




Cultivating Resilience

Unit 1 - Introduction

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Compassion Fatigue

“a state of exhaustion and dysfunction, biologically, physiologically, and emotionally, as a result of prolonged exposure to ... the cumulative demands of experiencing and helping the suffering ” (Figley, 2002)



- Results from wanting to help others
- Primary pathway to onset of CF is through therapists' empathy for their clients
- Strong correlation between CF and burnout



Moral Distress



- The experience of being seriously compromised as a moral agent in practicing in accordance with one's accepted professional values and beliefs
- Relational experience shaped by multiple contexts, including the socio-political & cultural context of the work-place environment
- Moves the focus away from the health practitioner as not acting as a moral agent and focuses instead on the context of the experience

Varcoe et al 2012



Burnout



- Psychological syndrome that involves a prolonged response to chronic workplace stressors
 - Emotional Exhaustion
 - Depersonalization/cynicism
 - Reduced personal accomplishment/Inefficacy
- Strong association between both compassion fatigue & moral distress, and burnout



Occupational Alienation



“situations in which individuals experience estrangement, emptiness, or meaninglessness related to their occupations”

Wilcock, 2006

“paid occupations that do not afford opportunities for individual control, decision-making, or creativity”

Townsend & Wilcock, 2006

“external forces modulate occupational choices in such a way that they no longer fit the individual’s potential or aspirations”

Thibeault, 2007



Resilience



A quality that enables practitioners:

- to **bounce** back from adversity,
- to persevere through life’s inevitable ups and downs, and
- return to a state of internal equilibrium & healthy being

Resilience promotes positive adaptation no matter how serious and stressful life might be

Wagnild, 2014



Professional Resilience



- Fosters effective coping strategies
- Moves the focus away from “What went wrong?” to “How can it go right?”
- Enhances professional growth

While maintaining professional values!



Pathway to Resilience



Experience fulfillment in helping others

Empathic orientation

Gratification from care-giving

Compassion Satisfaction



Resilience



Compassion Satisfaction



- positive aspect of helping others
- fulfillment derived from the act of helping
- satisfaction achieved with one's work by helping others and being able to do one's job well
- buffers the effects of compassion fatigue & burnout, and work life dissatisfaction

Ray et al, 2013



Variables Linked with Compassion Satisfaction



- More years of experience
- Access to clinical supervision
- Sense of control/efficacy
- Professional development
- Self-care strategies
- Perceived coping capability
- Social support (friends, family & community)

Ray et al. 2013



Personal Attributes Associated with Resilience



- Emotional intelligence
- Self awareness
- Self efficacy & self confidence
- Sense of humour
- Commitment to self care
- Commitment to professional values

Burnett & Wahl, 2015



Bouncibility Competencies that Underpin Resilience



- Reflective ability
- Emotional intelligence/literacy - ability
 - to motivate oneself and persist in the face of frustrations ...
 - to keep distress from swamping the ability to think, to empathise, and to hope
- Professional identity & competence
- Professional/Social support

Ashby, 2013; Burnett & Wahl, 2013



Assessing Resilience - Ability to bounce back!



- Brief Resilience Scale -- Smith et al - 2008
- Six - item self-report questionnaire to assess the ability to bounce back or recover from stress

<https://ogg.osu.edu/media/documents/MB%20Stream/Brief%20Resilience%20Scale.pdf>



Resilience

- is the **capacity each of us can develop** to prepare for life's inevitable ups and downs
- **promotes positive adaptation** to any situation no matter how serious and stressful it might be.

The Resilience Center
<http://www.resiliencecenter.com>





Stressors

Caring - Related
Workplace - Related

