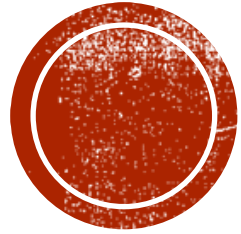


SUSTAINING CRISIS **SELF CARE IN**

Finding and Keeping Individual Vitality in the Helping Professions





THE RESILIENT PRACTITIONER

*Burnout & Compassion Fatigue Prevention & Self-Care Strategies for the
Helping Professions.*

Thomas M. Skovholt and Michelle Trotter-Mathison

Missymsw@gmail.com

Majnarich

PROFESSIONAL RESILIENCY AND PERSONAL SELF CARE INVENTORY

Professional
Stress

Personal
Stress

= Burn Out

Professional
Vitality

Personal
Vitality

=
Professional
Resiliency

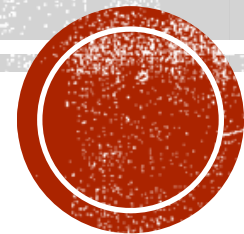


VITALITY

Vitality means exuberance. It means having deep purpose. It means having the power to live and grow without hinderance.

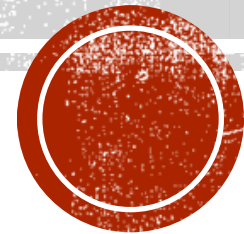
"loss of vitality," is where individuals feel numb or disconnected from their physical selves. True vitality requires inhabiting the body and experiencing sensations without fear.

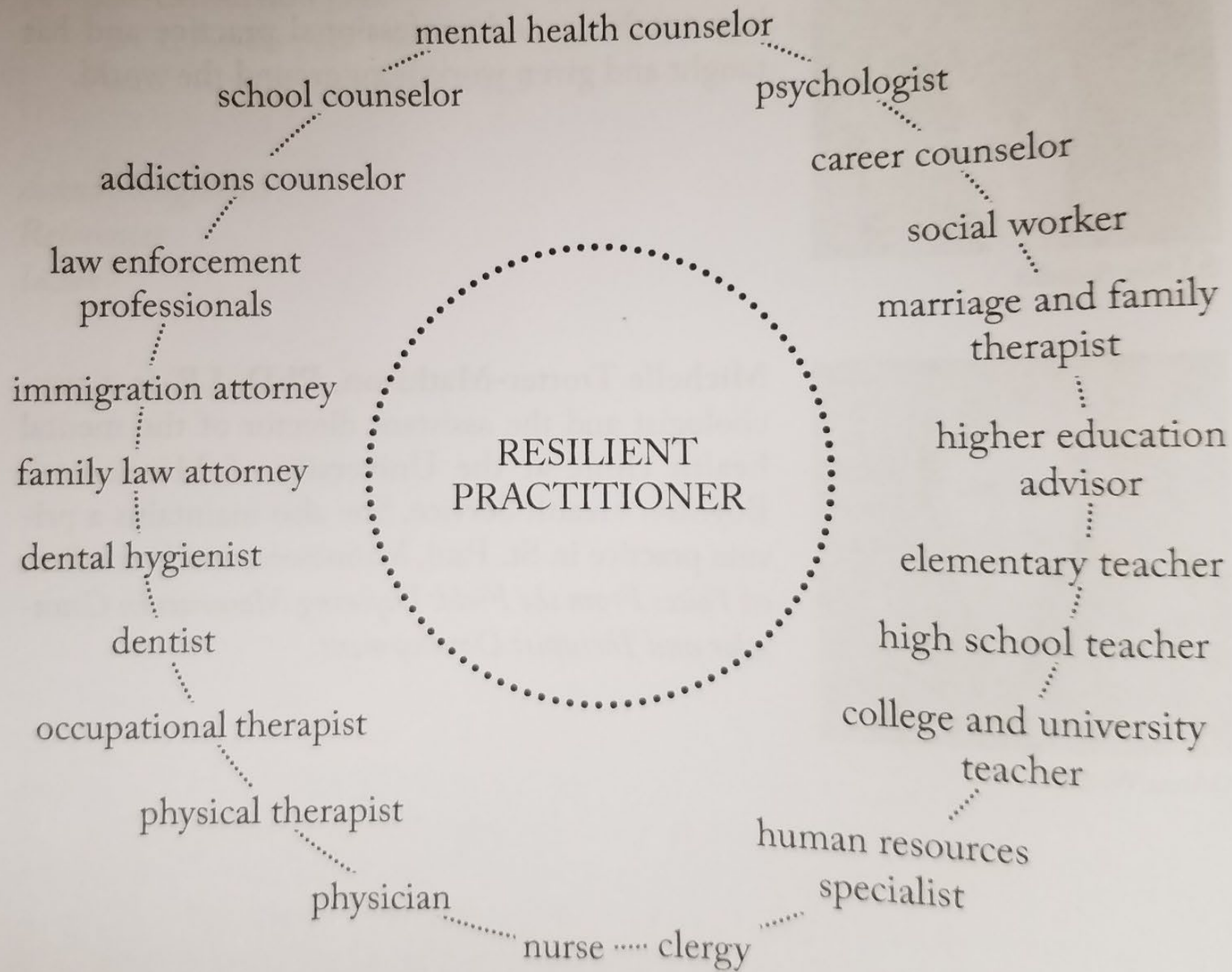
Bessel van der Kolk



**“CONNECTING ONESELF
TO THE GROWTH AND DEVELOPMENT OF OTHER PEOPLE
CAN PROVIDE ENORMOUS MEANING,**

**SOMETIMES CLEARLY FELT AND
SOMETIMES UNCONSCIOUS, FOR THE PRACTITIONER.”**





Social Worker



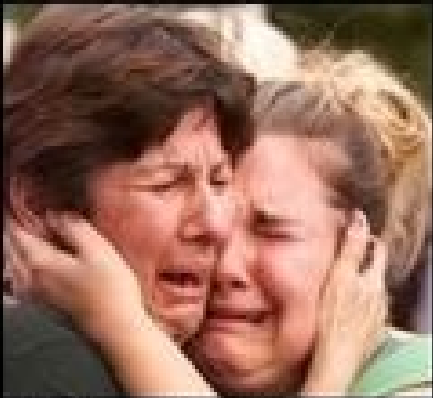
What my friends think I do.



What my mom thinks I do.



What society thinks I do.



What my boss thinks I do.



What I think I do.



What I actually do.

EXPECTATION VS. REALITY

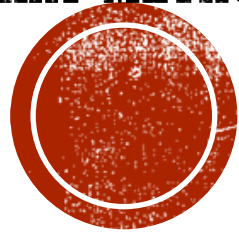
- ADVOCATES
- MOTHER THERESA
- SAVING CHILDREN
- (STEALING CHILDREN)
- CARING, LOVING, WARM
- (OVERWHELMED)
- PEACEKEEPERS
- (WORLD IS BETTER)
- BURIED IN PAPERWORK



THINK OF THE HAZARDS OF PRACTICE, WHAT MAKES IT SO HARD FOR YOU TO HELP?

WHAT METHODS HAVE YOU TRIED TO ALLEVIATE ITS IMPACT?

HOW SUCCESSFUL WERE YOU ?



“IF I ALLOW MYSELF TO BECOME EMOTIONALLY OVERWHELMED AND BURNED OUT, THE LONG-TERM RESULT IS MY OWN COMPROMISED EFFECTIVENESS.”

++++
++++

HAZARDS OF PRACTICE

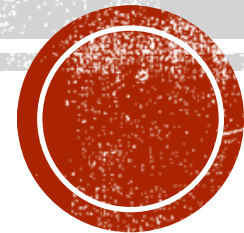
OPTIMIZING VITALITY

IMPROVING VALUED GROWTH

DIMENSIONS OF HEALTH

SUSTAINING RYTHEMS

Within and amongst personal ,professional and systemic failure;
giving yourself to this work still matters.



Overworked

Compensation disparity

Stress/anxiety

Loss of sleep/irregularity

Compassion fatigue

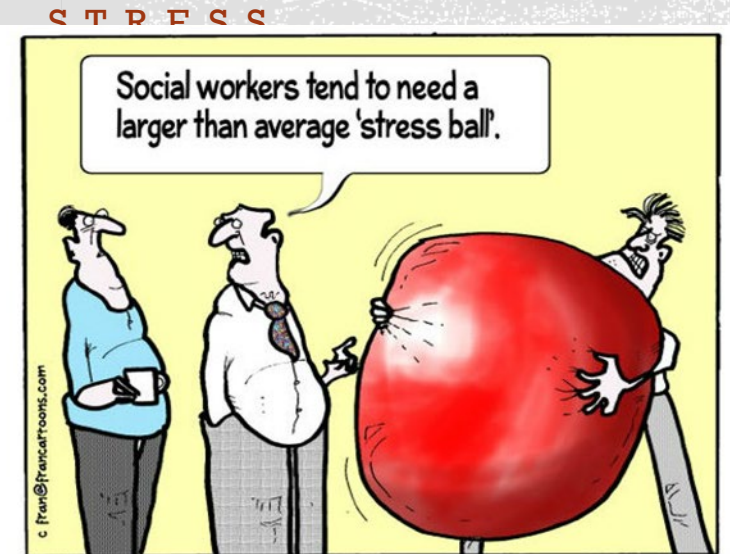
Vicarious Traumatization – PTSD

Disillusionment

Loss of self

Physical/Emotional Health

RISKS TO PRACTITIONERS



Fear

Confusion

Isolation

Low Motivation

Bitterness

Aggression

Cynicism

Loss of self

Vague Ambiguity

RISKS TO PRACTITIONERS

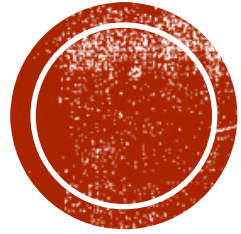
**Social worker burnout
is not a personal failure.**

It is what happens when
deep care meets
chronic overload.

When the paperwork never ends.
When the crises keep coming.
When the system asks for more
than one human can hold.

**You are not too sensitive.
You are carrying too much.**





HELPING AMBIGUITY

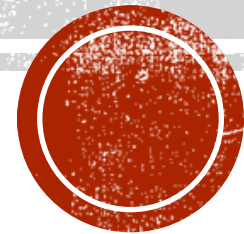
Unrelenting professional agony of so very much and yet not enough. Not Ever...enough.

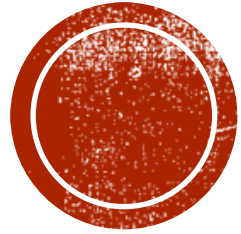
CLIENT DETERMINATION AND CHOICE/ HUMAN COMPLEXITY

BRINGS PROFESSIONAL UNCERTAINTY.

DO WE PROCEED WITH CAUTION OR WITH CONSEQUENCES.

**DO WE ADVOCATE FOR POSITIVE OUTCOMES OR HOLD
ACCOUNTABLE THE NEGATIVE IMPACTS TO SELF AND
OTHERS**





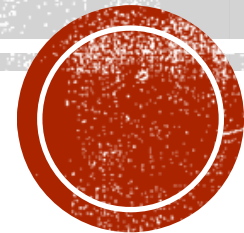
HAZARDS OF HELPING PRACTICE

“Working in the helping professions means making highly skilled professional attachments, involvements and separations over and over.”

This work includes mistakes, attempts, practice, and multiple solutions.

THE OTHER WANTS A QUICK SOLUTION; WE DISAPPOINT WITH SLOWNESS

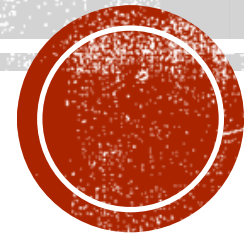
Decision for seeking help is Involuntary or Immediate
System failure in process entry and criteria leverage.
Solutions are unsustainable for long term impact.



**SOMETIMES WE CANNOT HELP BECAUSE WE
ARE**

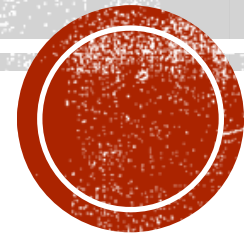
**▶ NOT THE RIGHT PERSON
AT THE RIGHT TIME ◀**

Hundreds of experiences that the *Other* has lived build distrust.
Relatability of the *Helper* **Helper* going one more round.
Readiness impacted by interfering trauma coping mechanisms.
Competency level does not meet the needs of the *Other*.



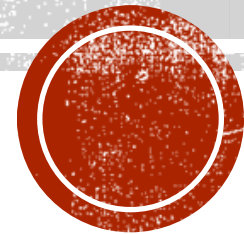
ASKING FOR HELP - SOLUTION FOR PROBLEMS THAT ARE SEEMINGLY UNSOLVABLE

Some solutions involve making choices where almost all
“*our options involve significant loss*” These situations come
after *Intolerable Pain* with *Agony* being a close second.



THE READINESS DANCE; GAP BETWEEN US AND THEM

- | | | |
|-------------|-------------------|-------------|
| ➤ Timing | Pre-contemplation | Achievable |
| ➤ Dose | Maintenance | Measurable |
| ➤ Structure | Action | Attainable |
| ➤ Awareness | Preparation | Sustainable |

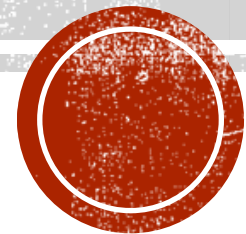


GREATER NEED THAN SOCIAL SERVICE, EDUCATION, OR HEALTH SYSTEM CAN MUSTER

Limited resources, *squeezing out within limited coverage*

System overwhelmed, *quickly succeed at the task of failure*

Agency dis-trust – do not work well together & renegade

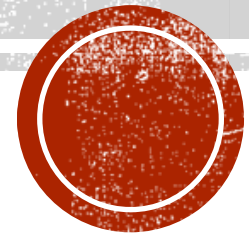


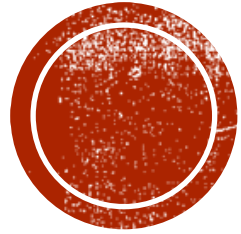
THEN OURSELVES

Empty capacity. Pervasive professional anxiety.

Solutions for answers to the wrong realities of the “other”

Wrong switch, no light – stumbling around

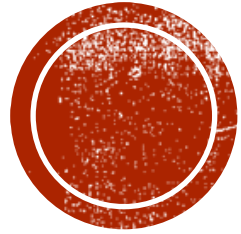




ELUSIVE MEANS OF SUCCESS



Amount of Counseling TIME
Amount of Improvement UNDERSTANDING
Amount of Appreciation CONNECTION
Amount of Awards STATUS
Amount Saved PERMANENCY



NORMATIVE FAILURE & CYNICAL CRITICAL NEGATIVE COLLEAGUES & MANAGERS

- ❖ Broken systems Broken co-workers
- ❖ *“The disease of negativity is easy to catch”*

OUR INABILITY TO SAY **NO**

LIVING IN A **OCEAN** OF STRESS EMOTIONS

 **ONE-WAY** CARING RELATIONSHIPS

NO ONE TO TALK TO, ... **COVERT NATURE**

*“Our capacity for compassion and empathy seems to be at the core of our ability to be **WOUNDED** by the work.”*



ANXIETY FILLED VOYAGE

Legal Fears/Threats

Ethical Dilemmas

Vicarious Trauma

Over identification

Apathetic Compassion

Delusions / Disconnect



ACUTE HEMORRHAGING

Ch. 5: Hazards of Practice

• 20 Hazards!

• Stress - Goodness of fit
 - negative emotions

(Vicarious
trauma
Negative work
environment

• Motivation
• Ambiguity
• energy
imbalances



Internal & External
Wounds



HOW OFTEN DO YOU CONSIDER 'BETTER WAYS' OF CARING TO INCREASE YOUR CAPACITY?

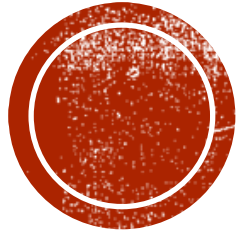
WHAT OTHER THINGS IMPACT THE ENERGY IMBALANCE.

WHICH PROFESSIONAL VALUE SEEMS USELESS FOR YOUR CLIENT'S WELLBEING?



HOW DOES THAT SAME VALUE SYSTEM ALLOW YOU TO SECURE YOUR SKILL SET AND RENEW BECAUSE IT IS POWERFUL?

++++
++++



OPTIMIZING RESILIENCE



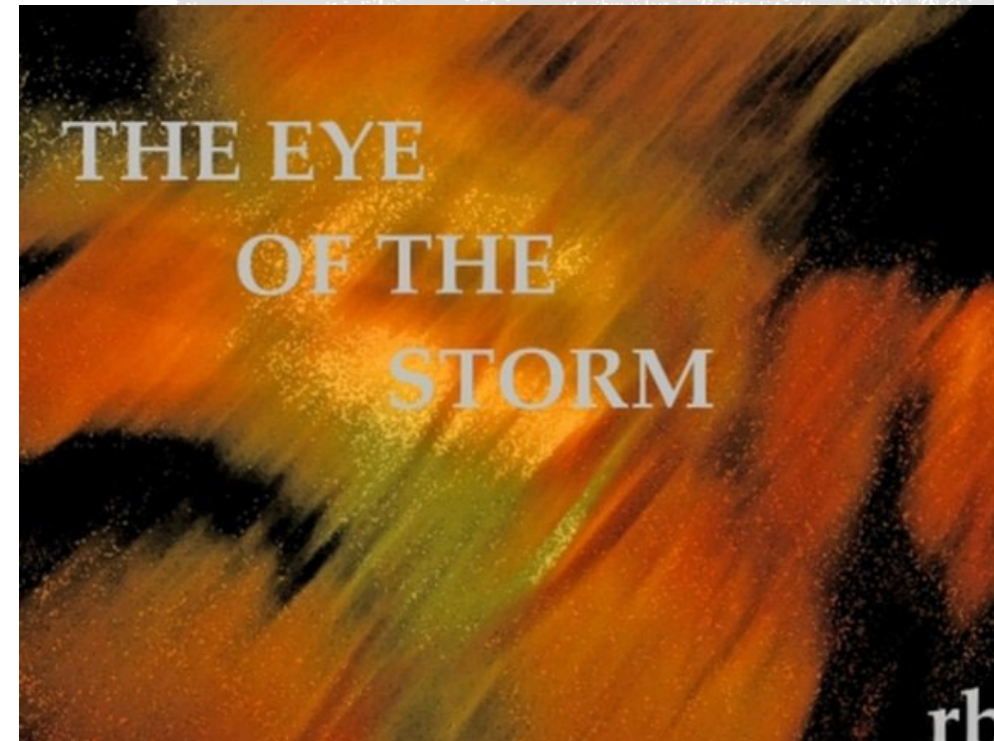
Missymsw@gmail.com

Majnarich

“We do not
learn from
experience...we
learn from
reflecting on
experience.”
—John Dewey

CYCLE OF CARING

- Desire & skill set to help people
- Internal fortitude and stamina
- Joys and rewards of the practice
- Fulfilling
- Directly re-enforced by need
- Unmeasurable influence
- Multiple perspectives in change theory
- Brace for on-coming storm and survive
- Identification
- Model and mentor and educate
- Growth mindset





RAINBOW OF VITALITY

- Joy and reward of practice
- Deep satisfaction of the work
- Profoundly deep practice skills
- Value in the cycle of caring
- Positive mentoring
- Connection to healing
- Adaptability to adversity
- Humor in horrific circumstances
- Higher service to others





EXUDING CAUTIOUS SLOW STEADY

“To remove oneself is the opposite of connecting oneself “

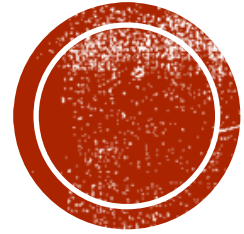
It is not easy to be skilled at one,...and less skilled at the other.

Involvement and attachment demand connection, our caring side, which we learn to protect, because it feels!

Our hard shell can't connect very well. But it protects us...

...It is a paradoxical skill





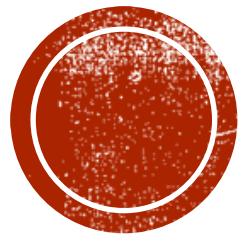
CONSTANT INVESTMENT IN A PERSONAL RENEWAL PROCESS

Not grabbing a life vest, but learning to swim...

Using the life vest, and securing its ability to allow you to float –
keeping the life vest near (in sight) and visiting it often to save your life.

THINK OF A "JOY OF PRACTICE" EXPERIENCE FOR YOU, AS HELPER

WHAT WAS THE SPECIFIC "MEANINGFULNESS" IMPACT IT LEFT?



PERHAPS, YOU HAVE A CRITICAL INCIDENT / DEFINING MOMENT, SERVING AS A TURNING POINT; HOW IS THIS IMPACTFUL?

++++
++++

FOUR DIMENSIONS OF HEALTH

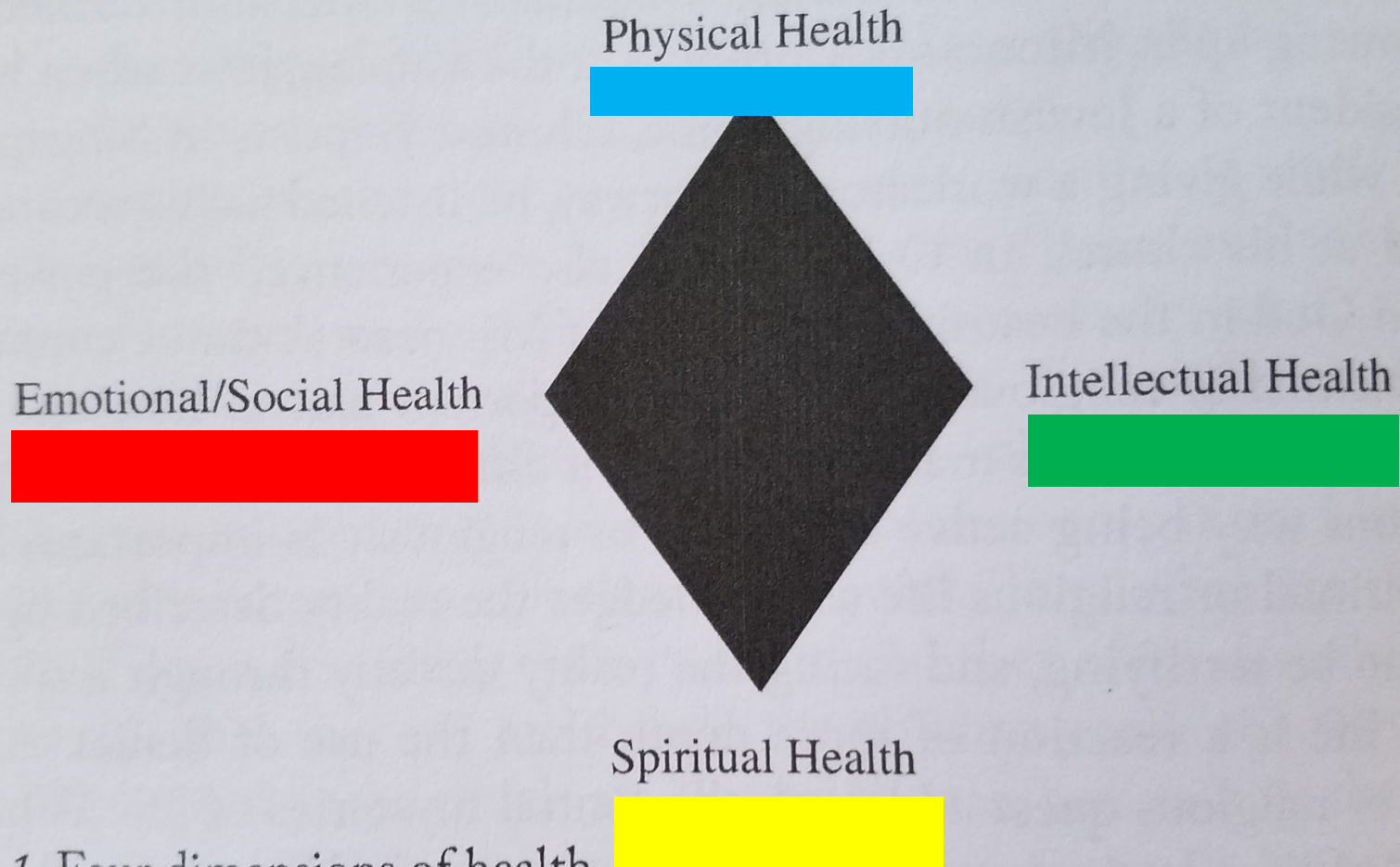


Figure 9.1 Four dimensions of health

MAINTAINING THE PERSONAL SELF

ALL OF THESE NEEDS TO BE IN GOOD STANDING

A major goal for professional self-care is to develop attitudes and activities that serve as natural endorphin boosters and stress hormone reducers. #1

Rest Pleasure Peace

Excitement Learning

Alongside or Alone

Value Meaning Impact



Table 8.2 Factors that sustain and deplete the professional self

<i>Factors That Sustain the Professional Self</i>	<i>Factors That Deplete the Professional Self</i>
Joy in participating in others' growth	Feeling unsuccessful in helping the Other
Feeling successful in helping others	Professional boundaries that allow for excessive other-care and too little self-care
Closely observing human life (creativity, courage, ingenuity, tolerance of pain) and meaningful human contact	Low peer support
Finely tuned professional boundaries	Low supervisor support
Peer support	High organizational conflict
Supervisor support	Excessive seriousness in purposes and style
Low level of organizational conflict	Little attention to long-term professional development
Sense of humor and playfulness	Inability to accept any ambiguous endings or normative failure
Constant focus on professional development and avoidance of stagnation and pseudodevelopment	Neglecting the importance for self and others of a positive closure experience at the time of professional separation
Tolerance of some ambiguous endings and normative failure	Insufficient salary and benefits (or education credits, if the practitioner is in training)
Attempting to have a closure experience at the time of professional separation that is positive for both parties	No distinguishing between idealism and realism
Sufficient salary and benefits or educational credits if the practitioner	

SUSTAINING VS DEPLETING



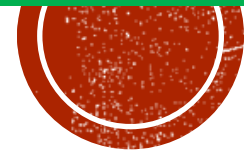
INTELLECTUAL HEALTH

Creating a Professional Greenhouse at Work

An environment where many factors

– temperature – soil – water –

(manure) are ideal for growth.



LEARNING ENVIRONMENTS

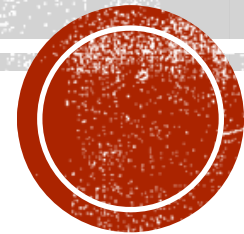
- **Growth Innovation is Encouraged**
- *Varying Competences*
- *Challenging Activities*
- *Cross training & Partnering*
- *Peer supported activities*
- *Mentoring Coaching*
- **Promotion of Self-Care Balance**
- *Leadership sets the tone*
- *Protecting your schedule*
- *Ask and Receive Care*
- *Be playful and creative*
- *Professional Venting*

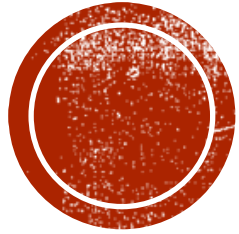


LEARNING TO SET BOUNDARIES, CREATE LIMITS AND TO SAY NO TO UNREASONABLE HELPING REQUESTS

If you do not know how to set a limit, find a class.

If you do not find a way to invest in yourself, you will be limited.





VALUE EMPOWERMENT

Joy in Growth

Integrity in Work

Shutdown Ugly

Set Boundaries

Completion Well

Pride in Skills

Secure Rights

Demand My Need

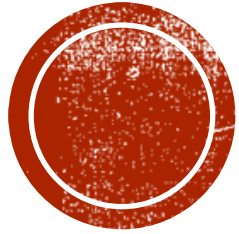
Celebrating Transitions

Take Credit / Give Credit

Awareness of Patience

Hold a lot of your pain

OUTSIDE THE STORM'S FURY SWELLS
INSIDE IS A WONDERFUL PLACE OF HUMAN **HOPE** AND
RESTORATION.



SPIRITUAL / VALUE HEALTH

Exuberance: Deep Purpose

Understanding: Quietness

Intense Will: Shared Growth

INTROSPECTIVE PRACTITIONER

Internal strengths:

Creative, determined, spiritual, insightful, hopeful, expressive, motivated for change, persistent

External strengths:

Pets, family, friends, church, vehicle, independence, personal care, physical health, relationships, physical objects, hobbies

- What do I need?
- Who or Where is my help?
- When can I schedule the time?
- **WHY** Am I still effective?
- **Self-Awareness:** How am I doing? How am I feeling?
- **Self-Reflection:** How is this affecting me?
- **External Reflection:** Is this affecting others?
- **Vicarious Traumatization:** How am I coping?
- **Feedback:** Friends, family, and importantly clients, co-workers and supervisors.

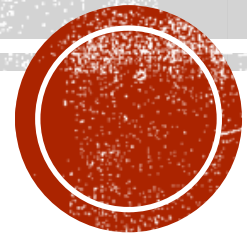


NURTURING ONESELF

Problems do not go away

They must be worked through or else they remain, forever a barrier to the growth and development of the spirit.

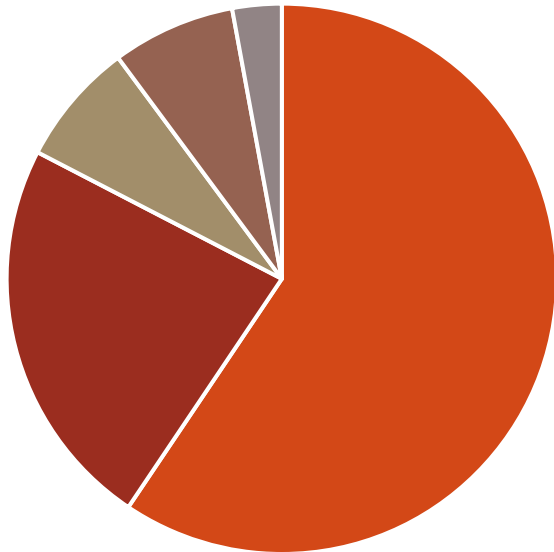
M.S. Peck



EMOTIONAL & SOCIAL

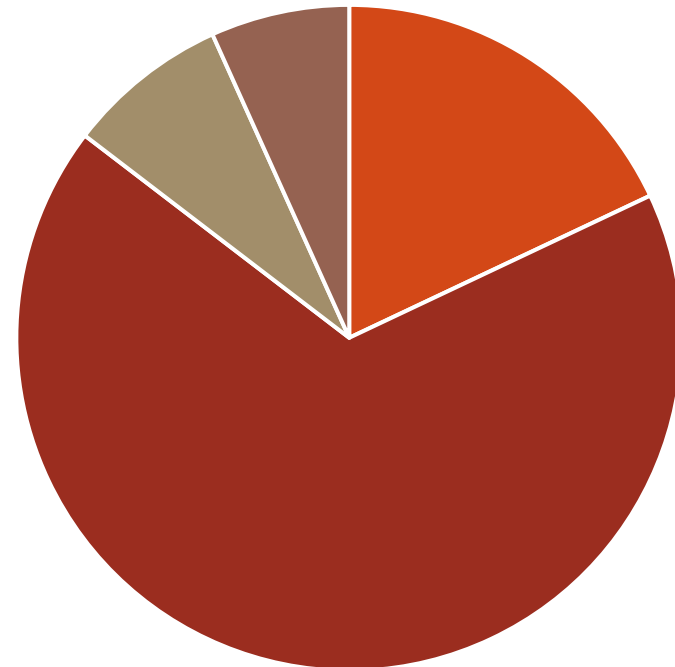
Inventory of your Time

DOING



Inventory of your Calling

BEING



PHYSICAL HEALTH

Walking

Jogging

Pickle Ball

Rock Climbing

Band

YOGA

DANCE

Limitations

HIKE

SKI

Biking

Boating

Self-Defense

Swimming

Gardening

PHOTOGRAPHY

Shooting Range

ICE SKATE

Wii/Go

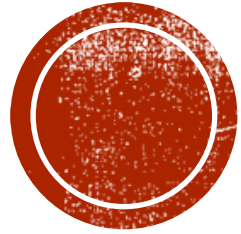


REJUVENATE & RESTORE



- Creativity
- Distraction
- Recreation
- Nutrition
- Solitary self
- Community Self
- Imagination





THEMES IN PROFESSIONAL DEVELOPMENT

“Social Worker Know Thyself”

- Myers Brigs
- Strength Finders
- Enneagram

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Learning Style

Emotional Intelligence

Core

DISC

Majnarich

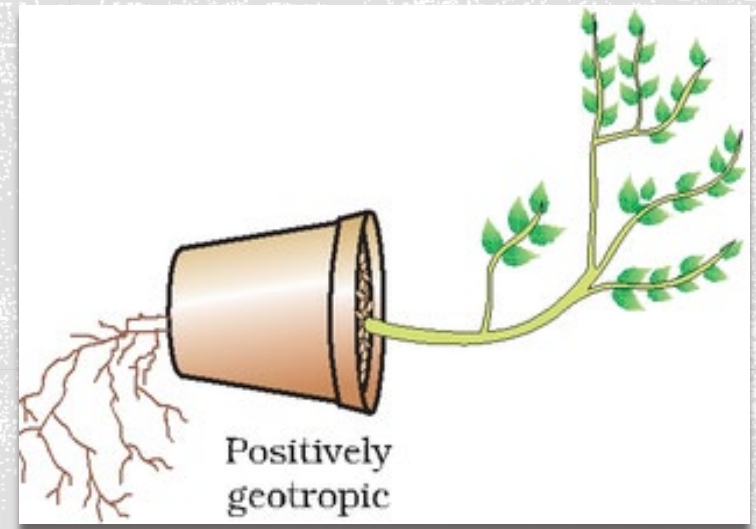
- ❖ *Increasing higher-order integration of professional and personal self.*
- ❖ *Continuous reflection is a prerequisite or optimal learning at all levels.*
- ❖ *Focus shifts throughout one's career*
- ❖ *Intense commitment to learn together propels the developmental process*
- ❖ *Practitioners cognitive map changes*
(expertise is experience driven and externally guided)



**Evolving
Practitioner**



- ❖ *Optimal professional development is a long slow and erratic process.*
- ❖ *It is a life-long process.*
- ❖ *New encounters allow for mastery; vulnerability allows for new encounters.*
- ❖ *Clients, Students and Patients all serve as major sources of influence.*
- ❖ *Personal life is central to Professional functioning*



The Root System



EXPERT PRACTITIONERS

- ✓ *Role limits and boundaries*
- ✓ *Over time gain great mastery of skills*
- ✓ *Move from theory to experiential practice*
- ✓ *View attachment and separation as professional process*
- ✓ *Understand human suffering at a profound level*
- ✓ *Peer support and mentoring is critical to survival*
- ✓ *Multiple roles are a protective factor*
- ✓ *Learn to create health-promoting work environments*
- ✓ *Foster and fortify a nurturing personal life*
- ✓ *Value with an internal focus on contribution*



FOCUS ON BALANCE

GOOD TO BETTER

- *Which parts of your personal life are in good shape? Professional life?*
- *Which parts need more devotion?*
- *Which wellness area can you dive deeply into for restoration and renewal?*

BAD AND UGLY

- *Which parts of your personal life are in bad shape? Professional life?*
- *Which areas need a tune-up?*
- *Which area needs a major overhaul, or perhaps even de-constructed?*



THANKS TO YOU

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