



Recognize & Manage Compassion Fatigue

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Lucy Hayhurst is a Licensed and Registered Dietitian/Nutritionist, and the owner of Well Balanced Nutrition. It is her mission to improve lives by teaching, empowering, and connecting people one wellness adventure at a time.

Lucy adopted the mission to spread the good news of fruits and vegetables the moment she learned that nutrition could be a career path. She's always known that healthy eating can be fun and delicious! People who are tired of boring, restrictive diets come to her to learn a well-balanced way of eating. She makes it fun, simple, and attainable.

Lucy combines her enthusiasm for fitness and playing in nature with her love for nutritious food and the result is a fun, interactive adventure for her clients. Lucy can light up a room and inspire a crowd. In addition to individual counseling, she enjoys opportunities to speak on wellness for large and small groups.

When not at work, you'll find her walking in the woods, practicing yoga and meditation, making new friends or helping in her community. She enjoys the many state and national parks in NC and loves a great backpacking adventure.

Recognize & Manage

Compassion Fatigue

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A story of compassion fatigue

- ❖ What is compassion/empathy fatigue?
- ❖ Physical, emotional, spiritual exhaustion
- ❖ Typically found in helping professions



Photo credit: Pixabay, Parentingupstream

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Compassion fatigue is both preventable and treatable, the condition must first be recognized.

–ThinkKindness.org

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Discerning the difference

- ❖ Secondary Traumatic Stress (STS)
- ❖ Burnout
- ❖ Post-Traumatic Stress Disorder

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Compassion Fatigue

Prevention & Recovery

- ❖ Self-Reflection
- ❖ Prioritize values
- ❖ Lifestyle
- ❖ Relearning (not pushing down the feelings)



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Photo credit: Pixabay images



Photo credit: Unsplash, Peter Miranda

Next steps...

Learning to listen to the body

"Healing is an inside job."
-Patricia Smith

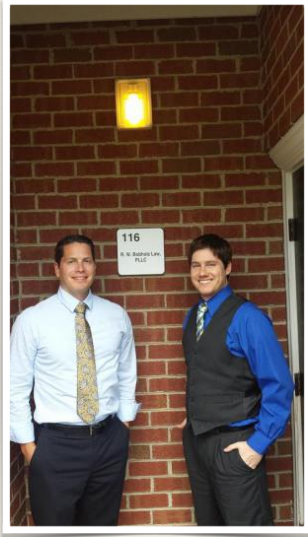
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Warning signs

- ❖ Alcohol, food or drug abuse
- ❖ Anger, Blaming, Depression
- ❖ Chronic lateness
- ❖ Isolation
- ❖ Diminished sense of person accomplishment
- ❖ Frequent headaches/Gastrointestinal complaints
- ❖ Hypertension
- ❖ Less ability to feel joy/Increased irritability
- ❖ Low self-esteem
- ❖ Hopelessness
- ❖ Sleep disturbances, flashbacks
- ❖ Workaholism

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Richard's Story



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“I now know the powers of counseling and opening up to others. Because of it, I was able to form stronger bonds with the friends and family who care about me the most.”

–Richard Bobholz

Bobholz, R. (2016). Never Alone. Blog post: <https://lawplusplus.com/2016/10/05/never-alone>

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Creating a new normal

- ❖ How do you address mental health?
- ❖ Overcome the “selfish” and shame talk
- ❖ Building boundaries - self-directed
- ❖ Self-Compassion
- ❖ Take 10: a self-care tool

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Prioritize self-care

- ❖ Plan for success:
 - What
 - Where
 - When
 - How
- ❖ Ask for help
- ❖ Build resilience
- ❖ Embrace spirituality / mindfulness
 - ❖ Being 100% present in what you're doing
 - ❖ Be grateful

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Thank God it's Monday!

TGIM: Start Happy, Stay Health



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More Self-Care Tools

- ❖ Journaling
- ❖ Book club
- ❖ Stretching or yoga
- ❖ Praying or meditation
- ❖ Arts & crafts
- ❖ Exercise or walking
- ❖ Playing with a pet
- ❖ Go outdoors
- ❖ Volunteering

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Resources

- ❖ Showalter, Sherry E. (2010). American Journal of Hospice and Palliative Medicine® ; vol. 27, 4: pp. 239-242.)
- ❖ Tedeschi, R. & Triplett, K. N. (2012). Spiritual intelligence and post-traumatic growth. In CR Figley (Ed.)
- ❖ Ginzburg, H. (2012). *Resilience*. Encyclopedia of Trauma. Sage Publications. In CR Figley (Ed.)
- ❖ Bobholz, R. (2016). *Never Alone*. Blog post:
<https://lawplusplus.com/2016/10/05/never-alone>
- ❖ Hayhurst, L. (2017). TGIM: *Start Happy, Stay Healthy*, A workbook for making Monday awesome!

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If you need support...

We are here to help

If have questions, please do not hesitate to reach out:

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SA-1. Social Readjustment Rating Scale¹²

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	

¹²The Social Readjustment Rating Scale was designed to reflect the cumulative stress to which an individual has been exposed over a period of time (Holmes & Holmes, 1970; Holmes and Rahe, 1967, Rahe and Arthur, 1978). "Life change units" are used to measure life stress in the areas noted above.

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?

SA-2. How Vulnerable Are You To Stress?¹³

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

¹³ University of California, Berkeley Wellness Letter, August 1985. Scale Developers: Lyle Miller and Alma Dell Smith of Boston University Medical Center.

<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 and having fun at least once a week - before tackling those that seem more difficult. ◆ If useful, fine tune your results using the table below.¹⁴ ◆ 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	
Nutrition	16	
	1	
	7	
Health & Fitness	19	
	6	
	8	
	14	

¹⁴ This activity was created by Figley Institute for self-care planning purposes.

SA-3. Ego Resiliency Scale¹⁵

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

¹⁴ Block & Kremen, 1996

Scoring 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)

SA-4. Self-Compassion

Instructions: Please read each statement carefully before answering. To the left 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.					
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

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 ¹⁶	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.

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 a total mean.

(This method of calculating the total score is slightly different than that used in the article referenced above, in which each subscale was added together. However, I find it is easier to interpret the scores if the total mean is used. K. Neff)

¹⁶ Expanded subscale definitions can be found at <http://www.self-compassion.org/what-is-self-compassion/the-three-elements-of-self-compassion.html>.