EFFECTIVE ORGANIZATIONAL & INDIVIDUAL STRATEGIES FOR ADDRESSING COMPASSION FATIGUE

Organizational Strategies

1. Provide on-going compassion fatigue and trauma training (retreats, book study groups, etc.)
2. Employee Assistance Program and on-going encouragement to use EAP.
3. Compassion fatigue prevention and developing healthy self care skills introduced at new staff orientation.
4. Realistic expectations about trauma work shared with applicants and the new applicant's level of resiliency assessed. (Duty to Warn)
5. Employees develop self-care plans and support systems to prepare for and reduce the negative effects of trauma exposure. (WRAP)
6. Creating a culture that acknowledges and normalizes the effects of working with trauma survivors.
7. Adopt policies that promote and support staff self-care (Green Cross Academy of Traumatology Standards of Self Care Guidelines).
8. Allow for diversified workloads (limiting trauma), reducing or balancing caseloads.
9. Ensure a safe, private work environment.
10. Ensure effective supervision (supervisors trained to promote staff self care and contribute to the organizational culture of safety and wellness).
11. Allow work time for volunteering/community service.
12. Provide extended Family Leave.
13. Support and modeling of self-care by management and administration (1:1's address self-care/compassion fatigue).
14. Support the use of low impact debriefing and Hot Walk and Talk in the workplace.
15. Encouragement of positive peer interactions/social networks/Balint Peer Support Groups.
16. Annual completion of a Trauma Informed Care Organizational Assessment.
17. Allow flexible work schedules.
18. Allow and encourage two, 15 minute breaks per 8 hours.
19. Purchase/implement Heart Math.
20. Revise communication policy to foster direct communication between staff.
21. Staff appreciation (celebrations/retreat/recognition).
22. Benefits that include in-home elder care which covers basic companion services for family members (Alston and Bird law firm, Atlanta).
23. Support for attending off site trainings/professional development.
24. Establish Wellness Committee – incentivize good health. Provide funding per month for each employee for wellness.
    - Discount gym membership
    - Yoga/exercise classes on site/ gym equipment on site/chair massage offered on site
    - Employee fitness/nutrition programs. Offer healthy food & beverages.
    - Flu shots, blood pressure checks, health screens, etc.
    - On-going Lunch 'N Learn Topics
    - Staff self-care kits
    - Daily Walk Groups at 10 am and 3 pm/ Fitbit competitions

- Aroma therapy
- Mindfulness/meditation breaks
- 2 pm Tea Time

25. Provide dollars and work time for a “Learn Anything” program (Square Root, Austin, TX).
26. Create an Affirmation Wall.
27. Create a mobile spa on wheels.
28. Define use of technology outside of office hours.
29. Compassion Fatigue protection strategies addressed in organization newsletter (Safety John).
30. Plant a common garden area.
31. Access to different desks and chairs in the office (fitness ball, standing desks, etc.).
32. Create a “Comfort Room” for staff and consumers/patients.
33. Encourage use of vacation time (supervisor’s role model this).
34. Hold monthly animal therapy sessions (“Pet Pause” – Rush University Medical Center, Chicago).
35. Offer a team of chaplains for patients, families and staff (Children’s Healthcare of Atlanta).
36. “Maternity Assistance Services” connects expectant mom and dads with a registered nurse through pregnancy and transition back to work (Nationwide).
37. New parents receive a $500 baby bonus and six months of paid parental leave (Live Nation).

EFFECTIVE <u>INDIVIDUAL</u> STRATEGIES THAT WORK FOR REDUCING COMPASSION FATIGUE & INCREASING RESILIENCE

1. Low impact debriefing and hot walk and talks.
2. Establish healthy boundaries.
3. Positive self-talk. 3-to-1 ratio of positive to negative self-talk.
4. Practice kindness.
5. Adequate sleep (7-8 hours).
6. 30 minutes of daily exercise.
7. Awareness of compassion fatigue/vicarious trauma signs and symptoms.
8. Grounding practices (mindfulness, meditation, yoga, chair yoga at office, etc.).
9. Positive peer supports (not gossiping, complaining, cynicism). Having a best friend at work (Gallup)
10. Part time work.
11. Take vacation and sick time.
12. Reduced exposure to trauma/limit daily trauma input.
13. Daily self-care. Put self-care events in your calendar and protect them.
14. Practice gratitude (journal).
15. Body scan, breaks during the day.
16. Take the Professional Quality of Life Survey every four months.
17. Savor life in the moment or in anticipation of positive future events. Practice mindfulness/meditation.
18. Visit the Doctor and Dentist once a year.
19. Volunteer.
20. Learn something new or interesting every day. Be curious.
21. Find a therapist now that you like and knows your work before you need one.
22. Laugh!