



Vicarious Trauma: Creating Your Self Care Plan

Bread for the City
Washington DC
www.breadforthecity.org



Today's Agenda:



1. Pretest (ProQOL)
2. Watch and discuss videos on vicarious trauma
3. Discuss and list symptoms of vicarious trauma
4. Complete individual self care assessments and begin to create self care plans
5. Begin to create self-care plan to be shared with your supervisor in subsequent individual supervision meetings
6. We'll check in on our self care plans at each quarterly Joint Social Mtg



Anticipated outcomes and goals:

Increased compassion satisfaction, reduced burnout, and reduced secondary traumatic stress experienced by staff

Increased number of staff who feel supported in managing stress

Increased knowledge of the signs of vicarious trauma among staff

Increased knowledge of the definition of vicarious trauma / compassion fatigue among staff

Increased number of staff with workplace engagement in supervision-related dimensions

Increased capacity among staff to provide compassionate care for traumatized clients

Increased client satisfaction with service delivery

Reduced turnover among staff



What is the ProQOL?

- Professional Quality of Life Scale
- A 30 item self report measure of the positive and negative aspects of caring
- The ProQOL measures Compassion Satisfaction and Compassion Fatigue
- Compassion Fatigue has two subscales: Burnout and Secondary Trauma
- The ProQOL is the most widely used measure of the positive and negative aspects of helping in the world
- The ProQOL has proven to be a valid measure of compassion satisfaction and fatigue
- It has been used for over 15 years
- The measure was developed with data from over 3000 people



Using the ProQOL in Resiliency Planning

Individual, personally

→ The ProQOL can help you plan where to put your energy to increase our resilience

Organizational planning

→ Can help organizations find ways to maximize the positive aspects and reduce the negative aspects of helping

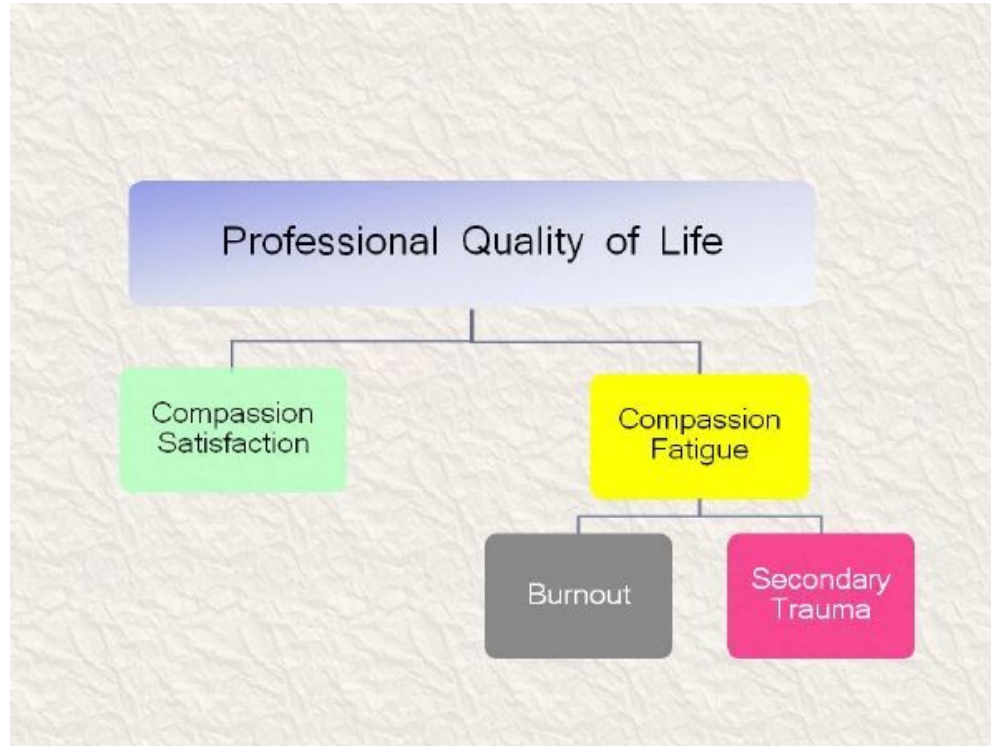
Supportive Supervision

→ The ProQOL can be used as information for discussions



ProQOL: Professional Quality of Life Scale

(and please hand in anonymous scores)





Compassion Satisfaction

- The positive aspects of helping
 - Pleasure and satisfaction derived from working in helping, care giving systems
- May be related to:
 - Providing care
 - To the system
 - Work with colleagues
 - Beliefs about self
 - Altruism



Compassion Fatigue

- The negative aspects of helping
- The negative aspects of working in helping systems may be related to:
 - Providing care
 - To the system
 - Work with colleagues
 - Beliefs about self
- Burnout
- Work-related trauma



Burnout and Secondary Trauma (the co-travelers)

- Burnout
 - Work-related hopelessness and feelings of inefficacy
- Secondary Traumatic Stress
 - Work-related secondary exposure to extremely or traumatically stressful events
- Both share negative affect
- Burnout is about **being worn out**
- Secondary Traumatic Stress is about **being afraid**



Videos:

Empathy- How does it work?

[Mirror Neurons](#), Neuroscientist Giacomo Rizzolatti, MD (2:27 min)

Vicarious Trauma- What is it... and What can we do about it?

[Drowning in Empathy: The Cost of Vicarious Trauma](#), Amy Cunningham
(12:10 min)



Compassion Fatigue and Vicarious Trauma: Signs and Symptoms

Physical Signs and Symptoms

Behavioral Signs and Symptoms

Psychological Signs and Symptoms





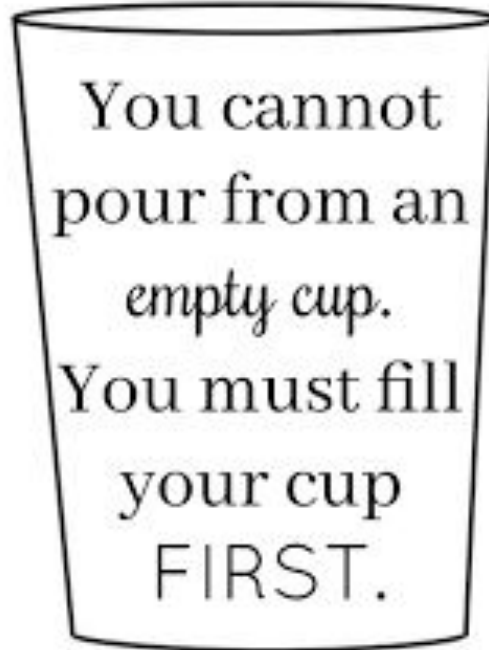
Developing Your Self Care Plan

Physical Self-Care: _____

Psychological Self-Care: _____

Emotional Self-Care: _____

Spiritual Self-Care: _____



Wendy Cholewa Nutrition

Do we have your anonymous ProQOL scores? Do you have a copy for yourself?

Thank you each!