Burnout, Compassion Fatigue and Secondary Traumatization: How to help the Helpers

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January 2021
Center for Youth Training Series

- Supported by a grant from ACEs Aware
- 5 webinars
- Sharing of Best Practices Paper on Implementation screening
- Goal: To increase provider knowledge and training on ACE, screening, implementation, and related issues
- Upcoming Sessions: Noon - 1:30 pm PT
  - February 17th
  - April 22nd
  - June 24th
Training Objectives:

• Brief Review of Science behind Adverse Childhood Experiences and Toxic Stress

• Differentiate between Burnout, Compassion Fatigue, and Secondary Trauma

• Review Signs/Symptoms, and Triggers of Burnout, Compassion Fatigue, and Secondary Trauma

• Guided Self-Assessment

• Review Self-Care and Resilience building strategies
Center for Youth Wellness History & Background

• Founded in 2012 by California’s first and current Surgeon General, Dr. Nadine Burke Harris

• Center for Youth Wellness (CYW) led the conversation on addressing Adverse Childhood Experiences (ACEs) and toxic stress through screening, interventions, and building resilience

• CYW seeks to build health through multifaceted programming in one of San Francisco’s most disadvantaged neighborhoods, Bayview Hunters Point in collaboration with Bayview Child Health Center medical clinic

• CYW implements an Ecosystem Model with community partners that knits together clinical services, family supports, social services coordination, and community advocacy
CYW Ecosystem Model

- Community leader(s) and Trusted Messenger
- Family Liaison
- Community Care Plan

Community Clinics & Providers

- Policy & Advocacy
- Community Engagement and Education Campaign

Parents & Caregivers

- Full ACEs Screening Implementation
- Trauma-Informed Training

The Family

- Education
- Post-treatment
- Family Liaison
- Community Care Plan
ACEs are common

- Nearly 2 out of 3 adults have at least one ACE

- Nearly half of children (34.8 million) have at least one ACE

Source: CDC-Kaiser ACE Study (1998)

Adverse Childhood Experiences

Abuse
- Physical
- Emotional
- Sexual

Neglect
- Physical
- Emotional

Household instability
- Mental Illness
- Incarcerated Relative
- Mother treated violently
- Substance Abuse
- Divorce
The Pair of ACEs

Adverse Childhood Experiences

- Maternal Depression
- Physical & Emotional Neglect
- Emotional & Sexual Abuse
- Divorce
- Substance Abuse
- Mental Illness
- Domestic Violence
- Incarceration
- Homelessness

Adverse Community Environments

- Poverty
- Violence
- Discrimination
- Community Disruption
- Poor Housing Quality & Affordability
- Lack of Opportunity, Economic Mobility & Social Capital

ACEs dramatically increase risk for 7 out of 10 leading causes of death

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<thead>
<tr>
<th>Leading Causes of Death in US, 2015</th>
<th>Odds Ratio Associated with ≥ 4 ACEs</th>
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<tbody>
<tr>
<td>1 Heart Disease</td>
<td>2.1</td>
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<tr>
<td>2 Cancer</td>
<td>2.3</td>
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<tr>
<td>3 Chronic Lower Respiratory Disease</td>
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<tr>
<td>4 Accidents</td>
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<tr>
<td>5 Stroke</td>
<td>2.4</td>
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<tr>
<td>6 Alzheimer's</td>
<td>11.2*</td>
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<tr>
<td>7 Diabetes</td>
<td>1.5</td>
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<td>8 Influenza and Pneumonia</td>
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Without intervention, there can be a 20-year difference in life expectancy

Key Terms

• **Secondary/Vicarious Trauma** - occurs when individuals experience symptoms as a result of indirect exposure to difficult, disturbing and/or traumatic images and stories those suffering from trauma.

• **Compassion Fatigue** - overexposure to suffering and pain that cause personal stress and reduced ability to be empathetic (can be a sub-type of secondary trauma).
  - Associated with the work *one does*

• **Burnout** - stress that providers experience related to workplace issues like negative feelings regarding organizational, practice, and quality in the work environments, or lack of respect, economic inequity, or gaps in values and organizational goals.
  - Associated with *where one works*
The Cost and Prevalence

• In multiple studies nurses experiencing symptoms of burnout and/or compassion fatigue was about 40%, and they were 2x as likely to experience depression compared to the general population.

• More than 50% of physicians experience significant symptoms of burnout and compassion fatigue, rates even higher in medical students and residents.

• These rates significantly impact healthcare quality, patient satisfaction, and turnover rates.

• Provider turnover costs estimated several million dollars per year.

• Personal consequences include higher rates of divorce, substance abuse and mental health issues.
  - Suicide rates for female physicians 130% greater than female population.
  - Suicide rates for male physicians 40% greater than male population.
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</tr>
<tr>
<td>• Fatigue</td>
<td>• Sadness and Grief</td>
<td>• Anxiety</td>
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<tr>
<td>• Anger</td>
<td>• Reduced ability to feel empathy</td>
<td>• Sadness</td>
</tr>
<tr>
<td>• Cynicism</td>
<td>• Somatic complaints</td>
<td>• Apathy/Numbing</td>
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<tr>
<td>• Negativity</td>
<td>• Addiction</td>
<td>• Cognitive disturbances</td>
</tr>
<tr>
<td>• Withdrawal</td>
<td>• Cognitive shifts</td>
<td>• Loss of trust and independence</td>
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<td></td>
<td>• Increased arousal/nightmare</td>
<td>• Relational disturbances</td>
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<td></td>
<td>• Detachment/Avoidance</td>
<td>• Intrusive imagery/thoughts</td>
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<td>• Work-related attributes</td>
<td>• Taxing empathy and emotional energy interactions</td>
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<tr>
<td>• Work-related interactions</td>
<td>• Prolonged exposure to trauma experiences of clients</td>
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<tr>
<td>• Work organizational characteristics</td>
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<td></td>
<td>• Re-enactment</td>
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<td></td>
<td>• Sensory re-triggering (sounds, smell, images)</td>
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Self-Assessment

• B. Hudnall Stamm, 2009-2012. Professional Quality of Life: Compassion Satisfaction and Fatigue Version 5 (ProQOL)

• www.proqol.org

• Results are scored in three sections: Compassion Satisfaction, Burnout, and Secondary Trauma

• Each sub-section has a separate score indicating where you might want to investigate further, or to seek professional assistance
If you think you are at risk...

- Develop a self-care plan
  - Spend some quality time alone each day
  - Hold one connected and meaningful conversation a day
- Identify things outside of work that are important to you
- Understand the sadness you are feeling is normal
- Start practicing the Domains of Wellness
Factors to Build Resilience and Buffer Trauma through the Domains of Wellness

- Supportive Relationships
- Eating Healthy
- Sleeping Well
- Using Movement
- Practicing Mindfulness
- Supporting Mental Health
- Spending Time with Nature
ABC’s of Self Care

• **Awareness:** The first step in self-care involves a check of your body and mind.

• **Balance:** This includes your personal life and your work life. You will be more productive when you make time to rest and relax.

• **Connection:** Build supportive relationships with people in all areas of your life. Connections help you find a balance and give you a safe place to process your feelings.

• **Debrief:** Discuss challenging cases and support each other in learning to use the tool as one additional resource in helping your patients.

• **EAP:** If you are experiencing long-term stress, anxiety or symptoms of burnout, you can access your Employee Assistance Program.
Questions?
Get in contact:

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or

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THANK YOU!