Françoise Mathieu, M.Ed., RP.
www.tendacademy.com

Managing compassion fatigue and secondary trauma - what works?

Why I started this journey

What about you?
• Cris is intervention

McCann & Pearlman, 1990

Vicarious Traumatization: A Framework for Understanding the Psychological Effects of Working with Victims

J. Lisa McCann and Laurie Anne Pearlman

Within the context of their new constructivist self-development theory, the authors discuss therapists' reactions to clients' traumatic material. The phenomenon they term "vicarious traumatization" can be understood as related both to the graphic and painful material trauma clients often present and to
Vicarious Trauma
Compassion Fatigue

- A deep erosion of our compassion, of our ability to tolerate strong emotions/difficult stories in others
- Desensitization/Predictability of issues
- Accumulates over time
- Evident in professional and personal life
- Can also happen to caregivers (“caregiver fatigue”)

Multiple Exposure: Increased Risk

Image courtesy of Dr. L.A. Ross, Children’s Institute, Los Angeles
Self Assessment Tool
The ProQol
www.proqol.org

Recent Data

• Professionals who work with traumatized children have the highest rate of STS of all professionals:
  • 1/3 significant symptoms of STS at any given time (Bride, et al 2007)
  • High attrition in second year of work for CW workers – lack of support from agencies (Dickinson & Painter, 2009)
  • Private vs Public agencies: “The work is the work”, however... (Quality Improvement Centre on the Privatization of child welfare services)
  • Private: Smaller, less distance between management and frontline (Collins-Camargo 2012)

Vulnerability Factors in practitioners

• Practitioner’s own history of childhood trauma (Figley, 1995b, Nelson-Gardell & Harris, 2003)
• Personality and coping style (Matthew & Zeider, 2000; Ricca, 2003)
• Presence (or absence) of social support (Collins-Camargo, 2012)
• Presence or absence of trauma-informed training
Recent data in the Child Welfare Field

SO, is Self Care Enough...?

Bober & Regehr Study, 2005
Bober & Regehr (2005)

- Believing in self care did not equal more engagement
- Engaging in self care did not reduce trauma scores

Blaming the service providers

"If you had better self care, and work-life balance…"

Bober & Regehr (2005)

Kyle Killian, Traumatology, June 2008

Organizational changes which offer "better working conditions, more control over their schedule, good quality supervision and a reduced exposure to trauma."

Kyle Killian, Traumatology, June 2008
Access to timely and good quality debriefing & supervision

Killian (2008)

Debriefing and Supervision

Critical events?

Day to day?

Creating Communities of Practice

• Regular meetings
• Small groups of 4-5

Patricia Fisher (2012)
Community of Professional Practice Meetings for Trauma-Exposed Workplaces
Low Impact Debriefing

What works? "a constructive and supportive team"

The toxic workplace: The BMWs
Key Elements

• Regular rotation of heavy traumatic caseload


What works?

Self Awareness

The Warning Signs Continuum
How we transition...

What works?
Get more training
Adverse Childhood Experiences Study

Ted Talk: Nadine Burke Harris

What works?
Cultivating Resiliency
Grounding Techniques to protect & process trauma exposure

Mindfulness Stress Reduction

Mindfulness App
Headspace.com
Trauma Resource Institute

Window of Tolerance Framework

Ogden et al 2006, Corrigan et al 2010

Free iChill App
What works?

Feeling effective

“Compassion Satisfaction”
(Stamm, 1999)

“The pleasure of being able to

career-sustaining behaviours”

Post Traumatic Growth

“...positive change experienced as a result of the
struggle with a major life crisis or a traumatic event.”
“Vicarious Resilience”

Reflection:
Practices that are essential to my well-being

What works?

© Françoise Mathieu 2016
• Get more training in trauma-informed care
• Develop and enhance your social supports
• Identify your warning signs
• Develop a wellness practice and grounding skills
• Advocate for change
• Decide what you can control
TORONTO, June 2, 2016

www.cfconference.com

Resources

www.tendacademy.ca

Get in touch

info@tendacademy.ca