Engaging Self-Care Practice to Protect Against Career Burnout and Compassion Fatigue

KEEPING BURNOUT AT BAY:

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WACE'S CONFERENCE
• Self-care Engagement
• Tracking Our Practice
• Self-care and Obstacles to Practice
• Increasing Psychological Capital
• Fighting Back Burnout
• Compassion Fatigue
• Impact of Burnout
• Burnout Predictors
Professional tasks that lead to failure to deliver physical strain, leads to emotional and emotional exhaustion, leads to apathy towards system, personal discouragement.

COUNSELOR BURNOUT

Inefficacy, depersonalization, and emotional exhaustion, leads to emotional exhaustion, leads to physical, mental, and A state of chronic stress that
SIGNS OF BURNOUT
<table>
<thead>
<tr>
<th>Symptoms</th>
<th>Description</th>
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<tbody>
<tr>
<td>Forgetful</td>
<td>Avoidant</td>
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<tr>
<td>Incompetent</td>
<td>Overwhelmed</td>
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<tr>
<td>Feeling</td>
<td>Palpitations</td>
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<tr>
<td>Poor Eating Habits</td>
<td>Heart</td>
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<tr>
<td>Unproductivity</td>
<td>Resistant</td>
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<tr>
<td>Muscle Tension</td>
<td>Depression</td>
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<tr>
<td>Anxious</td>
<td>Sleeping</td>
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<tr>
<td>Difficulty</td>
<td>System Functioning</td>
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<td></td>
<td>Upset Stomach</td>
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<td></td>
<td>High Blood Pressure</td>
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<td>Withdrawn</td>
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<td></td>
<td>Irritability</td>
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<tr>
<td></td>
<td>Pessimistic</td>
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<tr>
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<td>Low Immune</td>
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burnout predictions

administrative work, discipline, teaching

- non-counseling related activities, i.e.
  - low supervision levels
  - growing diversity of student needs
  - growing student populations
  - long work days
  - limited resources
  - perceived job role ambiguity
  - growing amount of job duties

- WACEs Conference NOV 2018
Compassion Fatigue can increase the rate of burnout, and reduce our capacity to bear the suffering of others. Similar to PTSD, symptoms can occur after a lone traumatic event, and differ in its onset. With the patient, re-experiencing the traumatic event, reminders, and persistent arousal (e.g., anxiety) associated with the state of tension and preoccupation with the traumatized patient by avoiding/numbing of events.
As we burnout, not only is our health difficult, but our ability to connect decreases, thus negatively impacting the quality of our work and contribution meaningfully to empathetically connect with clients. When physical exhaustion and burnout begins to set in, the ability to keep a positive and creative perspective on the deeply personal nature of the work and compassion fatigue, as the vulnerable population to burnout counselors are at large, students, overall impacting our empathy with our clients or students, overall impacting our empathy with our clients or

MULLEN & GUTIERREZ, (2016); BARRETT ET AL., (2007); LEH. ET AL. (2007);
development.

(pysCap), defined by an individual's positive psychological state of
Together, these inner resources make up psychological capital

OPTIMISM

RE: Recovery

EFFICACY

SELF-

HOPE

Can we protect against burnout?
With mindfulness, a positive relationship with positive emotions (April et al., 2008)

- Has a negative relationship with intentions to quit, feelings of stress (April et al., 2009)
- Has a positive relationship with overall well-being (April et al., 2010)
- Can have a mediating effect on stress levels and burnout (Wang et al., 2012)
- Resource

Research supports that even short trainings can strengthen and develop it as a

Considered to be malleable and open to development (Luthans et al., 2007)

PsyCap:

Outcomes (Selected)

Psychological Capital
To add to this reservoir, we need to practice exercises that will build upon the four constructs of PsyCap:

- Optimism
- Resilience
- Self-Efficacy
- Hope

Develop PsyCap: How do we
psychological capital
with higher levels of resilience and
Positive self-care habits are correlated

Practice of Self-Care Through Intentional
In other words...

enhance well-being...

promote healthy functioning and engagement in strategies that

“Multi-dimensional, multifaceted”

effects of daily stressors proactively seeks to balance the any action or behavior that...
We can learn to better cope with circumstances and appraise our realities to increase our psychological capital by forming effective self-care practice.

- **No Plan?**
- **Selfish?**
- **“No Time?”**
- **Guilty?**

**Engaging in Self-Care?**

**What Prevents Us From**
Tracking SUDS
- Continuous than occasional?
- Implementing plan that is more activities?
What are you getting out of these intent and meaning?
- Time for yourself?
- How do you conceptualize taking
- What hasn’t worked?
- What do you do already that

TRACKING HABITS
SELF-CARE TECHNIQUES
Deep Breathing
Chair Yoga
References
References