



Central East (HHS Region 3)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Promoting Well-Being: Addressing Compassion Fatigue, Burnout and Secondary Traumatic Stress

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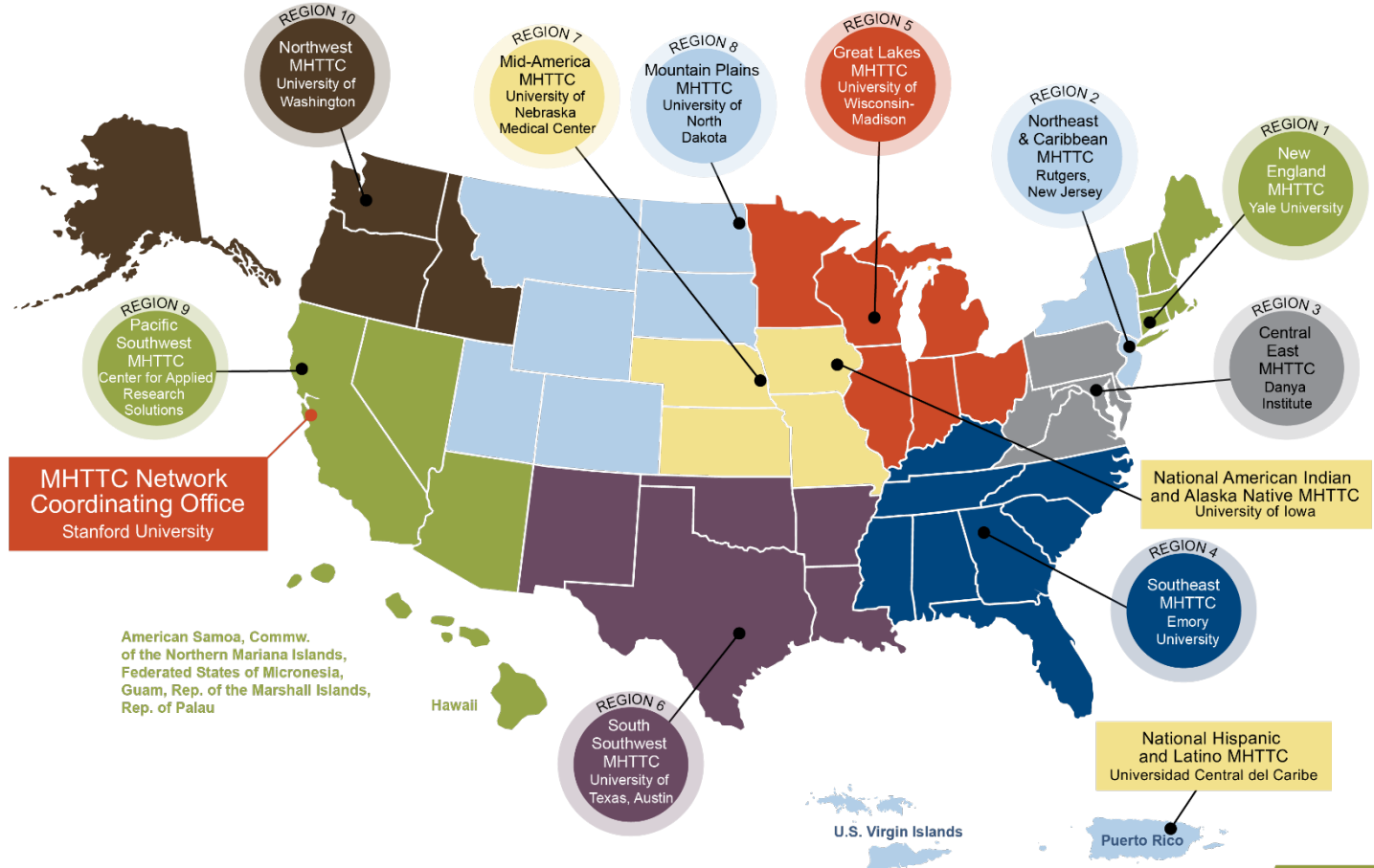
# MHTTC Network



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# Central East Region

## HHS REGION 3

Delaware

District of Columbia

Maryland

Pennsylvania

Virginia

West Virginia



# MHTTC Purpose

The MHTTC Network vision is to unify science, education and service to transform lives through evidence-based and promising treatment and recovery practices in a recovery-oriented system of care.



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# Learning Objectives

- Participants will be able to describe contributors to and symptoms of compassion fatigue, burnout, and secondary traumatic stress.
- Participants will gain an understanding of how stress manifests in individuals
- Participants will learn strategies to improve well-being and to counter compassion fatigue, burnout, and secondary traumatic stress.

Week 1: Overview of compassion fatigue concepts and how stress impact us physically and emotionally.

*Homework: Complete to Professional Quality of Life questionnaire; stress reaction log*

Week 2: Defining compassion fatigue concepts. Introduction to healthy and unhealthy coping strategies

*Homework: Coping Style Invention, try out one coping strategy*

Week 3: Coping strategies and managing thoughts, feelings, and behavior. Develop a personal stress plan

*Homework: Personal stress plan trial*

**Week 4: Preparing for holiday and family stress. Review and adjust personal stress plan**

***Homework: continue to implement stress plan and treat yourself for taking care of you!***



# Week 4 Final Session!

## *Plan for today*

1. *Organizational Stress*
2. *Stress and the Holidays*
3. *Self care plan reviews*

# Take your organization's stress temperature

- Describe how the organization looks when Stress Level overwhelmed by stress.
- Describe how the organization looks when things are calm and running smoothly.





# Helpful or Unhelpful?

Looking back at your responses on the stress thermometer, *identify what types of supports are helpful and motivating for workers at each step on the thermometer (e.g., what people need as the stress level rises).*

It is also helpful to *identify what is not helpful* as the stress temperature rises.

# The Organizational Self-Care Checklist: Training and Education

- The organization provides education to all employees about stress and its impact on health and well-being.
- The organization provides all employees with education on the signs of burnout, compassion fatigue and/or vicarious traumatization.
- The organization provides all employees with stress management trainings.
- The organization provides all employees with training related to their job tasks.
- Staff are given opportunities to attend refresher trainings and trainings on new topics related to their role.
- Staff coverage is in place to support training.
- The organization provides education on the steps necessary to advance in whatever role you are in.

# The Organizational Self-Care Checklist: Support and Supervision

- The organization offers an employee assistance program (EAP).
- Employee job descriptions and responsibilities are clearly defined.
- Part of supervision is used to address job stress and self-care strategies.
- Part of supervision is used for on-going assessment of workload and time needed to complete tasks.
- Staff members are encouraged to understand their own stress reactions and take appropriate steps to develop their own self-care plans.
- All staff members have regular supervision.
- Staff members are welcome to discuss concerns without negative consequences (e.g., being treated differently, feeling like their job is in jeopardy or having it impact their role on the team).
- Staff members are encouraged to take breaks, including lunch and vacation time.
- The organization supports peer-to-peer activities such as support groups and mentoring.

# The Organizational Self-Care Checklist: Employee Input and Communication

- The organization provides opportunities for staff to provide input into practices and policies.
- The organization reviews its policies on a regular basis to identify whether they are helpful or harmful to the health and wellbeing of its employees.
- The organization provides opportunities for staff members to identify their professional goals.
- Staff members have formal channels for addressing problems/grievances.
- Staff members have regularly scheduled team meetings.
- Topics related to self-care and stress management are addressed in team meetings.
- Regular discussions of how people and departments are communicating and relaying information are addressed in team meetings.
- Opportunities are provided for staff in different roles to share their “day in the life”
- The organization has a way of evaluating staff satisfaction on a regular basis.

# The Organizational Self-Care Checklist: Work Environment

- The work environment is well-lit.
- The work environment is physically well-maintained (e.g., clean, secure, etc.).
- Information about self-care is posted in places that are visible.
- Employee rights are posted in places that are visible.
- The organization provides opportunities for community building among employees.
- The organization has a no-tolerance policy concerning sexual harassment.
- The organization has a no-tolerance policy concerning bullying.
- Workplace issues, including grievance issues and interpersonal difficulties, are managed by those in the appropriate role and remain confidential.

# Holiday Stress

- Manage Expectations
  - Acknowledge this year will be different
- Thoughtful Engagement
  - What are the important things
- Should Do vs Must Do
  - Leave the ideal behind
- Focus on what you **can do** vs what you can't do

# Holiday Stress

- If you have kids, plan as a family
- Know your triggers – have a plan
- Expect and accept all the feelings
  - It's ok to not be ok
  - It's also to feel joy

Holiday Stress Resource Center (APA)

<https://www.apa.org/topics/holiday-stress>

Coping with the Holidays Survival Guide

<https://psychcentral.com/holidays>

Holiday Depression and Stress

<http://www.mhawisconsin.org/holidaystress.aspx#holiday>

National Alliance for Grieving Children: Supporting Grieving Children During the Season of Family

<https://childrengrieve.org/resources/holiday-toolkit>

Virtual Calming Room from Sacramento City Unified School District

<https://calmingroom.scusd.edu/>

Virtual Holiday Party Ideas

<https://party.lovetoknow.com/holiday-party-themes/31-unique-virtual-holiday-party-ideas>



# Addressing stress in the Moment

- Mindful breathing exercise
- Muscle relaxation break
- Movement breaks
- Gratitude journals
- Lifting up others

How are you  
going to  
celebrate  
yourself today?





# Self Care Plan Review

Q & A

## Evaluation Link

<https://ttc-gpra.org/GPRAOnline/GPRASurvey.aspx?id=789833&type=PostEvent>

# Contact Us



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