|  |
| --- |
| 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* Withdrawn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 | * Withdrawn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 EXERCISEWhich 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 |

|  |
| --- |
| SELF CARE BRAINSTORMING |
| Activate  | Soothe  |
| Exercise WalkJogGymExercise class Boxing Cleaning Washing Dishes Vacuuming Dusting Gardening Cooking Call a friendGo out to lunch, dinner, a coffeeShoppingFavorite movieFavorite bookFavorite musicFavorite TV showBooks/movies/music that create a different emotion Read MagazinesRead a NewspaperGamesPuzzlesVolunteer somewhereGive someone a presentDo something thoughtfulMake something for someone  | Have a good mealHave a nice snackFavorite drink (non-alcohol)Have a picnicLight a candleLook at beautiful art or sceneryWatch the starsGo to a beautiful placeSoothing or invigorating musicEnjoy sounds of natureSingBe aware and let sounds come and goFavorite perfumeFavorite lotionEnjoy smells of nature or flowersBubble bathShowerMassagePat dog or catSoak feetBrush hairDo nailsImagine a relaxing scene/safe placeImagine coping/distress flowing away/distress passing Create meaning/purpose from distressRead/think of your spiritual valuesFocus on any positive aspects in your lifePrayRelaxation tapeTense and release musclesSlow breathingCount to 10SmileLaugh out loudTake 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.**