



HELP ME, HELP YOU: CARING FOR  
ME WHILE CARING FOR OTHERS

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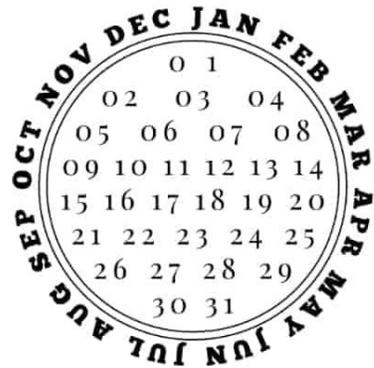


# OBJECTIVES

Recognize	Recognize signs and symptoms of burnout and compassion fatigue
Identify	Identify self-care techniques
Implement	Implement resilience strategies into the workplace
Fun	Have fun and tease Iowa

# Daily Planner

# EXERCISE #1



## September

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	



SCHEDULE	TO DO
7:00	<input type="checkbox"/>
8:00	<input type="checkbox"/>
9:00	<input type="checkbox"/>
10:00	<input type="checkbox"/>
11:00	<input type="checkbox"/>
12:00	<input type="checkbox"/>
1:00	<input type="checkbox"/>
2:00	<input type="checkbox"/>
3:00	<input type="checkbox"/>
4:00	<input type="checkbox"/>
5:00	<input type="checkbox"/>
6:00	<input type="checkbox"/>
7:00	<input type="checkbox"/>
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9:00	<input type="checkbox"/>
10:00	<input type="checkbox"/>

### GOALS

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\_\_\_\_\_

# THE CARETAKER DAILY SCHEDULE

<u>Time</u>	<u>Day: Everyday</u>
5:00 AM	Start Tossing and Turning
5:30 AM	Check alarm clock until it goes off
6:00 AM	Wake Up
6:30 AM	Get Kids Up
7:00 AM	Feed kids and make sure their clothes are clean(ish)
7:30 AM	Shower (if time), get dressed in clean(ish) clothes, and hit the door
8:00 AM	Take kids to school and get to work
8:30 AM	Check 456 emails, make 125 calls, finish last week's to-do list.
9:00 AM – 5:00 PM	Meet with Clients, document interactions, save the world, and REPEAT ALL DAY LONG.
5:00 PM – 8:00 PM	Rush home to feed and bathe family. Pick up house a bit.
8:00 PM – Whenever I go to sleep	Say “hello” to spouse, check emails one last time, take call from friend who is in crisis, turn on Netflix, take 45 minutes to decide what to watch on Netflix, check clock one last time to see how many hours you have until you have to wake up.

## The Pandemic and Mental Health

# 2020

AGE GROUP	ANXIETY (%)	DEPRESSION (%)	MIX (%)
18-29	43	37	49
30-39	36	27	40
40-49	35	26	38
50-59	32	25	36
60-69	24	20	28
70-79	18	16	22
80 & above	15	10	18

# 2019

- 8.2% of adults reported symptoms of anxiety
- 6.6% of adults reported symptoms of depression
- 11% had a mix of anxiety and depressive symptoms

\*Center for Disease Control

# COMPASSION AND EMPATHY

## ◆ COMPASSION

◆ I want to actively help you!

## ◆ EMPATHY

◆ I feel WITH you!



# \$\$The Price of Caring\$\$

◇ We experience the same emotions (empathy); therefore, we feel:

- ◇ Sad
- ◇ Angry
- ◇ Helpless
- ◇ Frustrated
- ◇ Confused
- ◇ Stressed

◇ We want to alleviate their suffering (compassion). When we can not control their “suffering,” we feel:

- ◇ Helpless
- ◇ Hopeless
- ◇ Powerless
- ◇ Failure
- ◇ Inadequate
- ◇ Stressed

# COMPASSION FATIGUE

- ◆ The emotional residue or strain of exposure to working with those suffering from the consequences of traumatic events.

(The American Institute of Stress)

- ◆ A state of physical and mental exhaustion caused by a depleted ability to cope with one's everyday environment.

(National Institute of Health)



# Compassion Fatigue: The Symptoms

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Feeling burdened by the suffering of others

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Isolating yourself

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Loss of pleasure in typically pleasurable activities

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Difficulty concentrating

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Physical and mental fatigue

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Bottling up your emotions

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Mental restlessness/Anxiety

# Compassion Fatigue: The Symptoms

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Feelings of hopelessness or powerlessness

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Lack of motivation

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Frequent complaining about your work or your life

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Overeating

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Easily agitated

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Engaging in “busy” work to avoid “real” work

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Frequent daydreaming

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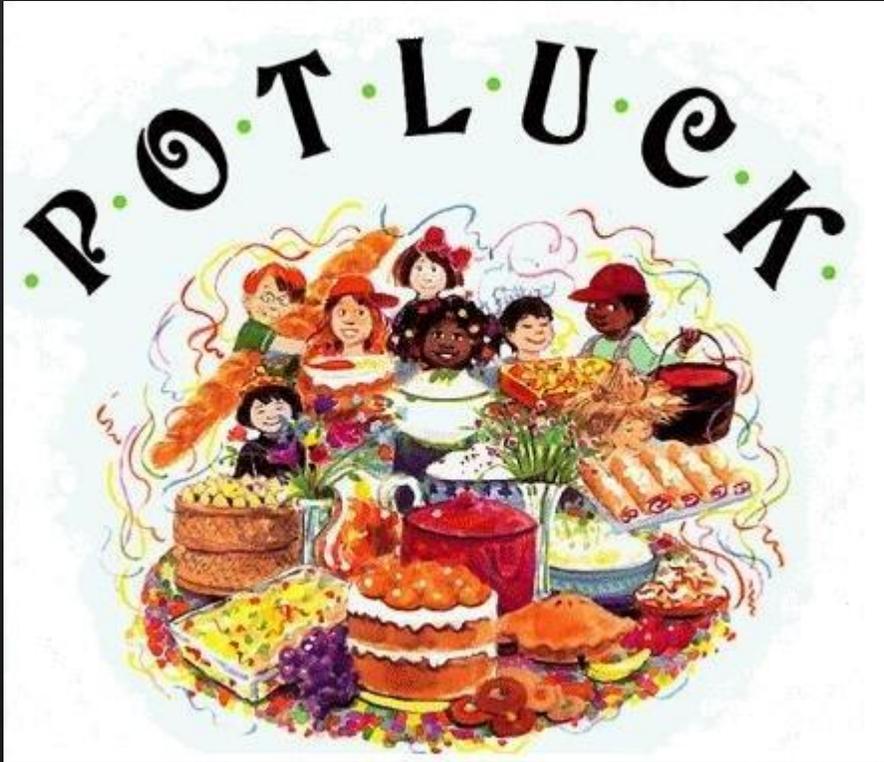


"Taking care of myself  
doesn't mean 'me first.'  
It means 'me too.'"

L.R. Knost

[GoodTherapy.org](http://GoodTherapy.org)

# What does wellbeing at work mean?





What, at work,  
causes  
burnout?

# Workplace Stressors

- ◆ Unsustainable workload
- ◆ Perceived lack of control
- ◆ Insufficient rewards for effort
- ◆ Lack of a supportive community
- ◆ Lack of fairness
- ◆ Mismatched values and skills



What, at  
work, causes  
success,  
happiness,  
and  
engagement?



# 7 Catalysts of Employee Wellbeing

- ◇ **DEVELOPMENT:** Do your development plans include wellbeing goals?
- ◇ **RECOGNITION:** Do you share and celebrate wellbeing successes?
- ◇ **COMMUNICATION:** Are your messages, especially from leaders and managers, consistent with a high-performing and net thriving culture?
- ◇ **INCENTIVES:** Do they inspire participation in activities that produce results?
- ◇ **EVENTS:** Do they build awareness of net thriving culture and change behaviors?
- ◇ **POLICIES:** Do they work for or against thriving in each of the five elements?
- ◇ **FACILITIES:** Is it easy to move around your office space, see outdoors and collaborate?

# Love Languages at Work

## ◇ Corporate/Supervisors/Managers

- ◇ Development
- ◇ Recognition
- ◇ Communication
- ◇ Incentives
  - ◇ Events
- ◇ Policies
- ◇ Facilities



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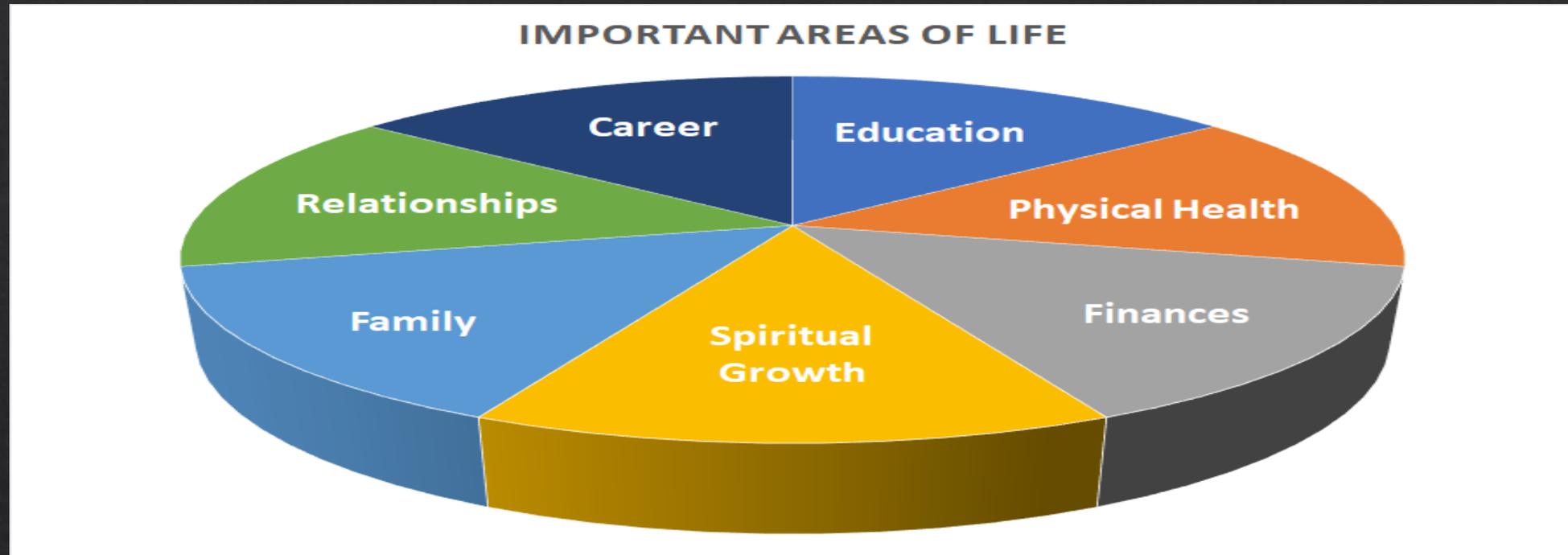
## ◇ Corporate/Supervisors/Managers

# Combating Workplace Stress/Burnout

- ◆ Discuss achievements not just “to dos.”
- ◆ Manageable workloads
- ◆ Having a safe place at work to discuss workplace wellness
- ◆ Managers/Supervisors MATTER!
- ◆ Connections at work

# Well-being and Yourself

- ◇ Identify actions outside of work to fill or re-fill your bucket.
- ◇ Set boundaries.
- ◇ Control what you can control. Learn to release what you can not.
- ◇ Use your supervisor as a resource.
- ◇ Set achievable goals so you feel “accomplished.”
- ◇ Stay organized.
- ◇ Ask for different tasks if needed.
- ◇ Take breaks.



**WHAT ARE YOUR "LIFE" BUCKETS?**

**HOW FULL ARE THEY?**

LIFE AREA	DEPOSIT (What did you do to fill your bucket recently?)	WITHDRAWAL (What has occurred to diminish your account?)	SAVINGS (What is your long-term plan?)
Family		My kids and spouse are always home now. This exhausts me as they are so needy!	30 Minutes of “fun” activities with my family per day. Play a game, exercise together, etc.
Social Rx's	Had a happy hour with my friends.		
Finances		My hours got cut and I am not making the money I am used to.	
Spiritual	I attended a virtual service to express my faith.		Attend a spiritual/religious service 2X per week for an hour each.
Career		My clients are really struggling. Job loss, additional stress, and anger has taken its toll.	
Health		Today, I had 11 donuts, 7 cups of coffee, and walked to my couch when I got home from work. Oh, and I don't sleep well anymore.	Engage in a physical activity for 45 minutes at least 4 days per week.
Hobbies	Played my Xbox		
BALANCE	3	4	-1

# Control what you can control: Let go of everything else!

Wish List	My Must Haves	My “I would likes”	In my control?	Out of my control?	My Plan
Family Time	Family time		x	x	
Presents		Presents	X		Create and stick to a budget
Relatives to Visit	Relatives to visit			x	Grandma can not travel
Travel		Travel			
Take time off work		Time Off		x	I can't take time off due to increased work-load.
Relax	Relax		x		I will find 20 minutes a day to relax by reading a book.
Cooking		Cooking	x		

# Identify “FUN” activities and Allocate Time

## SELF-CARE IDEAS: WHERE DO YOU PUT YOUR TRAUMA?

1. Get a massage
2. Journal
3. Play a game with family
4. Exercise
5. Shop
6. ME TIME!!!!
7. Sleep



**Daily Schedule**  
MY GRACE IS SUFFICIENT FOR YOU, FOR MY POWER IS MADE PERFECT IN WEAKNESS.  
2 COR. 12:9

5:00 - 6:00 \_\_\_\_\_  
6:00 - 7:00 \_\_\_\_\_  
7:00 - 8:00 \_\_\_\_\_  
8:00 - 9:00 \_\_\_\_\_  
9:00 - 10:00 \_\_\_\_\_  
10:00 - 11:00 \_\_\_\_\_  
11:00 - 12:00 \_\_\_\_\_  
12:00 - 1:00 \_\_\_\_\_  
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3:00 - 4:00 \_\_\_\_\_  
4:00 - 5:00 \_\_\_\_\_  
5:00 - 6:00 \_\_\_\_\_  
6:00 - 7:00 \_\_\_\_\_  
7:00 - 8:00 \_\_\_\_\_  
8:00 - 9:00 \_\_\_\_\_

TODAY'S TOP THREE TO-DOS: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

DINNER: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# PRIORITIZE

## NEED TO DO:

1. Call client 1 and 2
2. Document today's meetings
3. Find time for me

## DON'T NEED TO DO:

1. Don't need to cover for Tom tomorrow
2. Don't need to take that extra phone call at 10:30pm
3. Don't need to .....

## CAN DELEGATE

1. My spouse can cook tonight.
2. Coworker can transport that client in crisis.

# Make Molehills out of Mountains

I am stressed about:	I will conquer this stressor by:
Getting COVID	Wearing a mask, following CDC guidance, social distancing, etc.
Not seeing family during the Holidays	I will use alternative methods of contact. Ex. Zoom, drive-way meetings, etc.
Money	I will.....
My kids and their stress level	I will set time aside to talk to my kids, encourage them to get exercise, help them connect with friends virtually, etc.
My clients	I will.....

# Identify Your Supports

1. Support Groups
2. EAP
3. Supervisor
4. Friends
5. Family
6. Educational Groups
7. Training



## WHAT TO DO NEXT?



1. Take Inventory
2. Identify and engage in activities that fill your tank
3. Say “yes” to activities that “fill” your bucket. Say “no” to activities that deplete your bucket.
4. Identify Supports



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Give yourself permission to  
take care of you.

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Self-care is not a thought, it  
is an action.

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Schedule time for you and  
do not bend.

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Self-care makes you better at  
work and at LIFE.

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**THANK YOU!!!!!!**

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