

# Care for the Caring: Burn Out, Compassion Fatigue and Self Care



Presented by:

Tanya Vadala

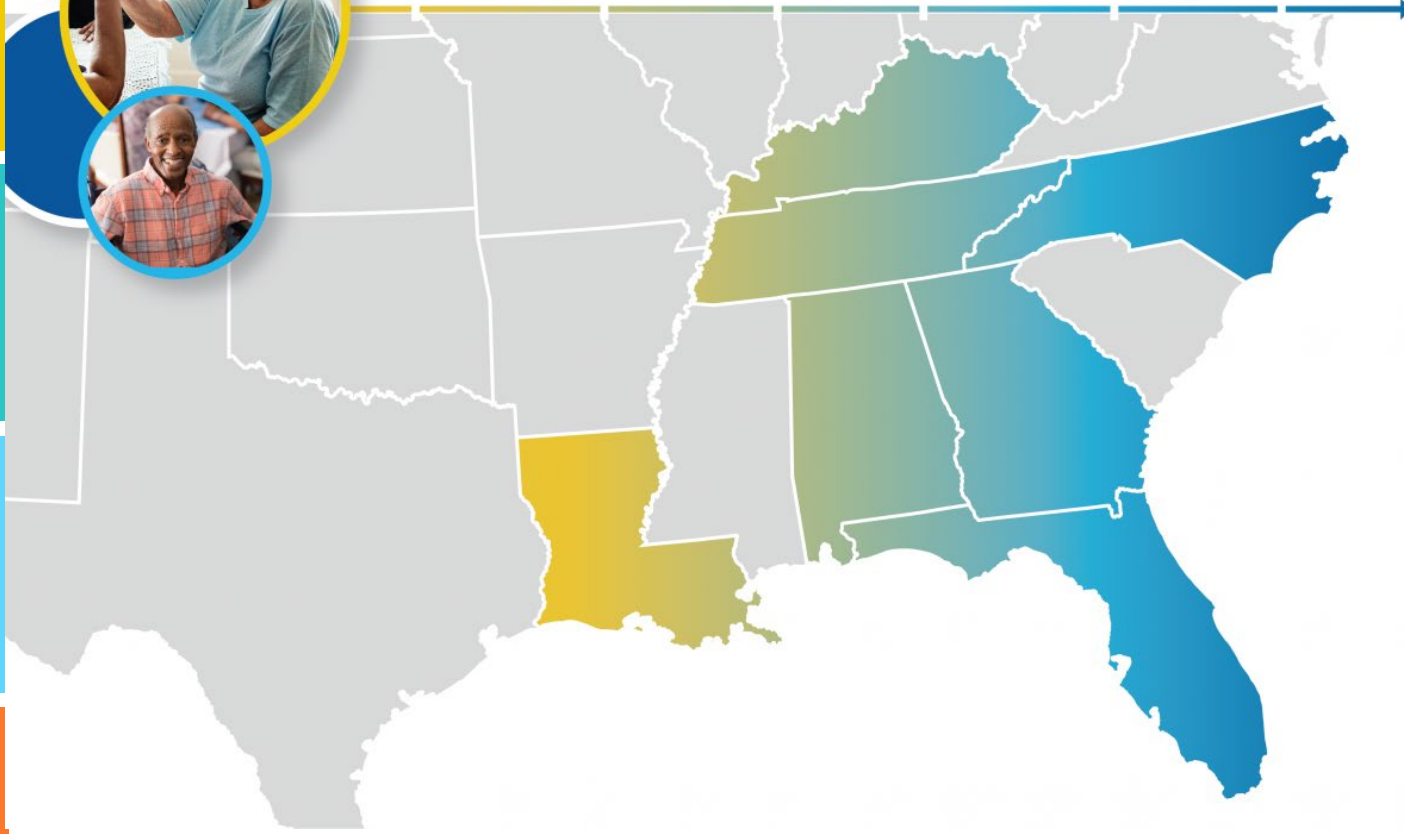
Cate Faulkner, MA, LCSW

February 22, 2022

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# Making Health Care Better *Together*



## About Alliant Health Solutions

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# Tanya Vadala, Pharm.D.

## MEDICATION SAFETY PHARMACIST

Tanya is an IPRO pharmacist with 18 years of clinical pharmacy, community pharmacy, academia, quality improvement and medication safety experience. Prior to joining IPRO, she worked at various community pharmacies and taught at Albany College of Pharmacy and Health Sciences in Albany, NY. She specializes in Medication Therapy Management (MTM), medication reconciliation, opioids, immunizations, and patient self-care. Her formal teaching experience includes courses in pharmacy practice and clinical experiential teaching.

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# Cate Faulkner, MA, LCSW

## PROGRAM MANAGER

Cate currently is a program manager for the Tennessee Department of Mental Health and Substance Abuse Services, overseeing the regional overdose prevention specialists and harm reduction program.

Before working for the state of Tennessee, Cate worked in community services in Arkansas, Chicago and Nashville, including youth violence prevention, community health and family support. She has a Bachelor of Arts degree in International Studies from Georgia Southern University and a Master of Arts in Social Services Administration from the University of Chicago. She maintains her license as a clinical social worker. She is passionate about supporting and empowering community and agency staff as a critical part of improving community and health services.



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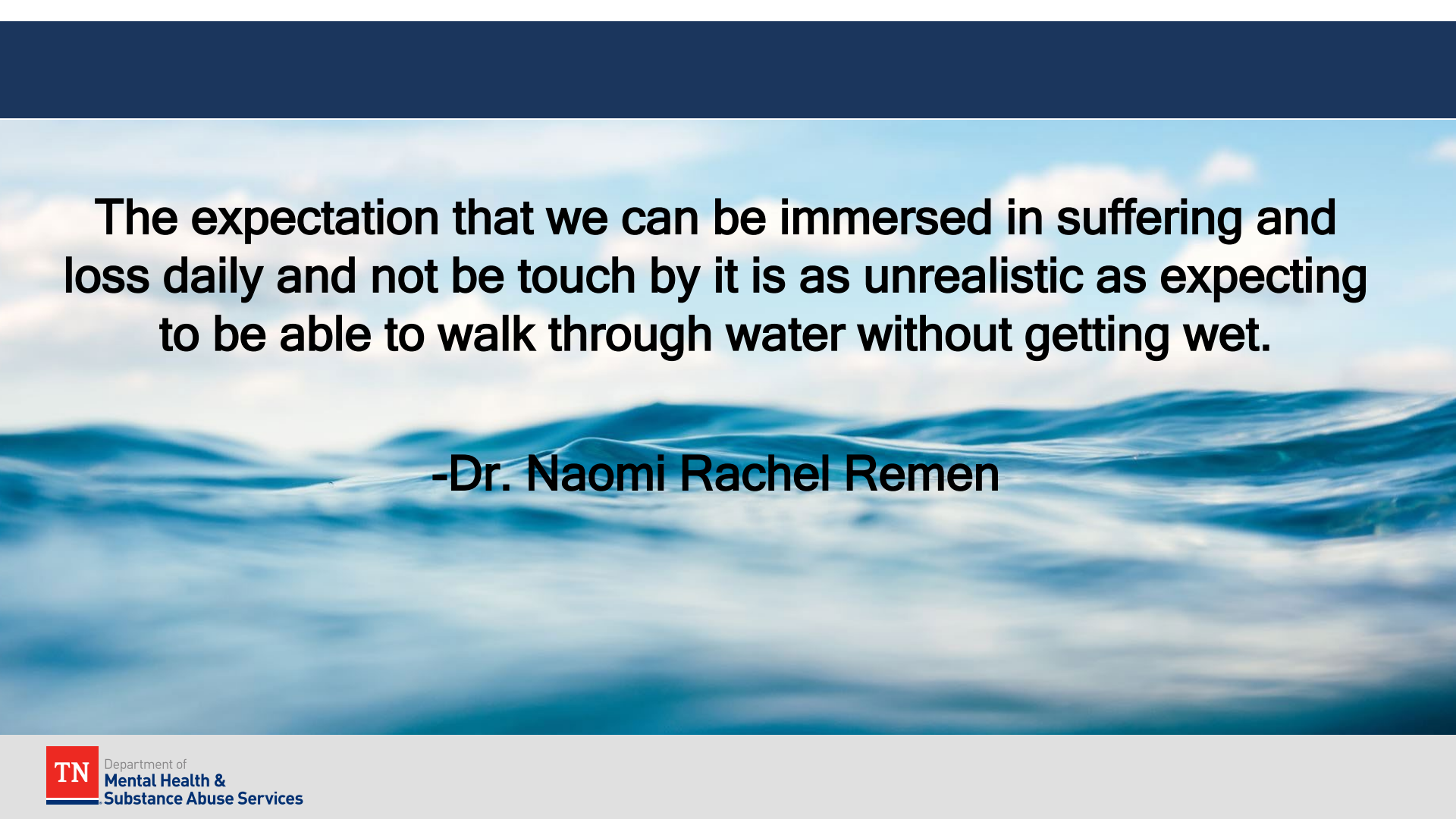
Department of

**Mental Health &  
Substance Abuse Services**

Care for the Caring

Burnout, Compassion Fatigue, & Self Care





**The expectation that we can be immersed in suffering and loss daily and not be touch by it is as unrealistic as expecting to be able to walk through water without getting wet.**

**-Dr. Naomi Rachel Remen**

# Today's Session

- **Burnout and Compassion Fatigue**
  - Defining
  - Symptoms
  - Prevention
  
- **Self Care and Wellness**
  - Basics
  - Sensory Resets strategies
  - Next steps and additional resources

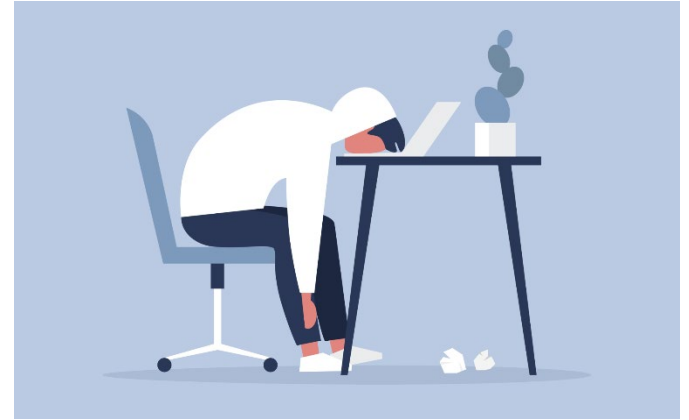
# Burn Out

Exhaustion related to stressful work environments

Generally, a slow onset

Common symptoms:

Frustration, irritability, trouble  
concentrating, lacking satisfaction,  
feeling disillusioned



*American Institute of Stress*



# Compassion Fatigue

“The emotional and physical burden of caring for others in distress” (Figley)

Generally, quicker onset

Symptoms often more  
emotional and mental



*American Institute of Stress*

# Symptoms of Compassion Fatigue & Burnout

## Physical

- Emotional, physical and/or mental exhaustion
- Physical symptoms
  - Headaches, stomachaches, digestive issues, chronic pain
- Difficulty sleeping

## Mental/Emotional

- Reduced sense of personal accomplishment or meaning in work
- Reduced productivity
- Self isolation
- Irritability

*American Institute of Stress*

# Strategies to Prevent Burnout

- **Often related to organizational functions**
  - Work with supervisor to identify areas that need adjustment
  
- **Areas to consider**
  - Routines and task organization
  - Where is the stress? The challenges?
  - What is refreshing? Rejuvenating?



# Strategies to Prevent Compassion Fatigue

- **Build and maintain support**
  - Peer, supervision and personal/social support
- **Training and professional development**
- **Know your strengths, limits, and triggers**
- **Setting clear boundaries**
- **Maintaining balance**
- **Utilize your team!**

# Ultimate Goal: Wellness

## 8 Dimensions of Wellness



*Based on SAMHSA model  
Image: University of TN-Knoxville*

# Self Care Basics

- **Healthy routines**
  - Eating well, sleeping enough, getting exercise
- **Taking breaks**
- **Nurture your whole self**
  - Hobbies, relationships, spirituality
- **Stay grounded**
  - Mindfulness, self calming strategies
  - Self compassion



# Using the Senses for “Resets”

Hearing	Seeing	Tasting
Music/playlist for change in activity	Change settings-outside, breakroom, look out a window, etc.	Drink something hot or cold (coffee, tea, milkshake)
Close your eyes and listen for the sounds you hear	Look at something in a different field of vision than you usually do (up close or far away)	Drink/eat something with a strong taste (like peppermint)

# More Sensory Cues

Touching	Smelling	Heartrate
Play with something in your hand (playdough, stress ball)	Smell your drink or food	Meditate/deep breathing/stretch to slow your heartrate
Tune into the texture of your clothing	Apply scented lotion or essential oil	Walk briskly to raise your heartrate

# Next Steps

- **Try one of the sensory strategies!**
- **Identify your “go-to”(s) for tough days**
- **Keep learning about yourself**
  - Take a burn out or self care assessment
- **Make check-ins a regular part of your life**
  - Self, peers, supervision
- **Adjust your routines as your circumstances change**

# Additional Resources

- **Assessing Self Care and Burn Out**
  - Use to assess current level + new ideas for how to improve
    - ProQOL: Professional Quality of Life Scale (free, easy)
- **Meditations, Mindfulness and Self Compassion**
  - YouTube, apps
    - Keywords: mediation, mindfulness, body scan,
    - Apps: Smiling Mind, Insight Timer, Headspace, others-paid and free!
  - Focus on self compassion: [self-compassion.org](http://self-compassion.org)
- **SAMHSA Wellness Resources ([samhsa.gov](http://samhsa.gov))**

# Thanks for attending!

**Cate Faulkner, MA, LCSW**

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Services



# Citation

The American Institute of Stress. (2022). *Compassion Fatigue*.

<https://www.stress.org/military/for-practitionersleaders/compassion-fatigue>



Questions?



# CMS 12<sup>th</sup> SOW Goals



## Behavioral Health Outcomes & Opioid Misuse

- ✓ Promote opioid best practices
- ✓ Decrease high dose opioid prescribing and opioid adverse events in all settings
- ✓ Increase access to behavioral health services



## Patient Safety

- ✓ Reduce risky medication combinations
- ✓ Reduce adverse drug events
- ✓ Reduce C. diff in all settings



## Chronic Disease Self-Management

- ✓ Increase performance on ABCS clinical quality measures (i.e., aspirin use, blood pressure control, cholesterol management, cardiac rehab)
- ✓ Identify patients at high-risk for developing kidney disease & improve outcomes
- ✓ Identify patients at high risk for diabetes-related complications & improve outcomes



## Quality of Care Transitions

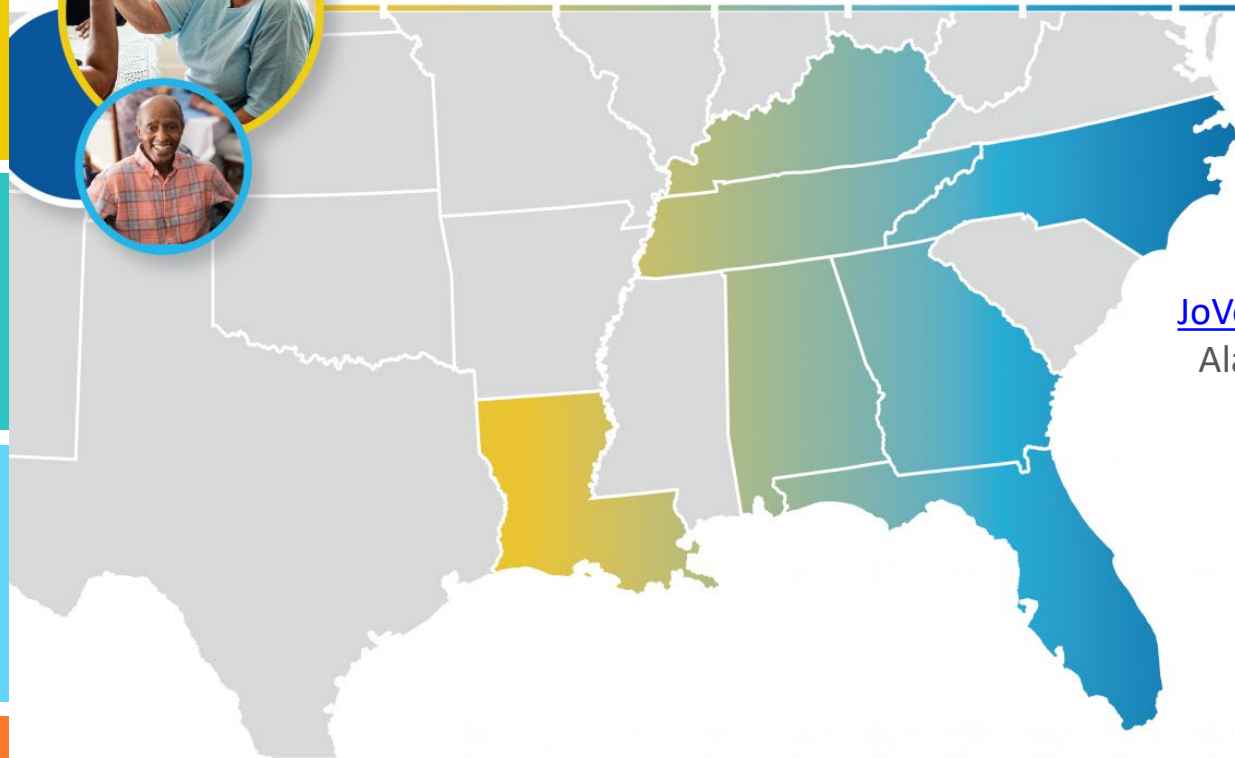
- ✓ Convene community coalitions
- ✓ Identify and promote optical care for super utilizers
- ✓ Reduce community-based adverse drug events



## Nursing Home Quality

- ✓ Improve the mean total quality score
- ✓ Develop national baselines for healthcare related infections in nursing homes
- ✓ Reduce emergency department visits and readmissions of short stay residents

# Making Health Care Better *Together*



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## Program Directors



# Upcoming Events



## Learning and Action Webinars

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### **Combined Nursing Homes and Community Coalitions LAN:**

Applying Evidenced-Based Best Practices to Prevent, Mitigate and Manage Delirium Across  
Care Settings: A Multi-Part Series

Thursday, February 24 at 12:30 p.m. ET / 11:30 a.m. CT

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