

PREVENTING COMPASSION FATIGUE AND BURNOUT

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ICE BREAKER:

HOW FULL IS YOUR CUP

- Scale of 1-10, how emotionally drained have you in the past month?
- What symptoms do you have to identify this?
- What helps you refill your energy?



LEARNING OBJECTIVES

- Define compassion fatigue
- Recognize signs and symptoms
- Understand cause and risk factors
- Learn coping and recovery strategies
- Practice interactive wellness activities
- Create a personal self-care action plan

BURNOUT
VS
SECONDARY TRAUMA
VS
COMPASSION FATIGUE

WHAT IS BURNOUT?

A state of severe emotional, physical, and mental exhaustion caused by prolonged or repeated stress. It extends beyond simple fatigue. Commonly stems from high-pressure jobs, caregiving or other overwhelming life responsibilities.

SIGNS OF BURNOUT

- Work stress overload
- Gradual irritation
- Motivation decreases
- Frequent ailments
- Disrupted routines

SYMPTOMS OF BURNOUT

- Reduced performance-Trouble concentrating or forgetfulness
- Isolation-Pulling away from friend and family
- Procrastination-Constantly putting off responsibilities
- Unhealthy coping mechanisms-relying on food, alcohol and substances to numb stress
- Feeling lack of accomplishment-Sense of ineffectiveness

WHAT IS SECONDARY TRAUMA?

The emotional distress that occurs when you hear about or witness the firsthand traumatic experiences of others. It causes PTSD-like symptoms such as intrusive thoughts and nightmares.

SIGNS OF SECONDARY TRAUMA

- Trauma exposure through others
- Can happen quickly
- Fear/anxiety increases
- Intrusive thoughts about events
- Hypervigilance

SYMPTOMS OF SECONDARY TRAUMA

- Mood alterations-Unexplained mood changes
- Avoidance-Withdrawing from friends and family that remind you of the experience
- Exhaustion-Low energy and body aches
- Sleep Disturbances-Insomnia, nightmares
- Appetite Shifts-Stress eating, binge eating or loss of appetite

WHAT IS COMPASSION FATIGUE?

Emotional, physical, and mental exhaustion caused by prolonged exposure to helping other through stressful or traumatic situations.



SIGNS OF COMPASSION FATIGUE

- Emotional exhaustion from caring
- Sudden or gradual
- Empathy decreases
- Irritability and anger
- Hopelessness

SYMPTOMS OF COMPASSION FATIGUE

- Emotional numbness-Feeling detached or running on autopilot
- Bodily Tension-Experiencing frequent headaches, stomach or muscle pain
- Lowered Immunity-Catching colds, high cortisol levels
- Social Withdrawal-Pulling away from connecting feels too taxing
- Neglecting Self Care-Abandoning hobbies, routines to help recharge
- Substance Abuse-Increase in substances to help cope

WHO'S MOST AT RISK?

- Nurses
- Social Workers
- Therapist
- First Responders

Teachers

Clergy

Family Caregivers

Case Managers

RISK FACTORS

- Long Hours trying to keep up with heavy workload
- Prolonged exposure to trauma
- Inadequate support and limited resources
- High Empathy of others
- Poor Work Life Balance

SIGNS AND SYMPTOMS

Emotional Signs

- Irritability
- Anxiety
- Sadness
- Hopelessness
- Emotional Numbness

Physical Signs

- Fatigue
- Headaches
- Sleep Problems
- Appetite Changes

Behavioral Signs

- Isolation
- Increased Mistakes
- Calling off Work
- Reduced Patience

WHAT HAPPENS IN YOUR BRAIN?

- Chronic stress keeps the body in “survival mode”
- Stress hormones remain elevated-Cortisol levels
- Emotional overload impacts concentration and empathy
- Brain becomes hyper-reactive causing mood swings
- Frontal cortex struggles causing brain fog and making poor judgements

TOOLS TO DIAGNOSED

Compassion Fatigue Assessment-
Professional Quality of Life Scale
(ProQOL)

Burnout Inventories-Maslach
Inventory Assessment

Stress Assessments-Perceived
Stressed Scale

THE IMPACT OF IGNORING COMPASSION FATIGUE

Personal Effects

- Mental Health Decline
- Physical Illness
- Relationship Strain

Workplace Effects

- Increased Turnover
- Low Morale
- Reduced Quality of Life
- Mistakes and Safety Concerns

RECOVERY AND HEALING

RECOVERY IS POSSIBLE

-
- Rest
 - Setting Boundaries
 - Support Systems
 - Counseling/Therapy
 - Physical Wellness
 - Stress Management



**HEALING TAKES
INTENTIONAL CARE,
NOT GUILT**

HEALTHY COPING STRATEGIES

Daily Self Care Ideas

- Sleep Routines
- Journaling
- Prayer/Meditation
- Taking Breaks
- Saying NO
- Deep Breathing
- Connecting Socially
- Exercise

Journaling Questions:

If my exhaustion could speak, what would it ask for right now?

What am I saying “yes” to simply out of obligation rather than genuine care?

What used to bring me a sense of peace that I haven’t made time for recently?

Breathing Techniques Box Breathing

Inhale for 4 seconds....hold for 4 seconds....Exhale for 4 seconds...hold for 4 seconds

Repeat 3-4 cycles

BOUNDARIES MATTER!

- Taking lunch breaks
- Leaving Work at Work
- Limiting Overtime
- Asking for Help
- Protecting Personal Time

BUILDING RESILIENCE

Gratitude
habits

Peer Support

Realist
Expectations

Mindfulness

Celebrating
Small Wins

Personal
Development

TEAM AND WORKPLACE SUPPORT

- Encouraging mental health days
- Offering Debriefing Sessions
- Providing Wellness Programs
- Creating Supportive Leadership
- Reducing Stigma

SELF CARE ACTION PLAN

“THIS WEEK I WILL....”

Rest By Doing...

Connect With.....

Reduce stress by.....

Ask for help from.....

Practice Self Care by.....

YOU CANNOT POUR FROM AN EMPTY CUP

TAKING CARE OF YOURSELF HELPS YOU CONTINUE
CARING FOR OTHERS EFFECTIVELY!



THANK YOU!

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