



- This is a real test given by our Human Relations Department and by many of the major corporations today. It helps us get better insight concerning our employees . Number your paper from 1 to 10.

1. When do you feel at your best?

a. in the morning

b. during the afternoon and early evening

C. late at night

2. You usually walk.....

a. fairly fast, with long steps

b. fairly fast, with little steps

c. Less fast head up, looking the world in the face

d. Less fast head down

e. Very slowly

3. When talking to people, you...
  - a. You stand with your arms folded
  - b. Have your hands clasped
  - c. Have one or both hands on your hips or in your pocket
  - d. Touch or push the person to whom you are talking.
  - e. Play with your ear, touch your chin or smooth your hair

4. When relaxing, you sit with....

- a. Your knees bent with your legs neatly side by side
- b. Your legs crossed
- c. Your legs stretched out or straight
- d. One leg curled under you

5. When something really amuses you, you react with....
- a. A big appreciated laugh
  - b. A laugh but not a loud one
  - c. A quiet chuckle
  - d. A sheepish smile

6. When you go to a party or social gathering....
  - a. Make a loud entrance so everyone notices you.
  - b. Make a quiet entrance looking around for someone you know
  - c. Make the quietest entrance, trying to stay unnoticed.



7. When you're working or concentrating very hard and you're interrupted you....

a. Welcome the break

b. Feel extremely irritated

c. Vary between these extremes

8. Which of the following colors do you like the most?

a. Red or orange

b. Black

c. Yellow or Light blue

d. Green

e. Dark blue or purple

f. White

g. Brown or gray

9. When you are in bed at night, in those last few moments before going to sleep, you lie
  - a. Stretched out on your back
  - b. Stretched out face down on your stomach
  - c. On your side, slightly curled
  - d. With your head on one arm
  - e. With your head under covers.

10. You often dream that you are

a. Falling

b. Fighting or struggling

c. Searching for something or somebody

d. Flying or floating

e. You usually have dreamless sleep

f. Your dreams are always pleasant

# POINTS

1. a) 2      b) 4    c) 6

2. a) 6      b) 4    c) 7    d) 2    e) 1

3. a) 4      b) 2    c) 5    d) 7    e) 6

4. a) 4      b) 6    c) 2    d) 1

5). a) 6      b) 4    c) 3    d) 5    e) 2

# POINTS

6. a) 6      b) 4    c) 2

7. a) 6      b) 2    c) 4

8. a) 6      b) 7    c) 5    d) 4    e) 3    f) 2    g) 1

9. a) 7      b) 6    c) 4    d) 2    e) 1

10). a) 4      b) 2    c) 3    d) 5    e) 6    f) 1

Now, add up the total  
number of points

# Over 60 POINTS

OTHERS SEE YOU AS SOMEONE THEY  
“SHOULD HANDLE WITH CARE”. YOU’RE  
SEEN AS VAIN, SELF-CENTERED, AND  
ONE WHO IS EXTREMELY  
DOMINEERING! OTHERS MAY ADMIRE  
YOU, WISHING THEY COULD BE MORE  
LIKE YOU BUT DON’T ALWAYS TRUST  
YOU HESITATING TO BECOME TOO  
DEEPLY INVOLVED WITH YOU



# 51 TO 60 POINTS

OTHERS SEE YOU AS AN EXCITING, HIGHLY VOLATILE, RATHER IMPULSIVE PERSONALITY, A NATURAL LEADER, ONE WHO'S QUICK TO MAKE DECISIONS, THOUGH NOT ALWAYS THE RIGHT ONES. THEY SEE YOU AS BOLD AND ADVENTURESOME, SOMEONE WHO WILL TRY ANYTHING ONCE, SOMEONE WHO TAKES CHANCES AND ENJOYS AN ADVENTURE. THEY ENJOY BEING IN YOUR COMPANY BECAUSE OF THE EXCITEMENT YOU RADIATE

# 41 TO 50 POINTS

OTHERS SEE YOU AS FRESH, LIVELY, CHARMING, AMUSING, PRACTICAL AND ALWAYS INTERESTING, SOMEONE WHO'S CONSTANTLY IN THE CENTER OF ATTENTION BUT SUFFICIENTLY WELL-BALANCED NOT TO LET IT GO TO THEIR HEAD. THEY ALSO SEE YOU AS KIND, CONSIDERATE AND UNDERSTANDING. SOMEONE WHO'LL ALWAYS CHEER THEM UP AND HELP THEM OUT!

# 31 TO 40 POINTS

OTHERS SEE YOU AS SENSIBLE, CAUTIOUS, CAREFUL, AND PRACTICAL. THEY SEE YOU AS CLEVER, GIFTED OR TALENTED BUT MODEST. NOT A PERSON WHO MAKES FRIENDS TOO QUICKLY OR EASILY BUT SOMEONE WHO'S EXTREMELY LOYAL TO FRIENDS YOU DO MAKE AND WHO EXPECT THE SAME LOYALTY IN RETURN. THOSE WHO REALLY GET TO KNOW YOU REALIZE IT TAKES A LOT TO SHAKE YOUR TRUST IN YOUR FRIENDS BUT EQUALLY IT TAKES YOU A LONG TIME TO GET OVER IT IF THAT TRUST IS EVER BROKEN

# 21 TO 30 POINTS

YOUR FRIENDS SEE YOU AS PAINSTAKING AND FUSSY. THEY SEE YOU AS VERY CAUTIOUS, EXTREMELY CAREFUL, A SLOW AND STEADY PLODDER. IT WOULD REALLY SURPRISE THEM IF YOU EVER DID SOMETHING IMPULSIVELY OR IN THE SPUR OF THE MOMENT, EXPECTING YOU TO EXAMINE EVERYTHING CAREFULLY FROM EVERY ANGLE THEN USUALLY DECIDE AGAINST IT. THEY THINK THIS REACTION IS CAUSED PARTLY BY YOUR CAREFUL NATURE.

# UNDER 21 POINTS

PEOPLE THINK YOU ARE SHY, NERVOUS AND INDECISIVE. SOMEONE WHO NEEDS LOOKING AFTER, WHO ALWAYS WANTS SOMEONE ELSE TO MAKE THE DECISIONS AND WHO DOESN'T WANT TO GET INVOLVED WITH ANYONE OR ANYTHING. THEY SEE YOU AS A WORRIER WHO ALWAYS SEES PROBLEMS THAT DON'T EXIST. SOME PEOPLE THINK YOU'RE BORING. ONLY THOSE WHO KNOW YOU WELL, THINK THAT YOU'RE AREN'T!

# The different types of difficult people in our lives

# THE ACD



A black and white photograph of a handwritten note pinned to a door. The note is written in capital letters and is held in place by four pushpins. The text on the note reads: "THE HAPPIEST PEOPLE DON'T HAVE THE BEST OF EVERYTHING, THEY JUST MAKE THE BEST OF EVERYTHING." The door has a circular doorknob on the right side. There are other papers and a small picture visible on the door to the left of the note.

THE HAPPIEST PEOPLE  
DON'T HAVE THE BEST  
OF EVERYTHING, THEY  
JUST MAKE THE BEST  
OF EVERYTHING.





As you breathe right now,  
another person takes  
his **LAST**.

So stop complaining and  
learn to live **LIFE**  
with what you have.

*Join "Coolest Quotes" on Facebook*

# The TM

No, no...  
This isn't gossip.  
It's the truth.



Haters will  
broadcast your  
failure, but  
whisper your  
success...

SOME PEOPLE  
CAN'T FUNCTION  
WITHOUT NEGATIVITY  
BECAUSE BRINGING  
DOWN OTHERS  
MAKES THEM FEEL  
BETTER

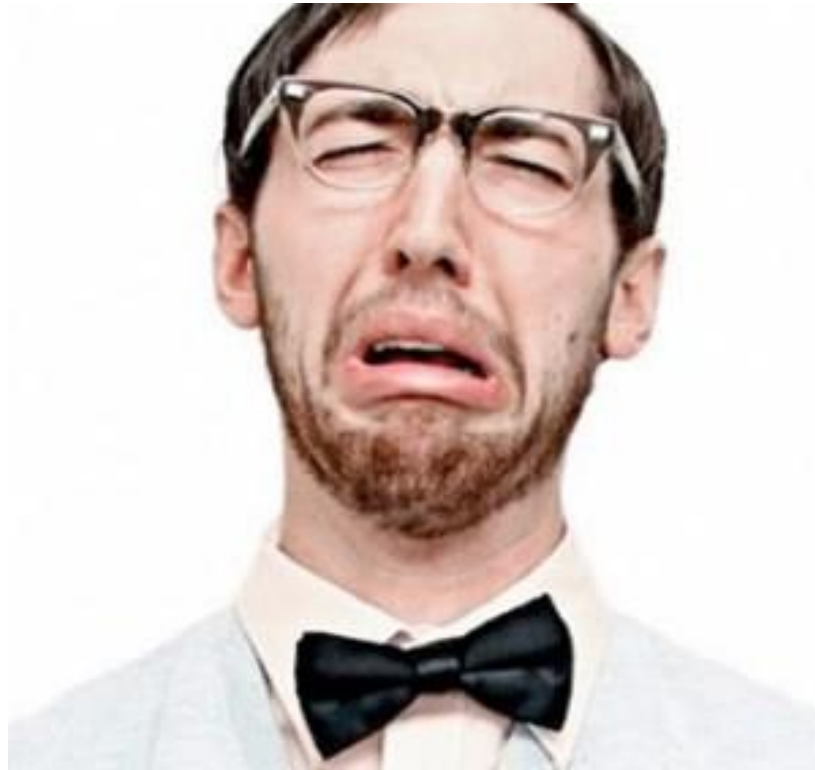
- Kushandwisdom

[www.mrnevergiveup.com](http://www.mrnevergiveup.com)

FOR THOSE OF YOU WHO GOSSIP  
ABOUT ME:

THANK YOU FOR MAKING ME THE  
CENTER OF YOUR WORLD

# The EP



I'm sorry  
if I changed  
but you  
changed too.

# The AID





Controllers, abusers  
and manipulative  
people don't question  
themselves. They don't  
ask themselves if the  
problem is them. They  
always say the problem  
is someone else.

- Darlene Quimet

Quotes & Thoughts

[www.Pinterest.com/quotesthoughts](http://www.Pinterest.com/quotesthoughts)

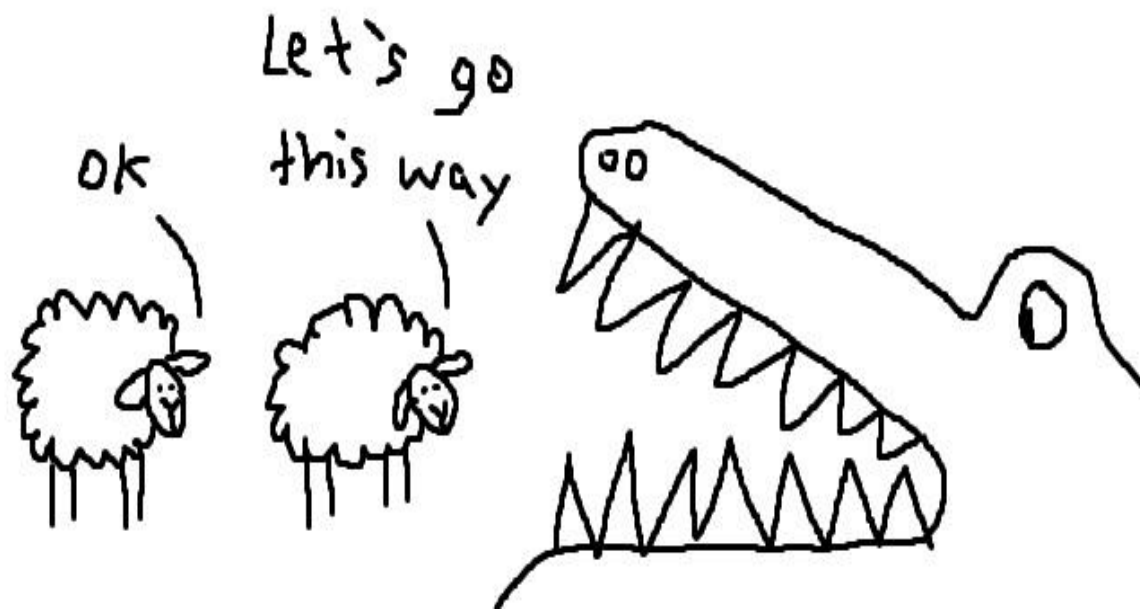
# The SOH



Speaking with class is knowing  
what to say, when to say it and  
when to stop it

# The FTC





**It's easy  
to stand with  
the crowd.**

**It takes  
Courage  
to stand alone.**

Are you an Empath? Take the Empath Test to find out:

**For each statement, give yourself a "0" for never, a "2" for sometimes, and a "3" for always.**

1. You sense others' pain and sadness.
2. You pick up quickly if someone means one thing, but says another.
3. You feel drained if you are around certain people.
4. You get strong first impressions of people—both negative and positive—that end up being spot on.
5. You see something sad—for instance, an animal being hit by a car—and it takes you much longer than others to stop feeling sad or sick about it.
6. Others don't understand how deeply you feel and why you can't just "let it go."
7. You always feel like you view life from a different perspective than everyone around you. It seems like no one is "like you."
8. You've experienced the sensation that you are feeling the pain of the whole world.
9. There are times when you feel so overwhelmed with the pain of the world that you want to crawl under the blankets and not interact with anyone for a few days.
10. You can't watch or read the news or watch sad or violent movies because it's too upsetting or makes you sick.
11. You repeatedly feel the same emotions or sensations around the same people. (For instance, every time you see a particular friend, you feel anxious or sad for no particular reason.)
12. You feel sick or in pain when you are around certain people for no physical reason, or you seem to take on other's symptoms, feeling as they feel.
13. You feel like your mood or emotions change when certain people enter a room.
14. You've walked into a room and felt the energy was different, without knowing why (for example, walking into the office and being hit with the sensation of tension or anger—I used to be able to walk in the front door of the office and know whether my boss was in a good or a bad mood without seeing him).
15. You sometimes get overwhelmed when there are a lot of people around, but can't figure out why you feel overwhelmed (there's nothing outwardly unpleasant going on).
16. You sometimes feel like your emotions change on dime, but you don't know why.
17. People come to you as their "energy source," because you brighten their day or have other impacts on their emotions.
18. People seem drawn to you and need their "fix" of you to feel better. Often, animals and children will be very drawn to you as well.
19. You prefer to be near water, especially when you are feeling overwhelmed.
20. You need to have time in nature to feel balanced.
21. You've had people ask you why you are "such a bleeding heart," or make fun of you for feeling so deeply (I cannot tell you how often this has happened to me!).
22. You care for others more than you care for yourself and feel like you "have to" take care of people, even when you know you are burning yourself out.
23. You have a hard time taking care of yourself because you are too busy taking care of others.
24. You feel—or know—that plants and animals have a soul/awareness, and feel their pain and sadness.
25. You've had times in your life when you went through such a traumatic event that you were totally numb.

**Did you recognize  
yourself in many  
statements?**



## **SCORE OF 0 - 25:**

You have some Empath traits, but wouldn't be considered a true Empath. It's important to make sure that you still take care of yourself and don't let yourself get overwhelmed, but it's likely you are pretty balanced between helping others and setting good boundaries.

## SCORE OF 25 - 50

- This score on the Empath Test shows that you are definitely an Empath. You sense things in a way that's different from the average person. You aren't just *relating* to someone's feelings, you are sensing them as *your own*.
- You likely get exhausted sometimes and wonder why, without realizing you are giving out too much positive energy and taking in too much negative energy from around you.
- While you are fairly balanced if you are in this range, you have to learn how to turn your empathic senses off and on in order to be healthy and happy yourself.

## SCORE OF 50 - 75:

- You are an "extreme Empath," as I would call it. You have the ability to soak in others' emotions without consciously knowing you are doing so. You sense the "vibe" of a room or place without visual clues (such as tears, yelling, or slamming of doors).
- More importantly, if you are scoring this high on the Empath Test, then you are *extremely* open to the pain and suffering of the world, and you likely get overwhelmed by trying to do too much or help too many people at once. If you don't get some ways, these extreme Empath traits can cause you to get very sick (chronic fatigue). You should learn how to turn your empathic senses off and on in order to be healthy and happy yourself.

- In the past **12 to 24 months**, which of the following major life events have taken place in your life?
- Mark down the points for each event that you have experienced this year.
- When you're done looking at the whole list, add up the points for each event and check your score at the bottom.

- Death of Spouse (**100 points**)
- Annulment (**73 points**)
- Marital Separation or from relationship partner (**65 points**)  Jail Term (**63 points**)
- Death of close family member (**63 points**)
- Personal injury or illness (**53 points**)
- Marriage (**50 points**)
- Fired from work (**47 points**)
- Marital reconciliation (**45 points**)
- Retirement (**45 points**)
- Change in family member's health (**44 points**)
- Pregnancy (**40 points**)
- Sex difficulties (**39 points**)
- Addition to family (**39 points**)
- Business readjustment (**39 points**)
- Change in financial status (**38 points**)
- Death of close friend (**37 points**)
- Change to a different line of work (**36 points**)
- Change in number of marital arguments (**35 points**)
- Mortgage or loan over P30,000 (**31 points**)
- Foreclosure of mortgage or loan (**30 points**)
- Change in work responsibilities (**29 points**)
- Trouble with in-laws (**29 points**)
- Outstanding personal achievement (**28 points**)
- Spouse begins or stops work (**26 points**)
- Starting or finishing school (**26 points**)
- Change in living conditions (**25 points**)
- Revision of personal habits (**24 points**)
- Trouble with boss (**23 points**)
- Change in work hours, conditions (**20 points**)
- Change in residence (**20 points**)
- Change in schools (**20 points**)
- Change in recreational habits (**19 points**)
- Change in church activities (**19 points**)
- Change in social activities (**18 points**)
- Mortgage or loan under P5,000 (**17 points**)
- Change in sleeping habits (**16 points**)
- Change in number of family gatherings (**15 points**)
- Change in eating habits (**15 points**)
- Vacation (**13 points**)
- Christmas season (**12 points**)
- Minor violations of the law (**11 points**)

• **Your Total Score**

This scale shows the kind of life pressure that you are facing. Depending on your coping skills or the lack thereof, this scale can predict the likelihood that you will fall victim to a stress related illness.

The illness could be mild - frequent tension headaches, acid indigestion, loss of sleep to very serious illness like ulcers, cancer, migraines and the like.

**SCORE 0-149**

**Low susceptibility to stress-related illness!**

## **SCORE 150-299**

**Medium susceptibility to stress-related illness:**

\*\*\*\*Learn and practice relaxation and stress management skills and a healthy and well-balanced life style.

## **SCORE 300 and above**

- **High susceptibility to stress-related illness:**
- \*\*\*\*Daily practice of relaxation skills is very important for your wellness. Take care of it now before a serious illness erupts or an affliction becomes worse.





Stress is a combination of  
stressor and stress response

Stress Management is not merely

**What is Stress** stress reduction but the

**Management?** management of situations that  
generate stress to the individual.

# Kinds of Tiredness

# Physical Tiredness



# Mental Tiredness



# Emotional Tiredness



# Spiritual Tiredness



What object best represents you?





- 1. Think of the first three animals which you like most. Write them all. Just write down which comes first to your mind as your favorite animal. The first one should be the one which you like the most, the second your second favorite, and the third.
- Describe each animal on your list with at least three adjectives (attributes, characteristics)

- 1. The attributes on your listed first beloved animal is how the people see or observe you.
- 2. The second one, how you think people see or observe you.
- 3. How and what you actually are.

- 2. Put the 5 following animals in the order of your preference:

- COW
- TIGER
- SHEEP
- HORSE
- PIG

■ Your choices describe your priority in life:

■ COW

■ CAREER

■ TIGER

■ PRIDE

■ SHEEP

■ LOVE

■ HORSE

■ FAMILY

■ PIG

■ MONEY

- 3. Write one or 2 word (s) (attribute, adjective) that describes each one of the following:

- DOG
- CAT
- RAT
- COFFEE
- SEA

- Your description implies:
  - DOG
    - Implies your own personality
  - CAT
    - Implies the personality of your partner
  - RAT
    - Implies the personality of your enemy
  - COFFEE
    - Your view of SEX
  - SEA
    - Implies your own life

- 4. Think of someone you know and who also knows you (maybe important to you) that you can relate to the following colors: Name just one person for each color

- YELLOW
- ORANGE
- RED
- WHITE
- GREEN

- Your choice means:
- YELLOW
  - Someone you will never forget
- ORANGE
  - Someone you consider your true friend
- RED
  - Someone you really love
- WHITE
  - Your twin soul
- GREEN
  - Someone you will remember for the rest of your life



- *Select the number that honestly reflects how frequently you experienced these things in the last 30 days.*

- **1=Never 2=Rarely 3=Sometimes 4=Often 5=Very Often**

- 1. I am happy.
- 2. I am preoccupied with more than one person I *[help]*.
- 3. I get satisfaction from being able to *[help]* people.
- 4. I feel connected to others.
- 5. I jump or am startled by unexpected sounds.
- 6. I feel invigorated after working with those I *[help]*.
- 7. I find it difficult to separate my personal life from my life as a *[helper]*.
- 8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I *[help]*.
- 9. I think that I might have been affected by the traumatic stress of those I *[help]*.
- 10. I feel trapped by my job as a *[helper]*.
- 11. Because of my *[helping]*, I have felt "on edge" about various things.
- 12. I like my work as a *[helper]*.
- 13. I feel depressed because of the traumatic experiences of the people I *[help]*.
- 14. I feel as though I am experiencing the trauma of someone I have *[helped]*.
- 15. I have beliefs that sustain me.
- 16. I am pleased with how I am able to keep up with *[helping] techniques and protocols*.
- 17. I am the person I always wanted to be.
- 18. My work makes me feel satisfied.
- 19. I feel worn out because of my work as a *[helper]*.
- 20. I have happy thoughts and feelings about those I *[help]* and how I could help them.
- 21. I feel overwhelmed because my case [work] load seems endless.
- 22. I believe I can make a difference through my work.
- 23. I avoid certain activities or situations because they remind me of frightening experiences of the people I *[help]*.
- 24. I am proud of what I can do to *[help]*.
- 25. As a result of my *[helping]*, I have intrusive, frightening thoughts.
- 26. I feel "bogged down" by the system.
- 27. I have thoughts that I am a "success" as a *[helper]*.
- 28. I can't recall important parts of my work with trauma victims.
- 29. I am a very caring person.
- 30. I am happy that I chose to do this work.

- Copy your rating on each of these questions on to this table and add them up.

3. \_\_\_\_\_  
6. \_\_\_\_\_  
12. \_\_\_\_\_  
16. \_\_\_\_\_  
18. \_\_\_\_\_  
20. \_\_\_\_\_  
22. \_\_\_\_\_  
24. \_\_\_\_\_  
27. \_\_\_\_\_  
30. \_\_\_\_\_

- **Total :** \_\_\_\_\_

## **The sum of my Compassion Satisfaction Is**

- 22 or less
- Between 23 and 41
- 42 or more

## **• And my Compassion Satisfaction Is**

- Low
- Average
- High

## **Compassion Satisfaction \_\_\_\_\_**

Compassion satisfaction is about the pleasure you derive from being able to do your work well.

For example, you may feel like it is a pleasure to help others through your work.

You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society.

Higher scores on this scale represent a greater satisfaction related to your ability to be an effective player in your job in your job.

- \*1. \_\_\_\_\_ = \_\_\_\_\_
- \*4. \_\_\_\_\_ = \_\_\_\_\_
- 8. \_\_\_\_\_
- 10. \_\_\_\_\_
- \*15. \_\_\_\_\_ = \_\_\_\_\_
- \*17. \_\_\_\_\_ = \_\_\_\_\_
- 19. \_\_\_\_\_
- 21. \_\_\_\_\_
- 26. \_\_\_\_\_
- \*29. \_\_\_\_\_ = \_\_\_\_\_

Total= \_\_\_\_\_

- | • You   | Change to |
|---------|-----------|
| • Wrote |           |
| • 1     | 5         |
| • 2     | 4         |
| • 3     | 3         |
| • 4     | 2         |
| • 5     | 1         |

On the burnout scale you will need to take an extra step.

Starred items are “reverse scored.”

If you scored the item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way though they can tell us more about their negative form.

For example, question 1. “I am happy” tells us more about the effects of helping when you are *not* happy so you reverse the score

- **The sum of my Burnout Questions Is**

- 22 or less

- Between 23 and 41

- 42 or more

- **And My Burn Out Level Is**

- **Low**

- **Average**

- **High**

## **Burnout**\_\_\_\_\_

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue.

It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively.

These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment.

Higher scores on this scale mean that you are at higher risk for burnout!



# Prayer of a Stressed Employee

- Help me always to give 100% at work:
- 12% on Monday, 23% on Tuesday, 40% on Wednesday,
- 20% on Thursday, and 5% on Friday.

- Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

- - 2. \_\_\_\_\_
  - 5. \_\_\_\_\_
  - 7. \_\_\_\_\_
  - 9. \_\_\_\_\_
  - 11. \_\_\_\_\_
  - 13. \_\_\_\_\_
  - 14. \_\_\_\_\_
  - 23. \_\_\_\_\_
  - 25. \_\_\_\_\_
  - 28. \_\_\_\_\_

- **Total : \_\_\_\_\_**

- **The sum of My Secondary Trauma Questions is**

- 22 or less

- Between 23 and 41

- 42 or more

- **And my Secondary Traumatic Stressed Level Is**

- **Low**

- **Average**

- **High**

## **Secondary Traumatic Stress**\_\_\_\_\_

The second component of Compassion Fatigue is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other's trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events.

For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others' traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure.

The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

**Compassion fatigue**, also known as **secondary traumatic stress (STS)**, is a condition characterized by a *gradual lessening of compassion* over time.

It is common among individuals that work directly with trauma victims such as therapists (paid and unpaid), nurses, teachers, psychologists, police officers, paramedics, emergency medical technicians (EMTs), firefighters, animal welfare workers, health unit coordinators ***and anyone who helps out others, especially family members, relatives,*** and other informal caregivers of patients suffering from a chronic illness.[\[1\]](#)

It was first diagnosed in **nurses** in the 1950s.

Sufferers can exhibit several symptoms including [hopelessness](#), ***a decrease in experiences of pleasure***, constant stress and anxiety, sleeplessness or nightmares, and a pervasive negative [attitude](#).



This can have ***detrimental effects*** on individuals, ***both professionally and personally***, including a decrease in productivity, the inability to focus, and the development of ***new feelings of incompetency and self-doubt.***[\[2\]](#)

Journalism analysts argue that the media has caused widespread compassion fatigue in society by saturating newspapers and news shows with often decontextualized images and stories of [tragedy](#) and [suffering](#).

***This has caused the public to become desensitized and/or resistant to helping people who are suffering.***

## History

An early use of the term was in a 1981 US document on immigration policy.<sup>[4]</sup> In the early 1990s the news media in the United States used compassion fatigue to describe the ***public's lack of patience, or perhaps simply the editors' lack of patience, with "the homeless problem"***.

It had previously been presented as an anomaly that had only existed for a short time and could presumably be solved.<sup>[5]</sup> The term was also used in 1992 when Joinson used the term in a ***nursing magazine to describe nurses who deal with hospital emergencies***. Compassion Fatigue has been studied by the field of traumatology, where it has been called the ***"cost of caring" for people facing emotional pain***.

Compassion fatigue has also been called ***secondary victimization*** [\[6\]](#), ***secondary traumatic stress*** [\[7\]](#), ***vicarious traumatization*** [\[8\]](#), and ***secondary survivor*** [\[9\]](#). Other related conditions are rape-related family crisis [\[10\]](#) and "proximity" effects on female partners of war veterans [\[11\]](#).

Compassion fatigue has been called a form of [burnout](#) in some literature. However, unlike compassion fatigue, "burnout" is related to chronic tedium in careers and the workplace, rather than exposure to specific kinds of client problems such as trauma. [\[12\]](#) fMRI-rt utilized research suggests the idea of compassion without engaging in real-life trauma is not exhausting itself. According to these, when [empathy](#) was analyzed with compassion through [neuroimaging](#), empathy showed brain region activations where previously identified to be related to pain whereas compassion showed warped neural activations. [\[13\]](#)[\[14\]](#)

In academic literature, the more technical term ***secondary traumatic stress disorder*** may be used.

The term "compassion fatigue" is considered somewhat [euphemistic](#). Compassion fatigue also carries sociological connotations, especially when used to analyse the behavior of mass donations in response to the media response to disasters. One measure of compassion fatigue is in the ProQOL, or Professional Quality of Life Scale. Another is the Secondary Traumatic Stress Scale.

## Risk factors

Several personal attributes place a person at risk for developing compassion fatigue. Persons who are **overly conscientious, perfectionists**,<sup>[15]</sup> and **self-giving** are more likely to suffer from secondary traumatic stress. Those who have low levels of social support or high levels of stress in personal life are also more likely to develop STS. In addition, previous histories of trauma that led to negative [coping skills](#), such as bottling up or avoiding emotions, having small support systems, increase the risk for developing STS.<sup>[16]</sup>

Many organizational attributes in the fields where STS is most common, such as the healthcare field, contribute to compassion fatigue among the workers. For example, a “***culture of silence***” where stressful events such as deaths in an intensive-care unit are not discussed after the event is linked to compassion fatigue. Lack of awareness of symptoms and poor training in the risks associated with high-stress jobs can also contribute to high rates of STS.[\[16\]](#)

## **In healthcare professionals**

Between 16% and 85% of [health care workers](#) in various fields develop compassion fatigue. In one study, approximately 85% of emergency room nurses met the criteria for compassion fatigue.<sup>[17]</sup> In another study, more than 25% of ambulance paramedics were identified as having severe ranges of post-traumatic symptoms.<sup>[12]</sup> In addition, 34% of hospice nurses in another study met the criteria for secondary traumatic stress/compassion fatigue.<sup>[12]</sup>



Healthcare professionals experiencing compassion fatigue may find it difficult to continue doing their jobs. They can be exposed to trauma while trying to deal with compassion fatigue, potentially pushing them out of their career field. If they decide to stay, it can negatively affect the therapeutic relationship they have with patients because it depends on forming an empathetic, trusting relationship that could be difficult to make in the midst of compassion fatigue.

***Because of this, healthcare institutions are placing increased importance on supporting their employees emotional needs so they can better care for patients. [18]***

[Caregivers](#) for dependent people can also experience compassion fatigue; this can become a cause of abusive behavior in caring professions. It results from the taxing nature of showing compassion for someone whose [suffering](#) is continuous and unresolvable. One may still care for the person as required by policy, however, the natural human desire to help them is significantly diminished. This phenomenon also occurs for professionals involved with long term [health care](#). It can also occur for loved ones who have [institutionalized](#) family members. These people may develop symptoms of [depression](#), [stress](#), and [trauma](#). Those who are [primary care](#) providers for patients with [terminal illnesses](#) are at a higher risk of developing these symptoms. In the medical profession, this is often described as "[burnout](#)": the more specific terms secondary traumatic stress and [vicarious trauma](#) are also used. Some professionals may be predisposed to compassion fatigue due to personal trauma. [\[citation needed\]](#)

Mental health professionals are another group that often suffer from compassion fatigue, particularly when they treat those who have suffered extensive trauma. A study on mental health professionals that were providing clinical services to Katrina victims found that rates of negative psychological symptoms increased in the group.

Of those interviewed, 72% reported experiencing anxiety, 62% experienced increased suspiciousness about the world around them, and 42% reported feeling increasingly vulnerable after treating the Katrina victims. [\[19\]](#)

Compassion fatigue, or vicarious trauma, refers to the secondary exposure to trauma seen in fields where workers are directly in contact with the sufferer(s). ***Symptoms appear quickly, usually manifesting at trauma symptoms like visualizing the event, insomnia, fear, and avoiding anything that can remind someone of what happened.*** Those caring for people who have experienced trauma can experience a change in how they view the world; they see it more negatively. It can negatively affect the worker's sense of self, of safety, and of control.[\[20\]](#) Those with a better ability to empathize and be compassionate are at a higher risk of developing compassion fatigue.[\[21\]](#)

Those who experience compassion fatigue, or STS, can begin to exhibit patterns where they feel disengaged, inadequate, overwhelmed, parental, undervalued, over-involved, sexualized, or positive. [\[22\]](#)

## In lawyers

Recent research shows that a growing number of attorneys who work with victims of trauma are exhibiting a high rate of compassion fatigue symptoms. In fact, lawyers are four times more likely to suffer from depression than the general public. They also have a higher rate of [suicide](#) and [substance abuse](#). Most attorneys, when asked, stated that their formal education lacked adequate training in dealing with trauma. Besides working directly with trauma victims, one of the main reasons attorneys can develop compassion fatigue is because of the demanding case loads, and long hours that are typical to this profession.<sup>[2]</sup>

## **Prevention**

There is an effort to prepare those in the healthcare professions to combat compassion fatigue through resiliency training. Teaching workers how to relax in stressful situations, be intentional in their duties and work with integrity, find people and resources who are supportive and understand the risks of compassion fatigue, and focus on self-care are all components of this training. [\[23\]](#)

## Personal self-care

[Stress reduction](#) and anxiety management practices have been shown to be effective in preventing and treating STS. Taking a break from work, participating in breathing exercises, exercising, and other recreational activities all help reduce the stress associated with STS.

Conceptualizing one's own ability with self-integration from a theoretical and practice perspective helps to combat criticized or devalued phase of STS. In addition, establishing clear [professional boundaries](#) and accepting the fact that successful outcomes are not always achievable can limit the effects of STS.<sup>[24]</sup>

## **Social self-care**

[Social support](#) and emotional support can help practitioners maintain a balance in their worldview.<sup>[25]</sup> Maintaining a diverse network of social support, from colleagues to pets, promotes a positive psychological state and can protect against STS.<sup>[24]</sup>



Come to Me, all who are weary and heavy-laden, and I will give you rest. Take My yoke upon you and learn from Me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and My burden is light.

(Matthew 11:28-30)

# 3 Ways to Help us Find Rest

~~Find~~

**Make** Time

for God

every day.

God reminds us to  
find rest, to go to a  
quiet place and rest  
for a while (Mark  
6:31)

“Pray without  
ceasing” (1  
Thessalonians 5:17)

MAKE time  
For YOURSELF



are IMPORTANT

1. Take time to Sleep

2. Take time for a vacation



**3. Develop a hobby or sport.**

4. Learn to say “no”.

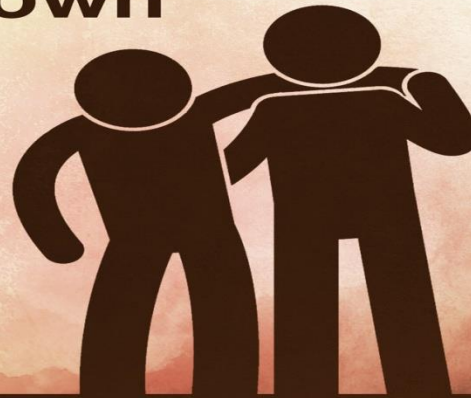
# 5. Exercise.

6. Eat healthy.

MAKE TIME FOR others

#veronicadearly

**The strongest people  
make time to help  
others, even if  
they are struggling  
with their own  
problems.**



**Simple Reminders**  
SIMPLEREMINDERS.COM

“When you give someone your time, you are giving them a portion of your life that you’ll never get back. Your time is your life. That is why the greatest gift you can give someone is your time.

A misty, sepia-toned photograph of a park. In the foreground, a red wooden bench with a dark metal frame sits on a path covered in fallen leaves. In the background, a street lamp stands on the left, and a second bench is visible in the distance. The overall atmosphere is quiet and contemplative.

FIND  
*Rest*, O MY  
SOUL, IN  
GOD *alone*  
PSALM 62:5