

# THE COSTS OF CARING TOO MUCH









































## COMPASSION FATIGUE

A state experienced by those helping people in distress: it is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it is traumatizing for the helper

# Recognising Symptoms

- Mentally and physically tired
- Excessive blaming
- Bottling up
- Withdrawal
- Excessive complaining
- Substance abuse (masking)
- Compulsive behaviours
- Poor self care (eg hygiene, appearance)
- Chronic physical ailments
- Apathy
- Concentration difficulties
- Pre-occupied
- In denial about problems



# People at Risk

Those who put the care of others before the caring of their own needs.



# Jobs at Risk









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# Organisational Impacts

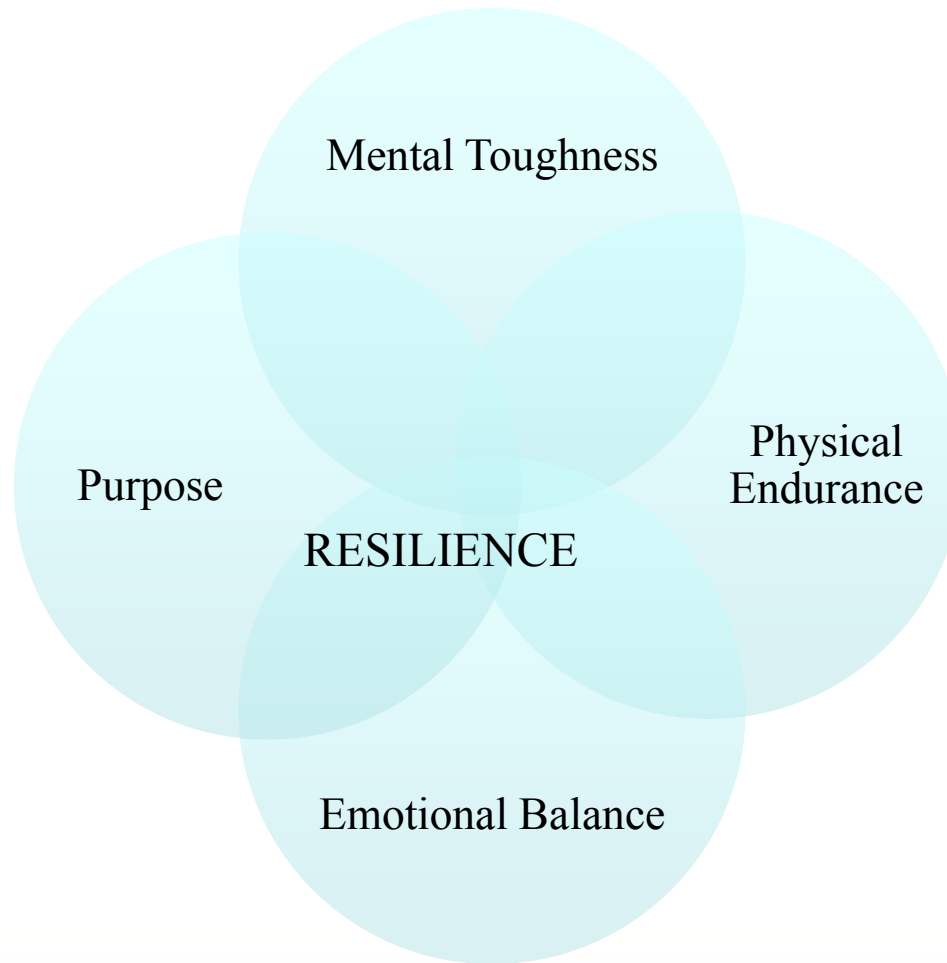


# Emotional Labour



# Minimising The Personal Risk





# Keeping Healthy and Fit



- Eat well, watch your diet
- Make time for exercise



*I have the body of an eighteen year old. I keep it  
in the fridge.* Spike Milligan



*I never worry about diets. The only carrots that interest me are the number you get in a diamond.*

**Mae West**

# Have passive & active relaxation activities



# Create Room for What is Important to You



# Live Authentically



# Job Demands Resources Model



# Balancing Negative Energy with Positive Energy



# Emotion is Contagious



# Positive Psychology

Asks: “What’s right?” rather than “What’s wrong?”



*The scientific investigation of factors and processes that facilitate a worthwhile life – one that is pleasurable, engaging and purposeful.*

# Identify and Work With Strengths



Pay attention to what's working well.

Ask “What went well & why?”

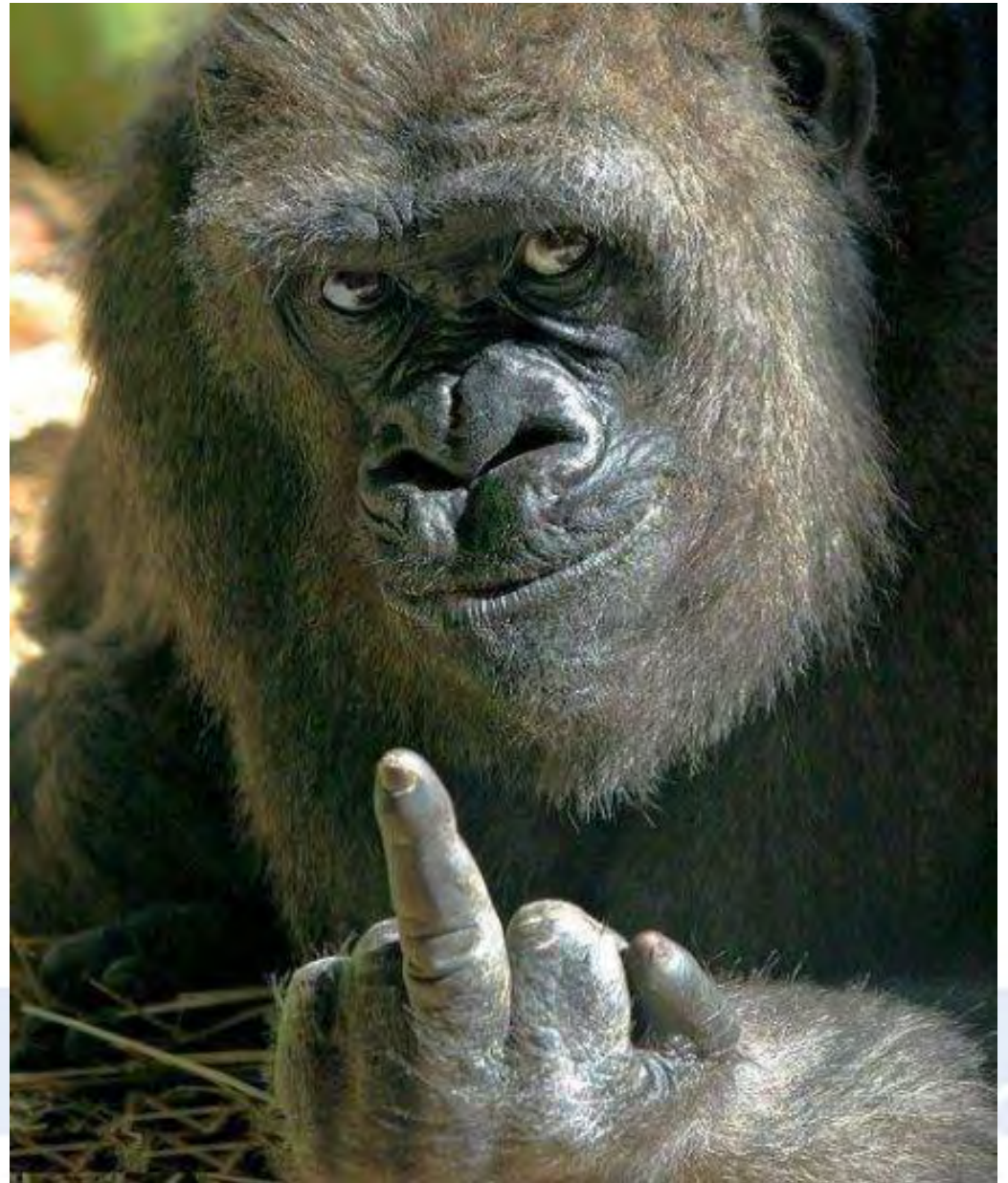


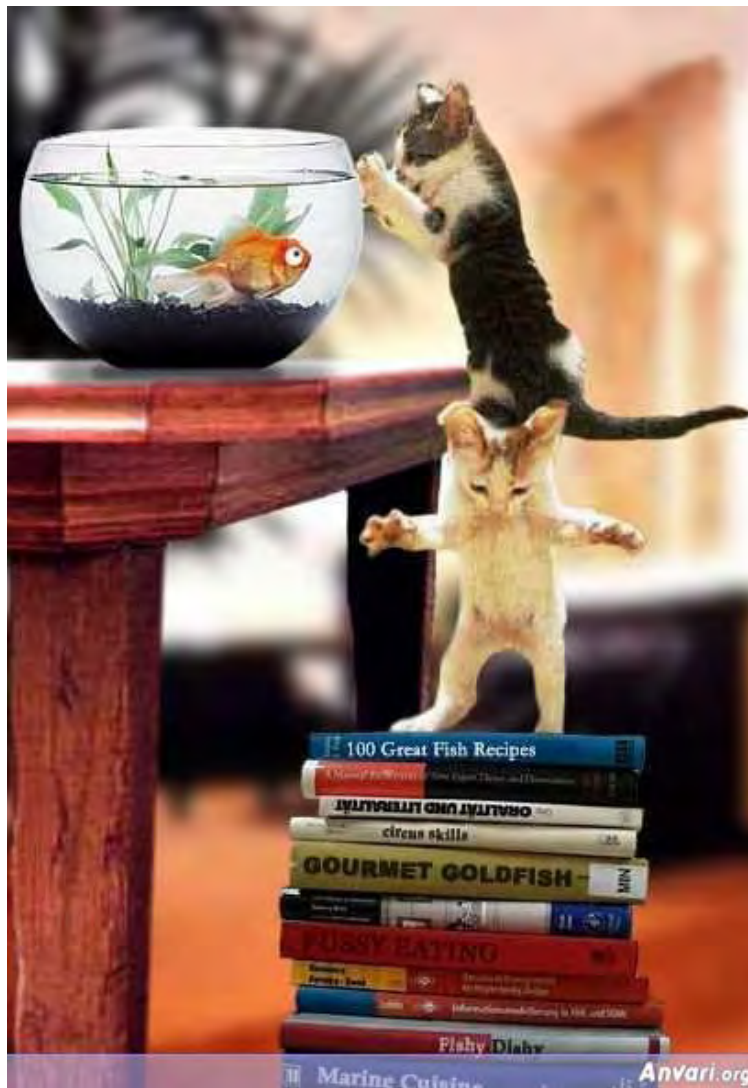
# Create Positive Energy

- Be positive, open and approachable. Focus on possibility not negativity
- Give positive feedback and recognition
- SMILE and “Fake it until you make it”



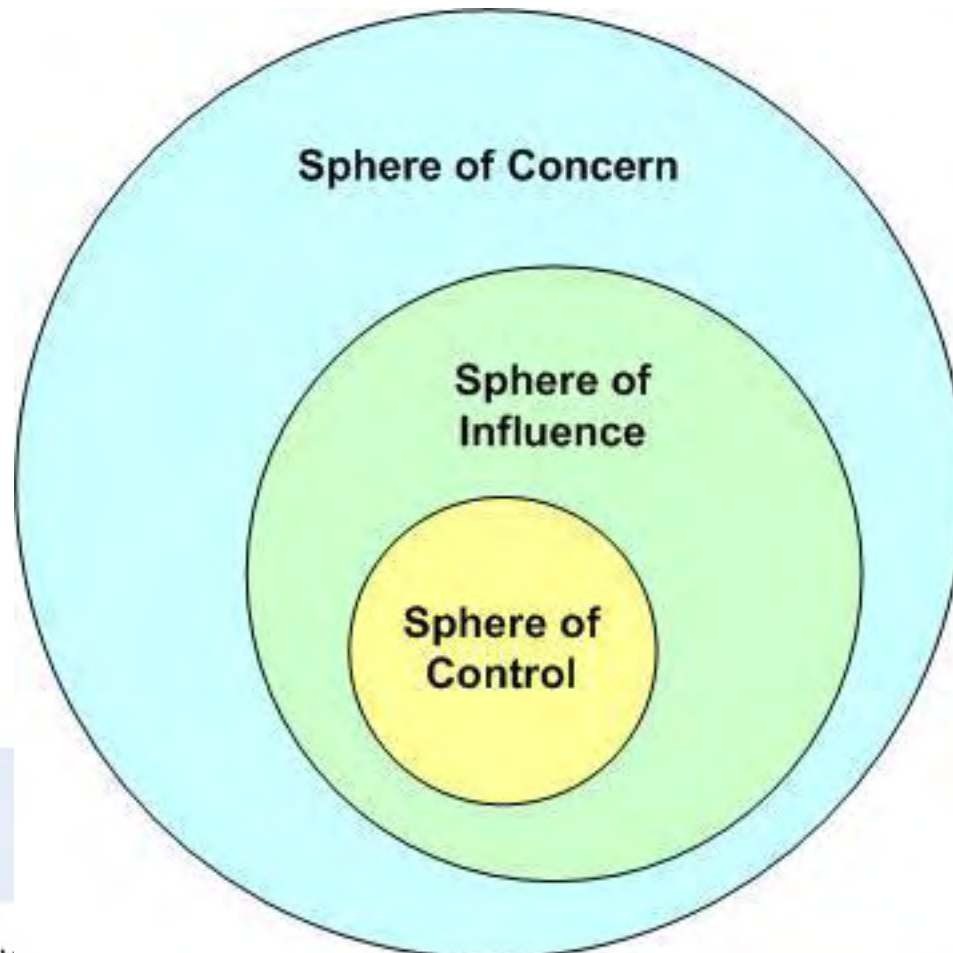
# Emotional Regulation and Impulse Control





**Constructive  
Support**  
*Empathise then  
strategise*  
*Take a systems  
approach*

# Focus Where You can Make a Difference



# The Serenity Prayer

Grant me the serenity  
to accept the things I  
cannot change;  
courage to change the  
things I can;  
and wisdom to know the  
difference.



# Reframe and Maintain Perspective



“Success is going from failure to failure without loss of enthusiasm”

# Realistic Optimism



# Compartmentalise Negativity

Just talking about the  
problem is not helpful



# Keep a Solutions Focus with Language and Actions



