with Score	Neither Satisfied nor Dissatisfied	Dissatisfied with Score
Trauma History			
Posttraumatic Growth Inventory	Growth	Some Growth	Little/No Growth
State Resilience – Personal			
Social Readjustment Rating Scale	<37% chance	51% chance	79% chance
How vulnerable are you to stress?	Excellent resistance	Some Vulnerability	Serious Vulnerability

Continued next page

¹ The score categories listed here are for the purpose of self-assessment. These score categories are not part of the Spiritual Intelligence Scale. Whether or not you are satisfied with your score is your subjective decision.

State Resilience – Professional			
Professional Quality of Life (ProQOL)			
Compassion Satisfaction	High	Moderate	Low
Burnout	Low	Moderate	High
Compassion Fatigue	Low	Moderate	High

Secondary Traumatic Stress Scale			
Intrusion	None - Mild	Moderate	High-Severe
Avoidance	None - Mild	Moderate	High-Severe
Arousal	None - Mild	Moderate	High-Severe

Look at the ProQOL score pattern to determine into which category below your profile fits.

Low Burnout Low Compassion Fatigue High Satisfaction	Enjoy Your Job! Everything is working well. There's a good fit with population served, work environment, and capacity to manage the emotional toll of the work.
Low Burnout High Compassion Fatigue High Satisfaction	Stay and Manage the Emotional Toll of the Work. The work environment and population served are working well, but there's an emotional toll resulting from clients' traumatic material.
Low Burnout Low Compassion Fatigue Low Satisfaction	Change Population Served The work environment is satisfactory and there is no emotional toll; there is no joy in working with the population being served.
High Burnout Low Compassion Fatigue High Satisfaction	Change Jobs The work environment most likely is toxic. If at all possible, seek employment elsewhere. If options are not available, consider ways in which toxicity can be neutralized via changes in own behavior.
High Burnout High Compassion Fatigue Low Satisfaction	Change Careers Nothing is working well. The work environment is toxic, there's an emotional toll resulting from client's traumatic material, and there is an absence of joy in serving the client population. If you cannot change careers at this time, consult a professional to increase effective symptom management and support during adaptation phase.

Continued next page

Preliminary Analysis

MAINTAIN - GREEN COLUMN: If scores fall mostly in the **green** column, you likely manage stressors well. High levels of life stress may be offset by healthy coping, high resilience, strong personal self-care practices, and overall satisfaction with one's life and work.

GROW - RED COLUMN: If scores fall mostly in the **red** column, stressors may be taking their toll. High levels of stress which are not offset by resilience and coping indicate potential risk for health problems and negative impact on professional functioning. Under these circumstances, it is **critical** that you increase coping strategies and/or seek help from a professional to offset the negative impact.

EXPLORE - NEUTRAL COLUMN: If scores fall in the middle category (e.g., **neutral**), you may be a bit more challenged in determining the score pattern. Adjust your score pattern analysis by looking at the rating to which your score is closest. For the purposes of self-care planning in class, use the adjusted score pattern.

Ego Resiliency Scale²

This scale consists of 14 items, each responded to on a 4-point Likert scale, ranging from 1 (*does not apply at all*) to 4 (*applies very strongly*). **Fourteen Questions record and add up your score.**

Let me know how true the following characteristics are as they apply to you generally:

1. I am generous with my friends.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
2. I quickly get over and recover from being startled.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
3. I enjoy dealing with new and unusual situations.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
4. I usually succeed in making a favorable impression on people.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
5. I enjoy trying new foods I have never tasted before.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
6. I am regarded as a very energetic person.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
7. I like to take different paths to familiar places.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
8. I am more curious than most people.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
9. Most of the people I meet are likable.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
10. I usually think carefully about something before acting.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
11. I like to do new and different things.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
12. My daily life is full of things that keep me interested.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
13. I would be willing to describe myself as a pretty "strong" personality.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
14. I get over my anger at someone reasonably quickly.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly

¹ Block, J., & Kremen, A. M. (1996). IQ and ego-resiliency: Conceptual and empirical connections and separateness. *Journal Of Personality And Social Psychology*, 70(2), 349-361. doi:10.1037/0022-3514.70.2.349

Score Interpretation

Score	47-56	35-46	23-34	11-22	0-10
Trait Level	Very High Resiliency Trait	High Resiliency Trait	Undetermined Trait	Low Resiliency Trait	Very Low Resiliency Trait

The ego-resiliency scale assesses psychological resilience, defined as “the capacity of the individual to effectively modulate and monitor an ever-changing complex of desires and reality constraints” (J. Block & Kremen, 1996, p. 359)

Self-Compassion³

Instructions: Please read each statement carefully before answering. To the right of each item, indicate how often you behave in the stated manner, using the following scale:

Almost Never	Occasionally	About Half of the Time	Fairly Often	Almost Always
1	2	3	4	5

		1	2	3	4	5
1.	I'm disapproving and judgmental about my own flaws and inadequacies.					
2.	When I'm feeling down I tend to obsess and fixate on everything that's wrong.					
3.	When things are going badly for me, I see the difficulties as part of life that everyone goes through.					
4.	When I think about my inadequacies, it tends to make me feel more separate and cut off from the rest of the world.					
5.	I try to be loving towards myself when I'm feeling emotional pain.					
6.	When I fail at something important to me I become consumed by feelings of inadequacy.					
7.	When I'm down and out, I remind myself that there are lots of other people in the world feeling like I am.					
8.	When times are really difficult, I tend to be tough on myself.					
9.	When something upsets me I try to keep my emotions in balance.					
10.	When I feel inadequate in some way, I try to remind myself that feelings of inadequacy are shared by most people.					
11.	I'm intolerant and impatient towards those aspects of my personality I don't like.					
12.	When I'm going through a very hard time, I give myself the caring and tenderness I need.					
13.	When I'm feeling down, I tend to feel like most other people are probably happier than I am.					
14.	When something painful happens I try to take a balanced view of the situation.					
15.	I try to see my failings as part of the human condition.					
16.	When I see aspects of myself that I don't like, I get down on myself.					

³ Neff, Kristen (2003). The Development and Validation of a Scale to Measure Self-Compassion, Self and Identity, 2:3, 223-250, DOI: 10.1080/15298860309027. <http://www.self-compassion.org/test-your-self-compassion-level.html>

17.	When I fail at something important to me I try to keep things in perspective.					
18.	When I'm really struggling, I tend to feel like other people must be having an easier time of it.					
19.	I'm kind to myself when I'm experiencing suffering.					
20.	When something upsets me I get carried away with my feelings.					
21.	I can be a bit cold-hearted towards myself when I'm experiencing suffering.					
22.	When I'm feeling down I try to approach my feelings with curiosity and openness.					
23.	I'm tolerant of my own flaws and inadequacies.					
24.	When something painful happens I tend to blow the incident out of proportion.					
25.	When I fail at something that's important to me, I tend to feel alone in my failure.					
26.	I try to be understanding and patient towards those aspects of my personality I don't like.					

To Whom it May Concern:

Please feel free to use the Self-Compassion Scale in your research. You can e-mail me with any questions you may have. I would also ask that you please e-mail me about any results you obtain with the scale, and would appreciate it if you send me a copy of any article published using the scale. The appropriate reference is listed below.

Best,

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Reference:

Neff, K. D. (2003). Development and validation of a scale to measure self-compassion. *Self and Identity*, 2, 223-250.

Score Interpretation

To compute a total self-compassion score, **reverse score** the negative subscale items - self-judgment, isolation, and over-identification (i.e., 1 = 5, 2 = 4, 3 = 3, 4 = 2, 5 = 1) - then compute the total mean.

Total Mean Score	1 – 2.5	2.5 – 3.5	3.5 – 5.0
Level of Self-Compassion	Low Self-Compassion	Moderate Self-Compassion	High Self-Compassion

Coding Key

Subscales ⁴	Items	Mean Score
Self-Kindness “...being warm and understanding toward ourselves when we suffer, fail, or feel inadequate, rather than ignoring our pain or flagellating ourselves with self-criticism.”	5 12 19 23 26	
Self-Judgment (reverse score)	1 8 11 16 21	
Common Humanity “...recognizing that suffering and personal inadequacy is part of the shared human experience - something that we all go through rather than being something that happens to ‘me’ alone.”	3 7 10 15	
Isolation (reverse score)	4 13 18 25	
Mindfulness “...a non-judgmental, receptive mind state in which one observes thoughts and feelings as they are, without trying to suppress or deny them.”	9 14 17 22	
Over-identified (reverse score)	2 6 20 24	
Total Mean Score		

Subscale scores are computed by calculating the mean of subscale item responses.

⁴ Expanded subscale definitions can be found at <http://www.self-compassion.org/what-is-self-compassion/the-three-elements-of-self-compassion.html>.

Spiritual Intelligence Self-Report Inventory (SISRI-24)⁵ © 2008 D. King

The following statements are designed to measure various behaviours, thought processes, and mental characteristics. Read each statement carefully and choose which **one** of the five possible responses best reflects you by circling the corresponding number. If you are not sure, or if a statement does not seem to apply to you, choose the answer that seems the best. Please answer honestly and make responses based on how you actually are rather than how you would like to be. The five possible responses are:

0	1	2	3	4
Not at all true of me	Not very true of me	Somewhat true of me	Very true of me	Completely true of me

For each item, circle the **one** response that most accurately describes **you**.

1. I have often questioned or pondered the nature of reality.	0	1	2	3	4
2. I recognize aspects of myself that are deeper than my physical body.	0	1	2	3	4
3. I have spent time contemplating the purpose or reason for my existence.	0	1	2	3	4
4. I am able to enter higher states of consciousness or awareness.	0	1	2	3	4
5. I am able to deeply contemplate what happens after death.	0	1	2	3	4
6. It is <i>difficult</i> for me to sense anything other than the physical and material.	0	1	2	3	4
7. My ability to find meaning and purpose in life helps me adapt to stressful	0	1	2	3	4
8. I can control when I enter higher states of consciousness or awareness.	0	1	2	3	4
9. I have developed my own theories about such things as life, death, reality, and existence.	0	1	2	3	4
10. I am aware of a deeper connection between myself and other people.	0	1	2	3	4
11. I am able to define a purpose or reason for my life.	0	1	2	3	4
12. I am able to move freely between levels of consciousness or awareness.	0	1	2	3	4
13. I frequently contemplate the meaning of events in my life.	0	1	2	3	4
14. I define myself by my deeper, non-physical self.	0	1	2	3	4
15. When I experience a failure, I am still able to find meaning in it.	0	1	2	3	4
16. I often see issues and choices more clearly while in higher states of consciousness/awareness.	0	1	2	3	4
17. I have often contemplated the relationship between human beings and the rest of the universe.	0	1	2	3	4
18. I am highly aware of the nonmaterial aspects of life.	0	1	2	3	4

⁵ King, D. (2008). Rethinking Claims of Spiritual Intelligence: A Definition, Model, And Measure. Thesis: <http://www.davidbking.net/spiritualintelligence/thesis.pdf>
Measure: <http://www.davidbking.net/spiritualintelligence/sisri.htm>

19. I am able to make decisions according to my purpose in life.	0	1	2	3	4
20. I recognize qualities in people which are more meaningful than their body, personality, or emotions.	0	1	2	3	4
21. I have deeply contemplated whether or not there is some greater power or force (e.g., god, goddess, divine being, higher energy, etc.).	0	1	2	3	4
22. Recognizing the nonmaterial aspects of life helps me feel centered.	0	1	2	3	4
23. I am able to find meaning and purpose in my everyday experiences.	0	1	2	3	4
24. I have developed my own techniques for entering higher states of consciousness or awareness	0	1	2	3	4

Spiritual Intelligence Self-Report Inventory (SISRI-24) Scoring Procedures

Total Spiritual Intelligence Score:

Sum all item responses or subscale scores (after accounting for ***reverse-coded** item).

24 items in total; Range: 0 – 96

4 Factors/Subscales:

I. Critical Existential Thinking (CET): Sum items 1, 3, 5, 9, 13, 17, and 21.

7 items in total; range: 0 - 28

II. Personal Meaning Production (PMP): Sum items 7, 11, 15, 19, and 33.

5 items in total; range: 0 - 20

III. Transcendental Awareness (TA): Sum items 2, **6***, 10, 14, 18, 20, and 22.

7 items in total; range: 0 - 28

IV. Conscious State Expansion (CSE): Sum items 4, 8, 12, 16, and 24.

5 items in total; range: 0 - 20

*Reverse Coding: Item # 6 (response must be reversed prior to summing scores).

Higher scores represent higher levels of spiritual intelligence and/or each capacity.

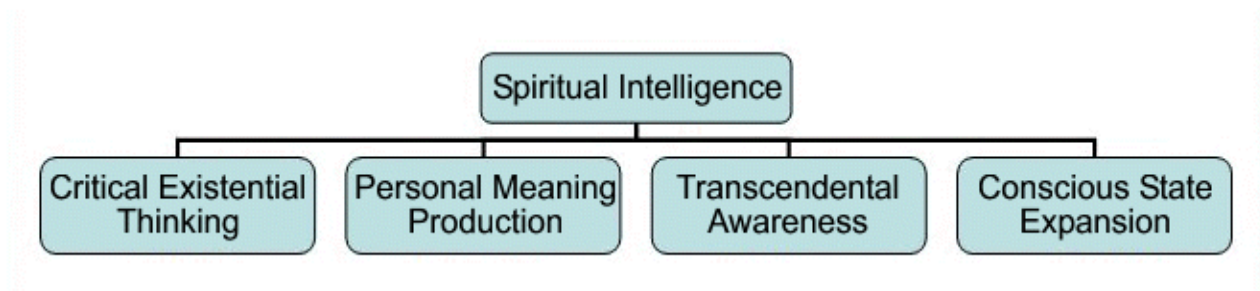
Permissions for Use

Use of the SISRI is unrestricted so long as it is for academic, educational, or research purposes. Unlimited duplication of this scale is allowed with full author acknowledgement only. Alterations and/or modifications of any kind are strictly prohibited without author permission.

The author would appreciate a summary of findings from any research which utilizes the SISRI.

A Viable Model of Spiritual Intelligence

(King, 2008; King & DeCicco, 2009)



In the current model, **spiritual intelligence** is defined as a set of mental capacities which contribute to the awareness, integration, and adaptive application of the nonmaterial and transcendent aspects of one's existence, leading to such outcomes as deep existential reflection, enhancement of meaning, recognition of a transcendent self, and mastery of spiritual states.

An extensive literature review suggests four main components of spiritual intelligence:

I. Critical Existential Thinking: the capacity to critically contemplate meaning, purpose, and other existential/metaphysical issues (e.g., existence, reality, death, the universe); to come to original existential conclusions or philosophies; and to contemplate non-existential issues in relation to one's existence (i.e., from an existential perspective).

II. Personal Meaning Production: the ability to derive personal meaning and purpose from all physical & mental experiences, including the capacity to create and master (i.e., live according to) a life purpose.

III. Transcendental Awareness: the capacity to identify transcendent dimensions/patterns of the self (i.e., a transpersonal or transcendent self), of others, and of the physical world (e.g., holism, nonmaterialism) during normal states of consciousness, accompanied by the capacity to identify their relationship to one's self and to the physical world.

IV. Conscious State Expansion: the ability to enter and exit higher/spiritual states of consciousness (e.g. pure consciousness, cosmic consciousness, unity, oneness) at one's own discretion (as in deep contemplation or reflection, meditation, prayer, etc.).

Spiritual intelligence performs quite well according to traditional criteria for intelligence. The above model satisfies the primary criterion: spiritual intelligence represents a set of mental abilities, as opposed to behaviours or experiences (click on each capacity for a detailed discussion).

For more detail, and for support according to additional criteria, read David's thesis on spiritual intelligence here: <http://www.dbking.net/spiritualintelligence/2009ijts.pdf>.

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King, D. B. (2008). *Rethinking claims of spiritual intelligence: A definition, model, & measure*. Unpublished master's thesis, Trent University, Peterborough, Ontario, Canada.

Posttraumatic Growth Inventory – Short Form⁶

Before answering the following questions, focus on one traumatic or life altering event that has occurred in your life. **Please circle the general experience you are thinking of:**

Loss of a loved one	Disaster	Accident or injury
Chronic or acute illness	Job Loss	Divorce
Violent or abusive crime	Financial hardship	Retirement
Change in family responsibility	Career or location change/move	Combat
		Other

Circle time lapsed since event occurred

6 months – 1 year	1 – 2 years	2 – 5 years	More than 5 years
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Indicate for the statement below the degree to which the change reflected in the question is true in your life as a result of your crisis, using the following scale. Responses are made on the following six-point scale:

- 0 = I did not experience this change as a result of my crisis.
 1 = I experienced this change to a very small degree as a result of my crisis.
 2 = I experienced this change to a small degree as a result of my crisis.
 3 = I experienced this change to a moderate degree as a result of my crisis.
 4 = I experienced this change to a great degree as a result of my crisis.
 5 = I experienced this change to a very great degree as a result of my crisis.

	0	1	2	3	4	5
1. I changed my priorities about what is important in life.	0	1	2	3	4	5
2. I have a greater appreciation for the value of my own life.	0	1	2	3	4	5
3. I am able to do better things with my life.	0	1	2	3	4	5
4. I have a better understanding of spiritual matters.	0	1	2	3	4	5
5. I have a greater sense of closeness with others.	0	1	2	3	4	5
6. I established a new path for my life.	0	1	2	3	4	5
7. I know better that I can handle difficulties.	0	1	2	3	4	5
8. I have a stronger religious faith.	0	1	2	3	4	5

⁶ Cann, Arnie, Calhoun, Lawrence G., Tedeschi, Richard G., Taku, Kanako, Vishnevsky, Tanya, Triplett, Kelli N. and Danhauer, Suzanne C.(2010) A short form of the posttraumatic growth inventory. *Anxiety, Stress & Coping*, 23: 2, 127 — 137.

9. I discovered that I'm stronger than I thought I was.	0	1	2	3	4	5
10. I learned a great deal about how wonderful people are.	0	1	2	3	4	5

Scoring Instructions

	Area of Growth	Items	Score
I	Relating to Others	5 10	
II	New Possibilities	3 6	
III	Personal Strength	7 9	
IV	Spiritual Change	4 8	
V	Appreciation of Life	1 2	
Total			

Norms for this scale are not available. The value of the measure is to provide subjective feedback about indicators of growth in each of the above areas.

Tedeschi, R. G., & Calhoun, L. G. (1996). The Posttraumatic Growth Inventory: Measuring the Positive Legacy of Trauma. *Journal Of Traumatic Stress*, 9(3), 455-471.

Spiritual Timeline / Trauma Timeline

Subjective Units of Happiness and Pleasure	10	10 Redefined self as strong, independent person (counseling) Learned healthy boundaries Raised and tended houseplants Pursued college degree Developed life philosophy / Reconciled religious upbringing			
	8				
	6				
	4				
	2				
Event/Age		Example Divorce at age 28	Covid-19 Pandemic		
Subjective Units of Distress (SUDS)	2	Withdrawn Isolated Anxious Questioned prior religious beliefs Felt like a failure 10			
	4				
	6				
	8				
	10				

Social Readjustment Rating Scale⁷

Instructions: Circle the number of any event which has occurred in your life over the past 12 months. Add up the numbers for your total score. When you are done, turn to the next page for score interpretation.

Event	Scale of Impact	Event	Scale of Impact
Death of spouse	100	Son or daughter leaving home	29
Divorce	73	Change in responsibility at work	29
Marital separation	65	Outstanding personal achievement	28
Jail term	63	Spouse begins/stops work	26
Death of close family member	63	Begin or end school	26
Personal injury or illness	53	Change in living conditions	25
Marriage	50	Revision of personal habits	24
Fired at work	47	Trouble with boss	23
Marital reconciliation	45	Change in work hours or conditions	20
Retirement	45	Change in residence	20
Change in health of family member	44	Change in schools	20
Pregnancy	39	Change in recreation	19
Sex difficulties	39	Change in church activity	19
Gain of new family member	39	Change in social activity	18
Business readjustment	39	Small mortgage or loan	17
Change in financial state	38	Change in sleep habits	16
Death of a close friend	37	Change in number of family get-togethers	15
Change to a different line of work	36	Change in eating habits	15
Change in number of arguments with spouse	35	Vacation	13
High mortgage	31	Christmas	12
Foreclosure of mortgage or loan	31	Minor violations of the law	11
Trouble with in-laws	29	TOTAL SCORE	

⁷ Holmes, T. H. and Rahe, R. H. (1967). The Social Readjustment Rating Scale. Journal of Psychosomatic Research, 1967, Vol.11(2), pp.213-218.

Score Interpretation

Score	Interpretation
150-199	If your current level of stress continues and/or you do not adopt effective stress management strategies, you have a 37% chance of a minor illness in the next two years.
200-299	If your stress level continues and you do nothing to change your adaptive strategies, you have a 51% chance of developing a major illness in the next two years.
>300	You have a 79% chance of a major health breakdown in the next two years. It is recommended that you begin adding effective coping strategies to your life style.

Note:

Major life stressors may impact decision making. When an individual is in danger of suffering the ill effects of life crises, it is best to limit as much as possible any additional disruption. As an example, if someone recently lost a loved one or lost a job, it may be best to wait until some time has passed before making a major decision like looking for another job or moving to another town.

Questions to Consider:

Does your score seem to accurately reflect the level of stress in your life as you see it? Why or why not?

What does your perception of life events have to do with the effects of stress on you?

How Vulnerable Are You To Stress?⁸

Instructions: Rate each item from 1 (always) to 5 (never), according to how much of the time the statement is true of you. Be sure to mark each item, even if it does not apply to you - for example, if you don't smoke, circle 1 next to item six.

	Always		Sometimes		Never
1. I eat at least one hot, balanced meal a day.	1	2	3	4	5
2. I get 7-8 hours of sleep at least four nights a week.	1	2	3	4	5
3. I give and receive affection regularly.	1	2	3	4	5
4. I have at least one relative within 50 miles, on whom I can rely.	1	2	3	4	5
5. I exercise to the point of perspiration at least twice a week.	1	2	3	4	5
6. I limit myself to less than half a pack of cigarettes a day.	1	2	3	4	5
7. I take fewer than five alcohol drinks a week.	1	2	3	4	5
8. I am the appropriate weight for my height.	1	2	3	4	5
9. I have an income adequate to meet basic expenses.	1	2	3	4	5
10. I get strength from my religious beliefs.	1	2	3	4	5
11. I regularly attend club or social activities.	1	2	3	4	5
12. I have a network of friends and acquaintances.	1	2	3	4	5
13. I have one or more friends to confide in about personal matters.	1	2	3	4	5
14. I am in good health (including eye-sight, hearing, and teeth).	1	2	3	4	5
15. I am able to speak openly about my feelings when angry or worried.	1	2	3	4	5
16. I have regular conversations with the people I live with about domestic problems - for example, chores and money.	1	2	3	4	5
17. I do something for fun at least once a week.	1	2	3	4	5
18. I am able to organize my time effectively.	1	2	3	4	5
19. I drink fewer than three cups of coffee (or other caffeine-rich drinks) a day.	1	2	3	4	5
20. I take some quiet time for myself during the day.	1	2	3	4	5

⁸ University of California, Berkeley Wellness Letter, August 1985. Scale Developers: Lyle Miller and Alma Dell Smith of Boston University Medical Center. Also, How Vulnerable Are You to Stress?. (1983). *Time*, 121(23), 58.

<p>Scoring Instructions:</p> <p>To calculate your score, add up the figures and subtract 20.</p> <p>Total score _____ - 20 = _____</p>	<p>When creating your Self Care Plan</p> <ul style="list-style-type: none"> ◆ Notice that nearly all the items describe situations and behaviors over which you have a great deal of control. ◆ Review the items on which you scored three or higher. ◆ Consider those items for your self-care plan. ◆ Concentrate first on those that are easiest to change - for example, eating a hot, balanced meal daily or having fun at least once a week - before tackling those that seem more difficult. ◆ If useful, fine tune your results using the table below.⁹ ◆ Remember to celebrate your accomplishments along the way!
<p>Score Interpretation:</p> <ul style="list-style-type: none"> ✓ A score below 10 indicates excellent resistance to stress. ✓ A score over 30 indicates some vulnerability to stress; ✓ A score over 50 indicates serious vulnerability to stress. <p>If your score falls between defined ranges, use the defined range closest to your score when you enter it on your Score Pattern Analysis worksheet.</p>	

To fine tune awareness of your areas of strength and vulnerability, average the scores for items as indicated below. You may choose to focus your self-care goals on areas in which average scores equal 3 or higher.		
Category	Items	Average Score
Rest and Exercise	2 5 20	
Finances and Time Management	9 18	
Leisure & Lifestyle	10 11 17	
Social Support & Communication	3 4 12 13 15 16	
Nutrition	1 7 19	
Health & Fitness	6 8 14	

⁹ This activity was created by Figley Institute for self-care planning purposes

Professional Quality of Life Scale (ProQOL)

Compassion Satisfaction and Fatigue Version 5 (2009)

When you *[help]* people you have direct contact with their lives. As you may have found, your compassion for those you *[help]* can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative, as a *[helper]*. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the *last 30 days*.

1=Never	2=Rarely	3=Sometimes	4=Often	5=Very Often
	1. I am happy.			
	2. I am preoccupied with more than one person I <i>[help]</i> .			
	3. I get satisfaction from being able to <i>[help]</i> people.			
	4. I feel connected to others.			
	5. I jump or am startled by unexpected sounds.			
	6. I feel invigorated after working with those I <i>[help]</i> .			
	7. I find it difficult to separate my personal life from my life as a <i>[helper]</i> .			
	8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I <i>[help]</i> .			
	9. I think that I might have been affected by the traumatic stress of those I <i>[help]</i> .			
	10. I feel trapped by my job as a <i>[helper]</i> .			
	11. Because of my <i>[helping]</i> , I have felt "on edge" about various things.			
	12. I like my work as a <i>[helper]</i> .			
	13. I feel depressed because of the traumatic experiences of the people I <i>[help]</i> .			
	14. I feel as though I am experiencing the trauma of someone I have <i>[helped]</i> .			
	15. I have beliefs that sustain me.			
	16. I am pleased with how I am able to keep up with <i>[helping]</i> techniques and protocols.			
	17. I am the person I always wanted to be.			
	18. My work makes me feel satisfied.			
	19. I feel worn out because of my work as a <i>[helper]</i> .			
	20. I have happy thoughts and feelings about those I <i>[help]</i> and how I could help them.			
	21. I feel overwhelmed because my case <i>[work]</i> load seems endless.			
	22. I believe I can make a difference through my work.			
	23. I avoid certain activities or situations because they remind me of frightening experiences of the people I <i>[help]</i> .			
	24. I am proud of what I can do to <i>[help]</i> .			
	25. As a result of my <i>[helping]</i> , I have intrusive, frightening thoughts.			
	26. I feel "bogged down" by the system.			
	27. I have thoughts that I am a "success" as a <i>[helper]</i> .			
	28. I can't recall important parts of my work with trauma victims.			
	29. I am a very caring person.			
	30. I am happy that I chose to do this work.			

Your scores on the ProQOL: Professional Quality of Life Screening

Based on your responses, place your personal scores below. *If you have any concerns, you should discuss them with a physical or mental health care professional.*

Compassion Satisfaction _____

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

Burnout _____

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores on this scale mean that you are at higher risk for burnout.

The average score on the burnout scale is 50 (SD 10; alpha scale reliability .75). About 25% of people score above 57 and about 25% of people score below 43. If your score is below 43, this probably reflects positive feelings about your ability to be effective in your work. If you score above 57 you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood; perhaps you were having a “bad day” or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern.

Secondary Traumatic Stress _____

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other's trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others' traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores do not mean that you do have a problem, they are an indication that you may want to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague, or a health care professional.

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www.isu.edu/~bhstamm or www.proqol.org. This test may be freely copied as long as (a) author is credited, (b) no changes are made, and (c) it is not sold.

What is my score and what does it mean?

In this section, you will score your test so you understand the interpretation for you. To find your score on **each section**, total the questions listed on the left and then find your score in the table on the right of the section.

Compassion Satisfaction Scale

Copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

3.	
6.	
12.	
16.	
18.	
20.	
22.	
24.	
27.	
30.	
Total:	

The sum of my Compassion Satisfaction questions is		And my Compassion Satisfaction level is
22 or less		Low
Between 23 and 41		Average
42 or more		High

Burnout

On the burnout scale you will need to take an extra step. **Starred items are “reverse scored.”** If you scored the item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way though they can tell us more about their negative form. For example, question 1. “I am happy” tells us more about the effects of helping when you are *not* happy so you reverse the score.

You Wrote	Change to
1	5
2	4
3	3
4	2
5	1

*1.		=	
*4.		=	
8.			
10.			
*15		=	
.			
*17		=	
.			
19.			
21.			
26.			
*29		=	
.			
Total:			

The sum of my Burnout Questions is		And my Burnout level is
22 or less		Low
Between 23 and 41		Average
42 or more		High

Continued next page

Secondary Traumatic Stress Scale

Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

2.	
5.	
7.	
9.	
11.	
13.	
14.	
23.	
25.	
28.	
Total:	

The sum of my Secondary Trauma questions is		And my Secondary Traumatic Stress level is
22 or less		Low
Between 23 and 41		Average
42 or more		High

SA-8. Secondary Traumatic Stress Scale

The following is a list of statements made by persons who have been impacted by their work with traumatized clients. Read each statement then indicate how frequently the statement was true for you in the past **seven (7) days** by circling the corresponding number next to the statement.

NOTE: "Client" is used to indicate persons with whom you have been engaged in a helping relationship. You may substitute another noun that better represents your work such as consumer, patient, recipient, etc.

	Never	Rarely	Occasionally	Often	Very Often
1. I felt emotionally numb					
2. My heart started pounding when I thought about my work with clients					
3. It seemed as if I was reliving the trauma(s) experienced by my client(s)					
4. I had trouble sleeping					
5. I felt discouraged about the future					
6. Reminders of my work with clients upset me					
7. I had little interest in being around others					
8. I felt jumpy					
9. I was less active than usual.					
10. I thought about my work with clients when I didn't intend to					
11. I had trouble concentrating					
12. I avoided people, places, or things that reminded me of my work with clients					
13. I had disturbing dreams about my work with clients					
14. I wanted to avoid working with some clients					
15. I was easily annoyed					
16. I expected something bad to happen					
17. I noticed gaps in my memory about client sessions					

Scoring Instructions

For each subscale below, add your scores for the items listed. Add the three scores in the right hand column for a total score.

Subscale	Items	Score
Intrusion	2 3 6 10 13	
Avoidance	1 5 7 9 12 14 17	
Arousal	4 8 11 15 16	
Total		

Score Interpretation¹⁰

Little or No STS	Mild STS	Moderate STS	High STS	Severe STS
27 or less	28-37	38-43	44-48	49+

Get further testing for PTSD that is caused by STS.

Further testing for PTSD that is caused by STS is recommended if the following combination is present:

Intrusion at least 1 item +
 Avoidance 3 items +
 Arousal 2 items

¹⁰ Bride, B E (2007). Prevalence of Secondary Traumatic stress among Social Workers. Social Work, 52:1, pp 63-70.

Appendix 2: Definitions

Empathy

Compassion Fatigue

Secondary Traumatic Stress

Vicarious Trauma

Psychoeducation

Posttraumatic Growth

Appendix 3: Quick Checklists

Table 1: Stress Reactions

Table 1: Stress Reactions			
Cognitive		Emotional	Behavioral
<ul style="list-style-type: none"> o Diminished concentration o Confusion o Spaciness o Loss of meaning o Decreased self-esteem o Preoccupation with trauma o Trauma imagery o Apathy o Rigidity o Disorientation o Whirling thoughts o Thoughts of self-harm or harm toward others o Self-doubt o Perfectionism o Minimization 		<ul style="list-style-type: none"> o Powerlessness o Anxiety o Guilt o Anger/rage o Survivor guilt o Shutdown o Numbness o Fear o Helplessness o Sadness o Depression o Hypersensitivity o Emotional roller coaster o Overwhelmed o Depleted 	<ul style="list-style-type: none"> o Clingy o Impatient o Irritable o Withdrawn o Moody o Regression o Sleep disturbances o Appetite changes o Nightmares o Hyper-vigilance o Elevated startle response o Use of negative coping (smoking, alcohol, substance abuse) o Accident proneness o Losing things o Self harm behaviors
Spiritual		Interpersonal	Physical
<ul style="list-style-type: none"> o Questioning the meaning of life o Loss of purpose o Lack of self-satisfaction o Pervasive hopelessness o Ennui o Anger at God o Questioning of prior religious beliefs 		<ul style="list-style-type: none"> o Withdrawn o Decreased interest in intimacy or sex o Mistrust o Isolation from friends o Impact on parenting (protectiveness, concern about aggression) o Projection of anger or blame o Intolerance o Loneliness 	<ul style="list-style-type: none"> o Shock o Sweating o Rapid heartbeat o Breathing difficulties o Aches and pains o Dizziness o Impaired immune system
Impact on Professional Functioning			
Performance of Job Tasks	Morale	Interpersonal	Behavioral
<ul style="list-style-type: none"> o Decrease in quality o Decrease in quantity o Low motivation o Avoidance of job tasks o Increase in mistakes o Setting perfectionist standards o Obsession about details 	<ul style="list-style-type: none"> o Decrease in confidence o Loss of interest o Dissatisfaction o Negative attitude o Apathy o Demoralization o Lack of appreciation o Detachment o Feelings of incompleteness 	<ul style="list-style-type: none"> o Withdrawal from colleagues o Impatience o Decrease in quality of relationship o Poor communication o Subsume own needs o Staff conflicts 	<ul style="list-style-type: none"> o Absenteeism o Exhaustion o Faulty judgment o Irritability o Tardiness o Irresponsibility o Overwork o Frequent job changes

Table 2: Healthy Coping Strategies

Cognitive	Emotional	Behavioral
<ul style="list-style-type: none"> o Moderation o Write things down o Make small, daily decisions o See the decisions you are already making o Give yourself permission to ask for help o Plan for the future o Get the most information you can to help make decisions o Anticipate needs o Remember you have options o Review previous successes o Problem solve o Have a Plan “B” o Break large tasks into smaller ones o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Allow yourself to experience what you feel o Label what you are experiencing o Give yourself permission to ask for help o Be assertive when necessary o Keep communication open with others o Remember you have options o Use your sense of humor o Have a buddy with whom you can vent o Use “positive” words and language o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Spend time by yourself o Spend time with others o Limit demands on time and energy o Help others with tasks o Give yourself permission to ask for help o Do activities that you previously enjoyed o Take different routes to work or on trips o Remember you have options o Find new activities that are enjoyable and (mildly) challenging o Set goals, have a plan o Relax o Practice, Practice, Practice
Spiritual	Interpersonal	Physical
<ul style="list-style-type: none"> o Moderation o Discuss changed beliefs with spiritual leader o Meditation o Give yourself permission to ask for help o Practice rituals of your faith/beliefs o Spiritual retreats/workshops o Prayer o Remember you have options o Mindfulness o Find spiritual support o Read Spiritual literature o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Give yourself permission to ask for help o Take time to enjoy time with trusted friend/partner o Hugs o Healthy boundaries o Remember to use “I” statements o Use humor to diffuse tense conversations o Play together o Talk with trusted partner/friend o Apologize when stress causes irritable behavior or outbursts o State needs and wants as clearly as possible o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Aerobic exercise o See doctor and dentist o Routine sleep patterns o Minimize caffeine, alcohol, and sugar o Give yourself permission to ask for help o Eat well-balanced, regular meals o Drink water o Wear comfortable clothes o Engage in physical luxuries: spa, massage, bath, personal trainer o Remember to breathe – deeply o Take mini-breaks o Practice, Practice, Practice

Table 2: Healthy Coping Strategies

Cognitive	Emotional	Behavioral
<ul style="list-style-type: none"> o Moderation o Write things down o Make small, daily decisions o See the decisions you are already making o Give yourself permission to ask for help o Plan for the future o Get the most information you can to help make decisions o Anticipate needs o Remember you have options o Review previous successes o Problem solve o Have a Plan “B” o Break large tasks into smaller ones o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Allow yourself to experience what you feel o Label what you are experiencing o Give yourself permission to ask for help o Be assertive when necessary o Keep communication open with others o Remember you have options o Use your sense of humor o Have a buddy with whom you can vent o Use “positive” words and language o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Spend time by yourself o Spend time with others o Limit demands on time and energy o Help others with tasks o Give yourself permission to ask for help o Do activities that you previously enjoyed o Take different routes to work or on trips o Remember you have options o Find new activities that are enjoyable and (mildly) challenging o Set goals, have a plan o Relax o Practice, Practice, Practice
Spiritual	Interpersonal	Physical
<ul style="list-style-type: none"> o Moderation o Discuss changed beliefs with spiritual leader o Meditation o Give yourself permission to ask for help o Practice rituals of your faith/ beliefs o Spiritual retreats/workshops o Prayer o Remember you have options o Mindfulness o Find spiritual support o Read Spiritual literature o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Give yourself permission to ask for help o Take time to enjoy time with trusted friend/ partner o Hugs o Healthy boundaries o Remember to use “I” statements o Use humor to diffuse tense conversations o Play together o Talk with trusted partner/ friend o Apologize when stress causes irritable behavior or outbursts o State needs and wants as clearly as possible o Practice, Practice, Practice 	<ul style="list-style-type: none"> o Moderation o Aerobic exercise o See doctor and dentist o Routine sleep patterns o Minimize caffeine, alcohol, and sugar o Give yourself permission to ask for help o Eat well-balanced, regular meals o Drink water o Wear comfortable clothes o Engage in physical luxuries: spa, massage, bath, personal trainer o Remember to breathe – deeply o Take mini-breaks o Practice, Practice, Practice

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