

# Going Beyond Compassion Fatigue

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Certified Life Coach  
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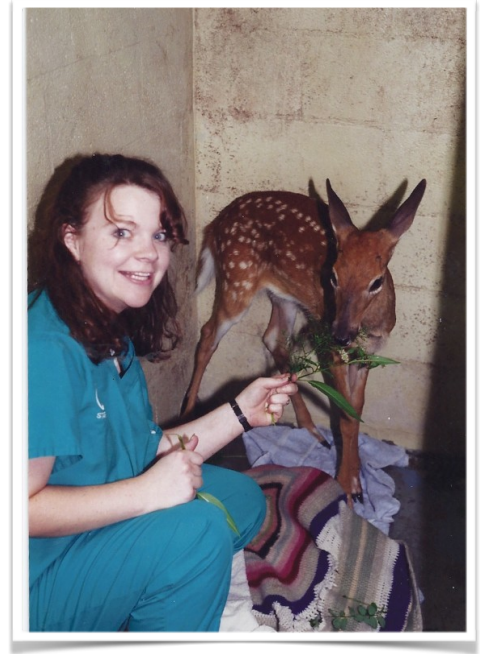
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# Who I Am



- 25 years in the veterinary field
- Certified Compassion Fatigue Specialist
- Certified Life Coach
- Host of the **Rekindling** podcast
- Passionate about mental *health*, wellbeing and personal development in veterinary professionals



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# Pug M❤️m



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Mental *health* is worked for and earned. It's not given to us.

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“Mental health includes our emotional, psychological, and social well-being. It affects how we **think, feel, and act**. It also helps determine how we handle stress, relate to others, and make healthy choices.” CDC website



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# The Goal of Mental Health Is Resilience



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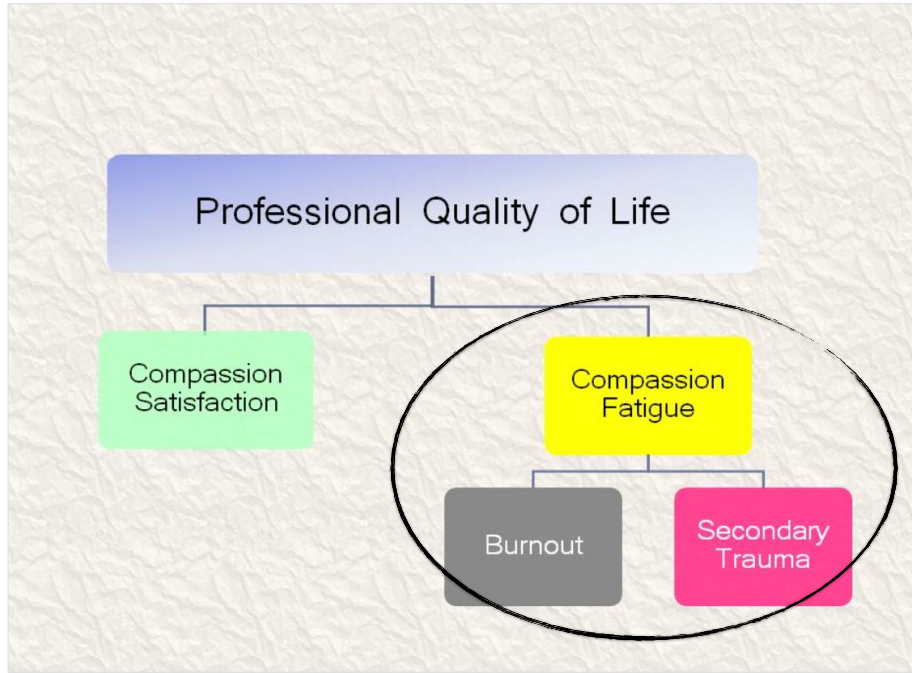
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## What is Compassion Fatigue?

a combination of physical, emotional, psychological and spiritual depletion associated with caring for others in significant emotional pain and physical distress.

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# Effect on the Individual



- depression
- hopelessness
- physical and emotional exhaustion
- diminished sense of career enjoyment
- bottled-up emotions
- irritability
- substance abuse
- increases in mistakes
- feeling numb
- sleep problems
- anxiety
- problems in personal relationships
- isolation
- poor relationships w/ co-workers
- avoidance of clients
- physical ailments
- intrusive thoughts/nightmares
- suicide

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# Effect on the Organization



- substandard level of care
- absenteeism
- high turnover
- lack of teamwork
- team conflict
- low morale
- increased cynicism, blaming and complaining
- toxic workplace
- erosion of customer loyalty
- reduced customer satisfaction
- reputation at risk
- poor quality control
- deterioration of the organization's mission

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# Burnout

A state of chronic stress

- 1. Physical and emotional exhaustion
- Cynicism and detachment
- Feelings of ineffectiveness and lack of accomplishment



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# Burnout



## Signs of Physical and Emotional Exhaustion

- Chronic fatigue
- Insomnia
- Forgetfulness/impaired concentration
- Physical symptoms
- Increased illness
- Loss of appetite
- Anxiety
- Depression
- Anger



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# Burnout



Signs of Cynicism and Detachment

- Loss of enjoyment
- Pessimism
- Isolation
- Detachment



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# Burnout



## Signs of Ineffectiveness and Lack of Accomplishment

- Feelings of apathy and hopelessness
- Increased irritability
- Lack of productivity and poor performance



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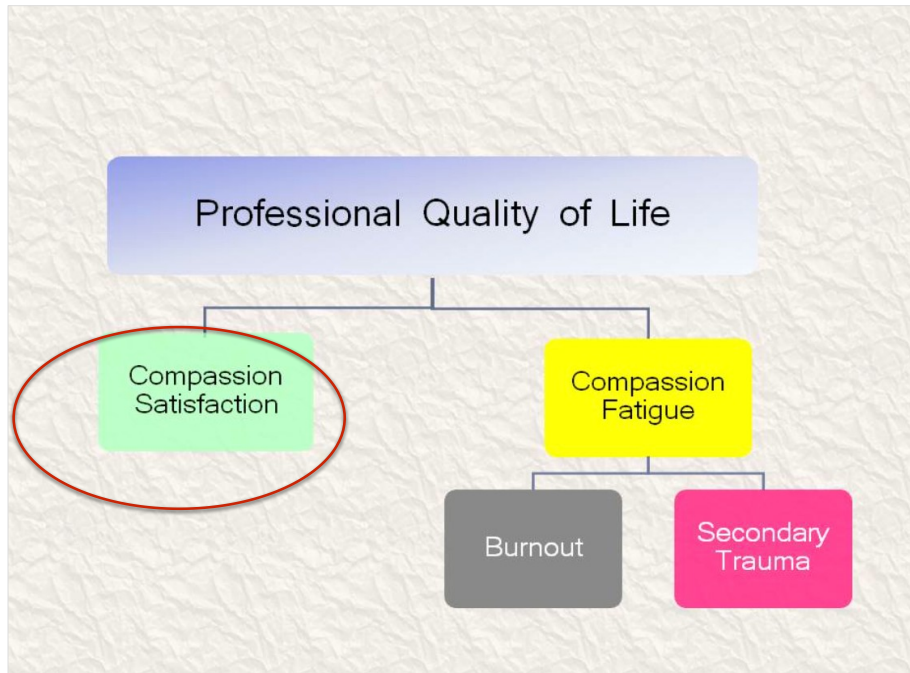
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# Compassion Satisfaction



The pleasure and satisfaction we derive from our work.

What brings us joy.

What makes our heart swell.

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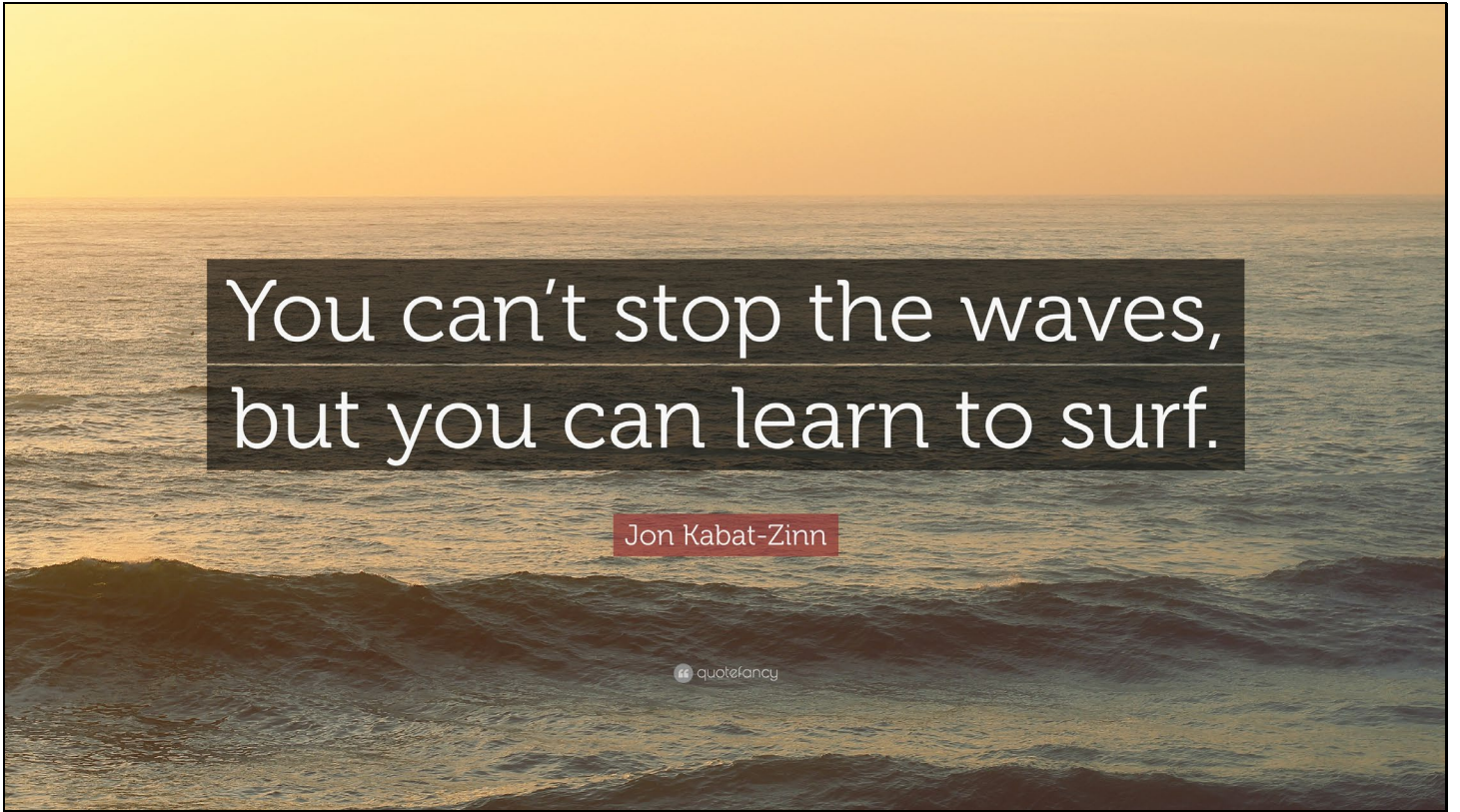
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You can't stop the waves,  
but you can learn to surf.

Jon Kabat-Zinn

quotefancy

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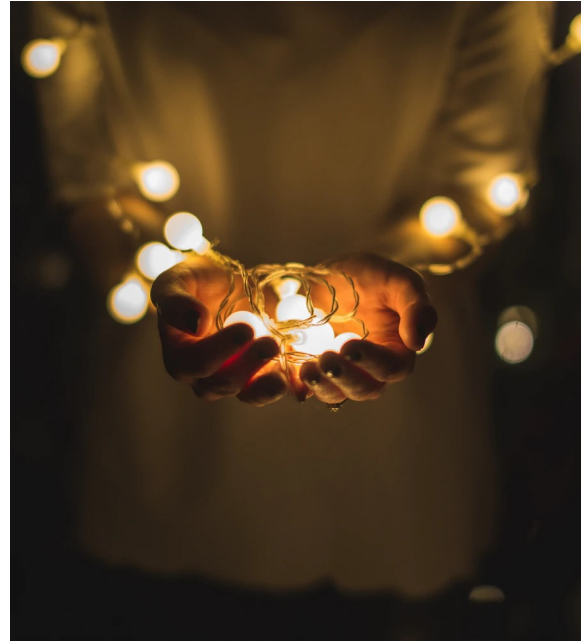
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# Cultivating Resilience



“the process of, capacity for, or outcome of successful adaptation despite challenging circumstances,”  
(Garmezy and Masten).

*Resilience (n): The capacity to absorb energy from disruption.*



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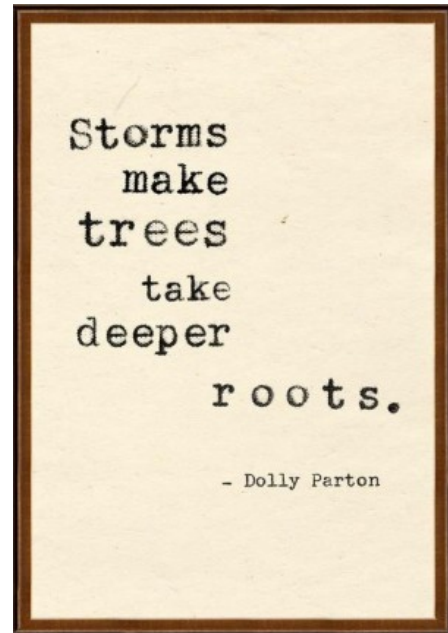
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# What Is Resilience?

The process of adapting in the face of adversity, trauma, tragedy, threats or significant stressors.

It not only involves “bouncing back” from these difficult situations, it may also include profound personal growth as the result of these situations.



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# Resilient People

- Sense of Control
- Problem Solving Skills
- Strong Social Connections
- Identify as Survivors, not Victims
- Able To Ask for Help
- Self-Compassion



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# 4 Ways To Strengthen Your Resilience

1. Be physically active
2. Direct your thinking
3. Prioritize self-care
4. Align with your “why”

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# 1. Physical Activity

- promotes neurogenesis and stimulates the stem cells and neuroplasticity in the hippocampus (the brain's stress center)
- signals to the brain the world is safe



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# 4 Ways To Strengthen Your Resilience

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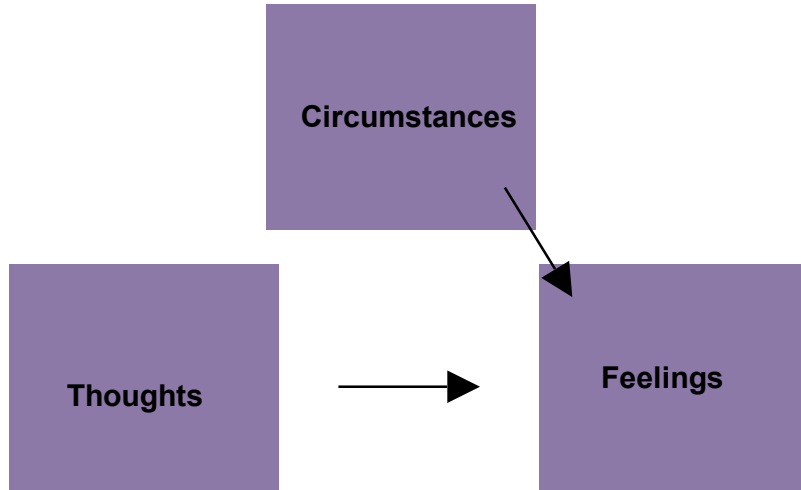
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## 2. Direct Your Thinking



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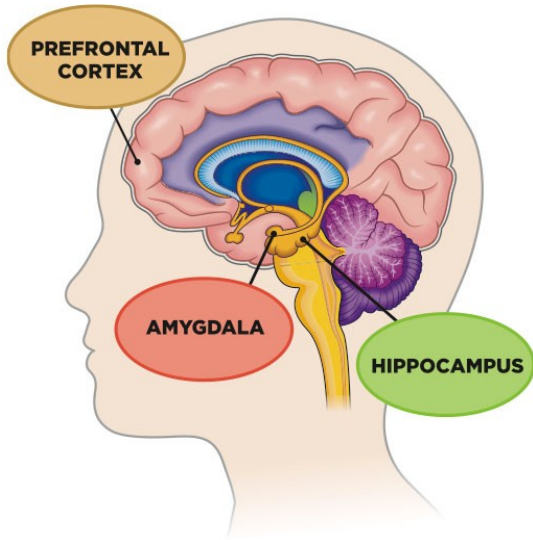
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# Your Mind



- Primitive brain
- Human brain

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# The Negativity Bias: How Do We Overcome Our Own Brain?



- Self-awareness and questioning negative thoughts
- Cognitive Restructuring
- Savor Positive Moments

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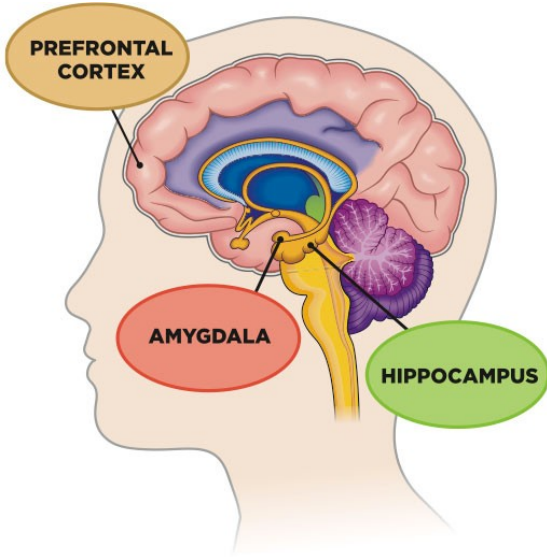
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# Your Mind



- Primitive brain
- Human brain

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## My Philosophy



- Thoughts are changeable
- Thoughts are optional
- Thoughts are a choice
- What you think, you create
- Think deliberately



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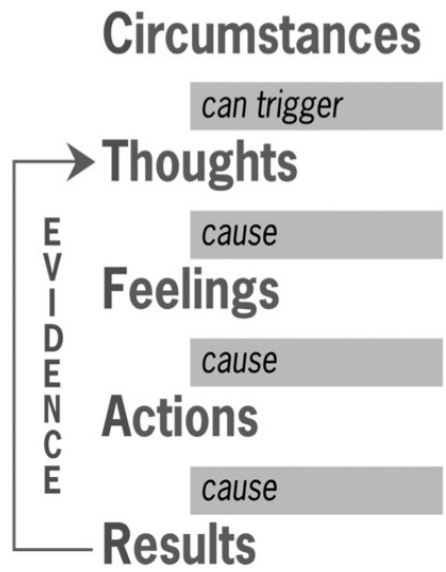
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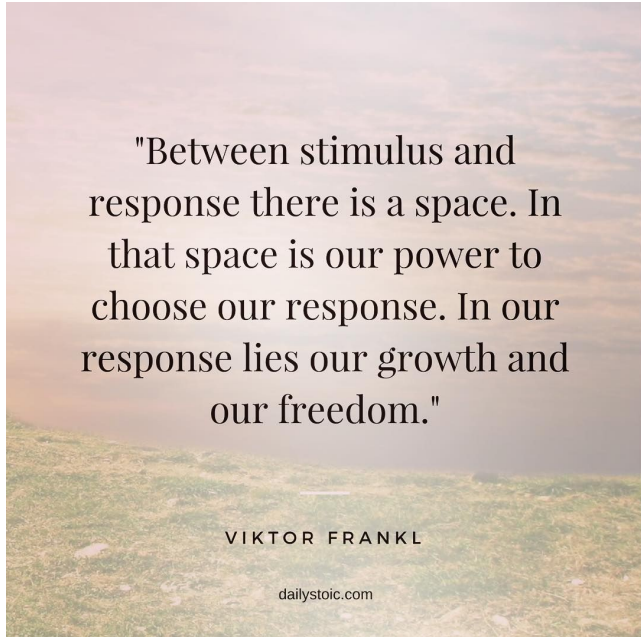
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### 3. Self-Care



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# What Is Self-Care?



Self-care is taking care of oneself.

Activities, intentions and practices we engage in **regularly** to reduce stress and enhance our wellbeing.



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You have to take responsibility for your OWN wellbeing. #likeaboss

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# 5 Aspects of Self-Care

- Mental
- Physical
- Spiritual
- Emotional
- Social



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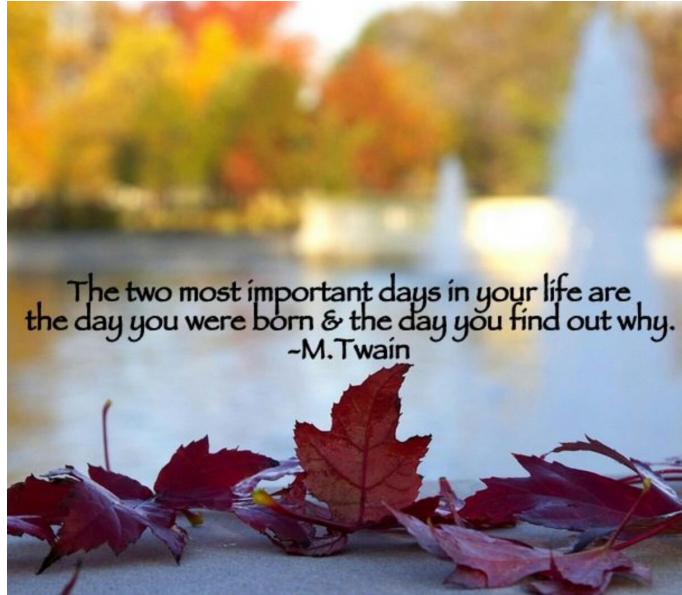
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# Your Purpose = Your Why



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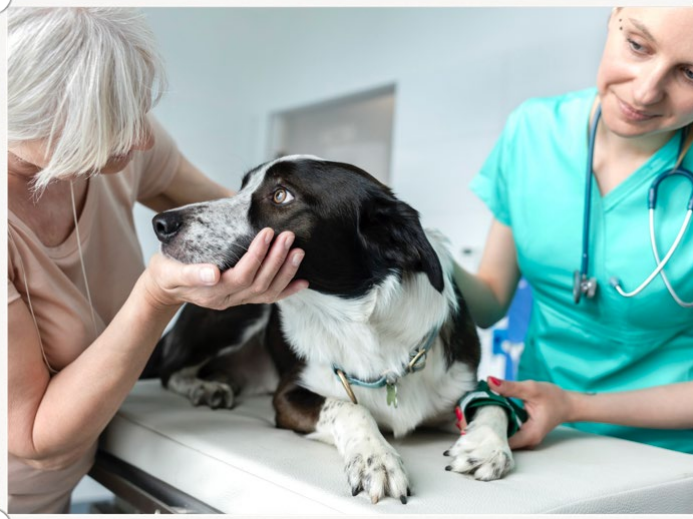
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# Protection Against Compassion Fatigue



Knowing and aligning with what you believe is your purpose.

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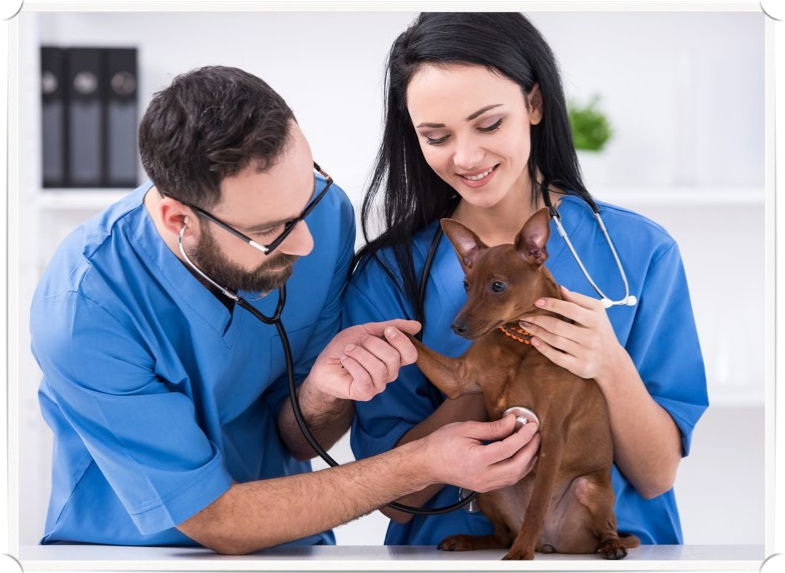
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# Your Purpose Isn't WHAT You Do



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# It Isn't...



- Showing up just for a paycheck
- Mentally tallying what you get vs. the practice
- Comparing yourself to your co-workers
- Engaging in drama/negativity
- Waiting to be told what to do
- Taking things personally
- Feeling entitled
- Blaming others for how you feel
- Doing the bare minimum

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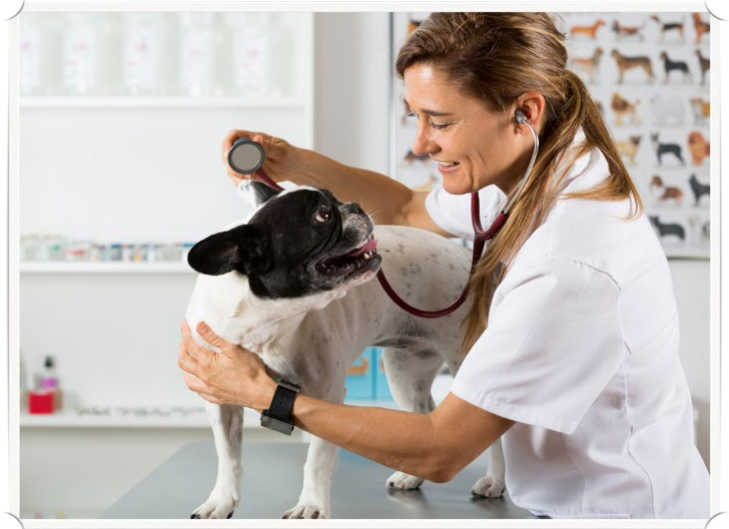
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It's Who You  
Get To BE  
While You Do  
It.



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# Who Do You Get To BE?



- Showing up with a positive attitude
- Inspiring others
- Strengthening/lengthening the human-animal bond
- Keeping pets healthy longer
- Anticipating the needs of others
- Educating/teaching/supporting customers/pet owners/each other
- Being an example of what is possible
- Leading with love + compassion + dedication + commitment
- Working harder than everyone else because that's **who you are**

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# What's Your Why?



To empower veterinary professionals SO  
that they can improve animals lives and love their own while they do it.

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# Resilience Reminders



- It requires doing something
- What is resilient may not always be pleasurable in the moment
- It's a discipline, proactive behavior that strengthens our mind, body and spirit



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 @rekindlesolutions  
 rekindle\_juliesquires



Text REKINDLE to 66866 to receive my bi-weekly e-inspiration!

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