Module VI: Provider Wellness

Crossing Worlds, Intersecting Services
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Objectives

By the end of this training, participants will be able to:

• Assess personal signs of vicarious trauma, compassion fatigue, and burnout.
• Identify resources for addressing symptoms
Provider Wellbeing

• Describe provider wellbeing in a few words.
• What resources do you have to maintain wellbeing?
• Whose responsibility is a provider’s wellbeing?
“[I]t is unethical not to attend to your self care as a practitioner because sufficient self care prevents harming those we serve.”

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Work-Related Stress

- Vicarious Trauma (VT)
- Compassion Fatigue (CF)
- Burnout
Individual Contributing Factors to VT, CF & Burnout

- Personal experiences (history and current life circumstances)
- Professional/training experiences
- Empathy, bearing witness, countertransference, boundary
- Personality style (e.g. lack of self compassion)
- Lack of resources – personal, professional and for clients
Contextual Contributing Factors to VT, CF & Burnout

- Nature of the work
- Nature of the clientele
- Cumulative exposure to trauma materials
- Organizational context
- Organizational culture
- Societal and cultural context

Saakvitne & Pearlman, 1996
Positive Impacts on Providers

- **Compassion Satisfaction**: positive impacts of caring for another

- **Vicarious Resilience**: “Positive meaning-making, growth, and transformations in the therapist’s experience resulting from exposure to clients’ resilience in the course of therapeutic processes addressing trauma recovery” (Hernandez, 2007, p. 27)

- **Self-compassion**: “responding to our own suffering in a soothing, healing way” (Neff, 2003, p. 44).
Standards for Establishing and Maintaining Wellness

A. Commitment to self care
B. Strategies for letting go of work
C. Strategies for gaining a sense of self care achievement

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Care for providers at agency level

- Trauma-informed supervision
- Peer support
- Healthy work relationships
- Safety and empowerment
- Effective communication
- Benefits and resources (employee assistance program, time flexibility, acupuncture/massage, mental health days, self-care committee)
- Professional development opportunities
- Work space
Inventory of Self Care Practice

• Personal
  – Physical
  – Psychological
  – Social/Interpersonal

• Professional
  – Balance
  – Boundaries
  – Getting Support
  – Work Satisfaction
Tools & Measures

- Professional Quality of Life Scale (PROQOL)
  - 30 item measure of Compassion Satisfaction and Compassion Fatigue *
    - [www.proQOL.org](http://www.proQOL.org)

- Figley Institute Self-Care Planning Tool
  - Personal and Professional Assessments and planning
References

References, cont.