

Great Lakes School Mental Health TTC

Presents

Tired, Wired, Mired and Inspired! Self-care Strategies for School Personnel

Presenter

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COVID-19

What a Year!

Economic
Recession

Drug Use

Suicide

Overdose

Stress!

Mental
Illness

Violence

Mathematical Formula

COVID-19

Recession

Racial Conflict

Political Climate

$$1 + 1 + 1 + 1 = 100$$

Looking back:

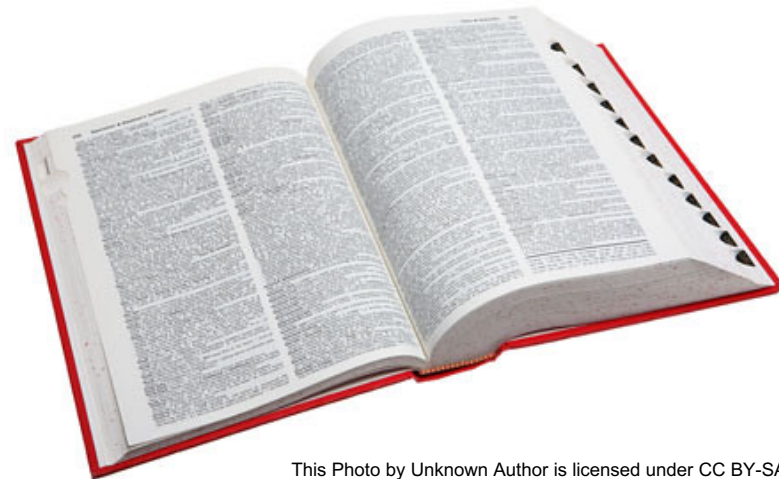
- In the past, did crises occur as quickly as they do today back-to-back?
- What happened after the war and racial conflict in the 1960's?
- What did you do in the 1970's?



What Are Specific Stressors for School Personnel?

Definition of Key Terms

Compassion satisfaction – The pleasure you derive from your work. This includes doing your work well, client progress, collegial relationships, and the realization of the difference you are making.



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Compassion Fatigue

Compassion fatigue – Secondary trauma as a result of internalization of clients' or student's traumatic experiences



Burnout

A form of compassion fatigue that develops much slower than secondary trauma. It has a gradual onset and is associated with a non-supportive work environment, toxic organizational dynamics, large workloads, and the feeling that your work does not make a difference.

Work-Related Burnout

Work-related burnout is a response to chronic stress. Its symptoms include emotional exhaustion, depersonalization, and reduced personal accomplishment, which can occur among people who help others.

Stages of Burnout

Honeymoon Stage

Stagnation Stage (The honeymoon is over)

Frustration Stage

Apathy Stage

Factors That Buffer School Personnel Against Burnout

- Feelings of appreciation
- Team cohesion
- Open communication
- Pro-active strategies to deal with chronic stress

Factors That Buffer School Personnel Against Burnout, Continued

- Effective supervisor/supervisee relationships
- Creativity
- Individual decision to take responsibility for managing one's own burnout

Factors Contributing to Burnout



Factors Contributing to Burnout: Continued

Unhealthy Boundaries

Types of family boundaries

- Loose – No one is aware of what is going on with anyone else in the family.
- Enmeshed – Family members are too involved in each other's lives.
- Healthy – Each family member is allowed the five freedoms

The Five Freedoms

- Think what you think
- Feel what you think
- Want what you want
- See what you see
- Imagine your own self-actualization

Types of Boundaries

- Loose – everyone doing their own thing
- Enmeshed – too close
- Healthy

Factors Contributing to Burnout Continued

- Closed systems
- Extremes – Too much or too little
 - A. Support
 - B. Supervision
 - C. Workload

Factors Contributing to Burnout Continued

- Lack of creativity
- Tension in work relationships
- Continuous stress
- Feeling ineffective

Compassion Fatigue: Definitions

The stress of caring too much

Compassion fatigue differs from burnout in that burnout is caused by stress; compassion fatigue is caused by caring.

Emotional residue as a result of working with those who suffer

Secondary trauma

Who is vulnerable to compassion fatigue?

- Receptionists
- Counselors
- Teachers
- People who work with children
- Attorneys
- Emergency care workers
- Medical professionals
- Clergy
- Volunteers
- Soldiers
- Police Officers
- Fire fighters
- Nurses

Signs of Compassion Fatigue

Anger

Frustration

Tardiness

Exhaustion

Depression

Feeling hopeless

Blaming others

Irritability

Sleep problems

Rudeness

Gossiping

Erosion of idealism

Flashbacks

Intrusive thoughts

Spiritual distress

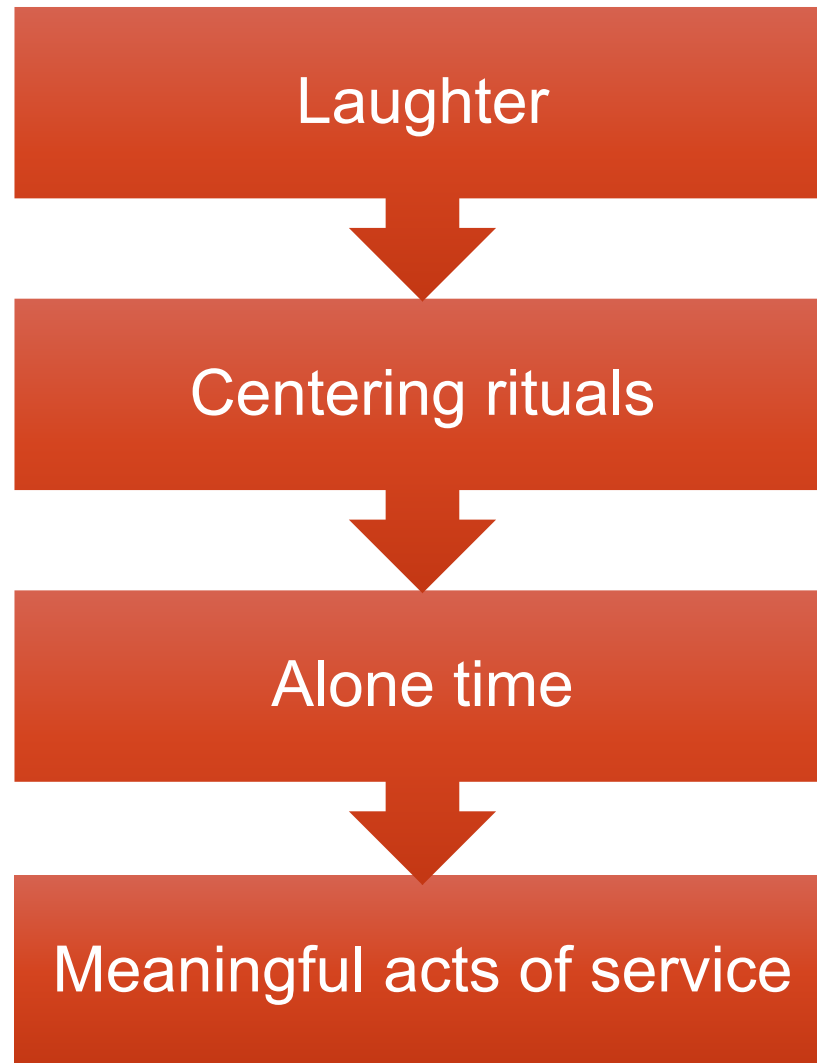
Shift in world view

Question

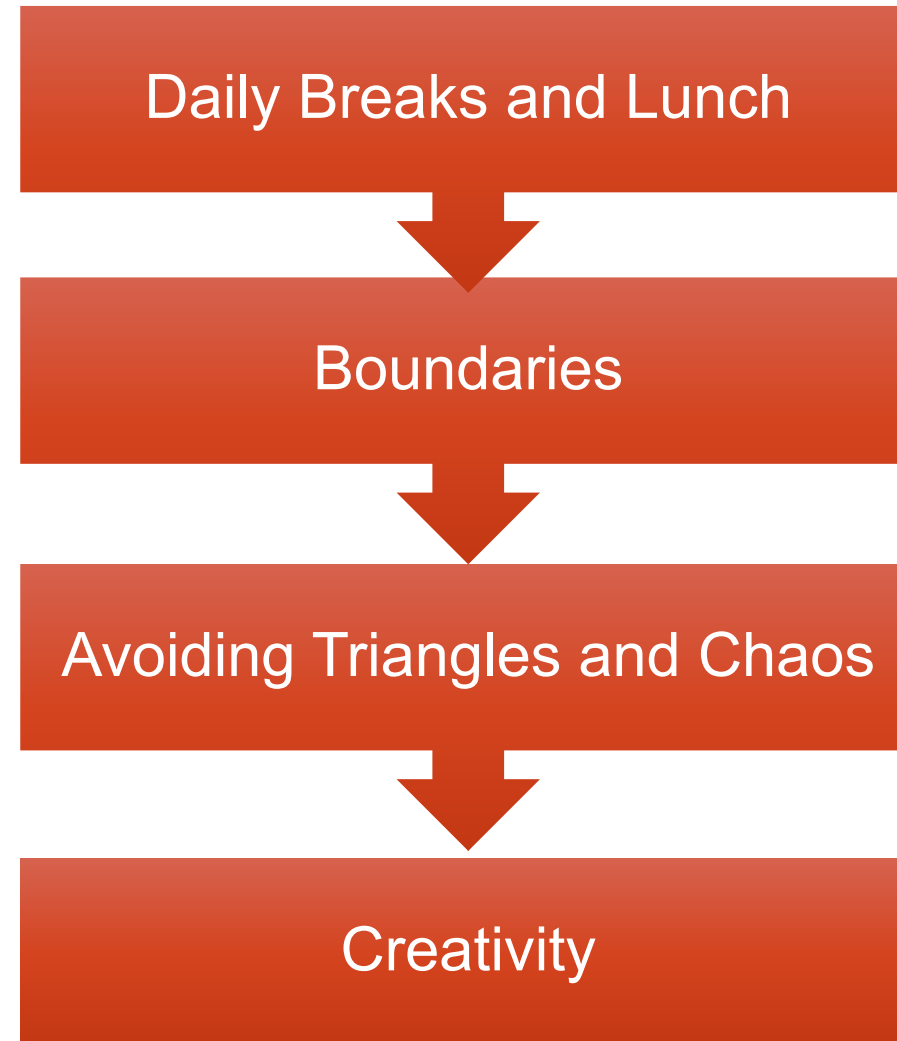
1. Are you more vulnerable to burnout, which is caused by organizational stress or compassion fatigue, which is caused by caring?
2. What are some things you do to take care of yourself?



Stress Management, Prevention of Burnout and Compassion Fatigue



Intervention Strategies Continued



Intervention Strategies, Continued

Support

- Colleagues
 - (with whom you do not work)
- Co-workers
- Supervisor
- Family
- Friends
- Mentors

Intervention Strategies: Balance

Balance – Individuals experiencing compassion fatigue are often leading lives that are out of balance. An important part of recovery from compassion fatigue involves putting first things first.



Intervention Strategies: Time Management



Source: flickr commons

What the Most Successful People do Before 9 AM:

1

Develop their
body

2

Develop their
spirit

3

Improve their
relationships

Most People Lose Discipline at Night

Most:

- Affairs
- Alcohol and drug relapses
- Diet breaking
- Gambling
- Return to cigarettes smoking
- Real bad arguments
- Flights/breakups
- Murders

...Happen at night

What the Most Successful People do on Weekends



- Get up early
- Get some of their weekend chores done during the week
- Create family rituals that can last a lifetime
- Do 3 activities that are meaningful or fun that last 2 to 3 hours (the last one occurring Sunday evening after 6 PM)
- 9-hour vacations

Hidden



Source: flickr commons

4 Things That Are Most Important to Me

A.

B.

C.

D.

Trainer's Contact Information



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