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| REFLECTION 1: YOUR STRESS REACTIONS | | | | | | | | | |
| Cognitive | | | Emotional | | | | Behavioral | | |
| * Diminished concentration * Confusion * Spaced-out * Loss of meaning * Decreased self esteem * Preoccupation with client’s issues * Apathy * Rigidity/over control * Disorientation * Whirling thoughts * Suicidal/homicidal ideation * Self-doubt * Perfectionism * Minimization | | | * Powerlessness * Anxiety * Guilt * Anger * Shutdown * Numbness * Fear * Helplessness * Sadness * Depression * Hypersensitivity * Emotional roller coaster * Overwhelmed * Depleted * Worthless * Ineffective | | | | * Clingy/dependent * Impatient * Irritable * Withdrawn * Moody * Regression * Sleep disturbances * Appetite changes * Nightmares * Hypervigilance * Elevated startle response * Use of negative coping (smoking, alcohol, drugs) * Clumsy * Losing things * Disorganized * Self-harm | | |
| Spiritual | | | Interpersonal | | | | Physical | | |
| * Questioning your life choices * Loss of purpose * Lack of self-satisfaction * Hopelessness * Ennui * Questioning beliefs | | | * Withdrawn * Decreased intimacy or interest in sex * Mistrust * Isolation from friends and family * Impact on parenting * Projection of anger or blame * Intolerance * Loneliness | | | | * Sweating * Rapid Heartbeat * Nausea/upset stomach * Breathing difficulty * Headache * Backache * Shoulder tension * Dizziness * Fatigue easily * Impaired immunity | | |
| Impact on Professional Functioning | | | | | | | | | |
| Job Task Performance | | Morale | | | Interpersonal | | | Behavioral | |
| * Decrease quality * Decrease quantity * Low motivation * Task avoidance * Increase mistakes * Perfectionistic * Overly critical * Obsession with detail * Lack of detail | | * Reduced confidence * Loss of interest * Dissatisfaction * Negative attitude * Apathy * Demoralization * Lack of Appreciation * Detachment * On edge | | | * Withdrawal from colleagues * Impatience * Conflict w others * Decrease in quality of relationships * Poor communication * Subsume own needs | | | * Absenteeism * Exhaustion * Faulty Judgment * Irritability * Tardiness * Irresponsibility * Overwork * No boundaries * Job changes * Overcommit | |
| SILENT WITNESS: SMALL GROUP EXERCISE  Which types of clients do you find it hard to work with?  Which elicit stress responses in you?  What client situations are difficult for you to deal with?  What team situations are difficult for you when you have this type of client?  Assessing your own level of risk will help you modify how you approach work and your self-care. Review the items to help determine your personal risk factors. The more boxes you check, the more risk factors you have for developing compassion stress. | | | | | | | | | |
| REFLECTION 2: ASSESSING RISK | | | | | | | | | |
| Personal History | | | | | | | | | |
| I have a lot of empathy | I lack a strong social support system | | | I am an anxious person | | I am new in the field and/or lack experience | | | It’s hard for me to find meaning in suffering |
| I have many stressors in my life currently | I have a history of trauma | | | People tell me I am a pessimist | | I don’t like to seek supervision or help with cases | | | I have a lot in common with my clients |
| Poor Professional boundaries | Poor self-care | | | Overly unrealistic expectations | | Intolerance of being unsuccessful | | | Inability to say “no” |
| Overly sensitive or lacking sense of humor | Perceived lack of success with clients | | | Lack of personal life | | Unfavorable comparisons to others | | | Desire to put others first ahead of own needs |
| Work Setting | | | | | | | | | |
| I don’t often feel supported | My employer does not emphasize self-care | | | High organizational conflict | | We have little training in managing stress | | | My boss provides little positive feedback |
| My employer is not flexible | I identify strongly with clients | | | Insufficient salary or other rewards | | I have pressure to meet unrealistic demands | | | I have little connection to colleagues |
| My employer does not share my personal values | I am not respected by my boss or colleagues | | | Little focus on personal development | | I have little control over my time at work | | | Long hours |

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| SELF CARE BRAINSTORMING | |
| Activate | Soothe |
| Exercise Walk Jog Gym  Exercise class  Boxing  Cleaning  Washing Dishes  Vacuuming  Dusting  Gardening  Cooking  Call a friend Go out to lunch, dinner, a coffee Shopping Favorite movie Favorite book Favorite music Favorite TV show Books/movies/music that create a different emotion  Read Magazines Read a Newspaper Games Puzzles Volunteer somewhere Give someone a present Do something thoughtful Make something for someone | Have a good meal Have a nice snack Favorite drink (non-alcohol) Have a picnic Light a candle Look at beautiful art or scenery Watch the stars Go to a beautiful place Soothing or invigorating music Enjoy sounds of nature Sing Be aware and let sounds come and go Favorite perfume Favorite lotion Enjoy smells of nature or flowers Bubble bath Shower Massage Pat dog or cat Soak feet Brush hair Do nails Imagine a relaxing scene/safe place Imagine coping/distress flowing away/distress passing  Create meaning/purpose from distress Read/think of your spiritual values Focus on any positive aspects in your life Pray Relaxation tape Tense and release muscles Slow breathing Count to 10 Smile Laugh out loud Take a break (stay in bed for 20mins) |

Accepting and improving distress are quite different approaches and maintaining a balance between acceptance and improvement is the key to **building resilience**. It is unhelpful to be at either extreme (i.e., only accepting how you feel or only trying to improve how you feel). To tolerate distress you really need to learn how to do both. **Finding small ways to participate and be active in the moment when distressed, or to self-soothe and self-nurture when you are feeling distressed, are important for improving your emotional experience.**