

**HOPE Through Innovation and Relationships
Burning Brightly While Not Burning Out**

2024 MONTANA PREVENT CHILD ABUSE AND NEGLECT CONFERENCE

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Igniting Hope, Building Community


- Humility
- Curiosity and learning mindset
- Connection
- Gratitude



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I don't like that man. I must get to know him better.

— Abraham Lincoln

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Key Lessons from Kempe Founders



"Abusive parents love their children very much, but not very well. Our task is to help them do it better!"
- C. Henry Kempe, MD

"If you don't understand someone's behavior, you don't have enough history."
- Brandt F. Steele, MD




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Kempe Into the Future

- Change narrative from one of ACEs to resilience and wellbeing in service delivery, research, training and advocacy
- Expand clinical services (including specialty populations such as foster/kin health, IPSE, trafficking)
- Grow consultation and training networks for professionals
- Utilize implementation science to deliver evidence-based practices
- Model alternative approaches to child protective services (e.g. IPSE)
- Leverage technology to innovate training, coaching and supporting workforce
- Work to answer important policy questions
- Work can be seen at www.kempecenter.org



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The Cost of Caring

Identifying and Understanding Compassion Fatigue

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“That which is to give light must endure burning.”

-Victor Frank

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Understanding the Cost of Caring

- **Primary Trauma**
 - From personal life: Trauma you carry with you from your past (child abuse, traumatic loss) - 60% of helping professionals
 - From work: Exposures in the line of duty
- **Secondary Trauma** - Caused by a secondary exposure to trauma
- **Burnout** - Physical and emotional exhaustion that workers experience when they have low job satisfaction and feel powerless and overwhelmed at work
- **Moral Distress** - Occurs when we are told to do things that we fundamentally disagree with or to which we are morally opposed

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Understanding the Cost of Caring

- * **Compassion Fatigue** - Profound emotional and physical exhaustion that helping professionals can develop over their career as helpers - occurs when helpers are unable to refuel or regenerate
- * **Vicarious Trauma** - Transformation of our view of the world to cumulative exposure to traumatic images and stories; accompanied by intrusive thoughts and imagery and difficulty ridding ourselves of experiences recounted by patients

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“The capacity for compassion and empathy seems to be at the core of our ability to do the work and at the core of our ability to be wounded by the work.”

-Charles Figley

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What is it?

- * The **emotional** and **psychological** effects experienced through vicarious (secondary) exposure to the details of traumatic experiences of others
- * The **cumulative** impact on the caregiver of exposure to patient's traumatic material



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Compassion Fatigue

- * Gradual erosion of all things that keep us connected to others in our caregiver role: empathy, hope, compassion (for ourselves and others)
- * Occupational hazard - almost every helper who cares about their patients will eventually develop this as a “disorder that affects those who do their work well” - develop it because we care or *used* to care
- * Start seeing changes in our professional and personal lives

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Who Gets It?

- Doctors/nurses
- Social Workers
- Educators
- Chaplains
- Law Enforcement
- Transcriptionists
- First Responders
- Therapists
- Prosecutors
- GAL's/CASA's




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NO ONE is immune to the effects of secondary trauma. Some cope better than others and some hide it better than others, but **NO ONE** remains unaffected.

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“You can’t touch a trauma without being touched by it.”
 –Betsy Schenk

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When Do We Get It?

- After an especially “bad” case
- When this case reminds us of another/someone we love
- When we least expect it
- When our lives are out of work/personal balance
- When we aren’t taking good care of ourselves
- Sometimes even when we are feeling good



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Why Do We Get It?



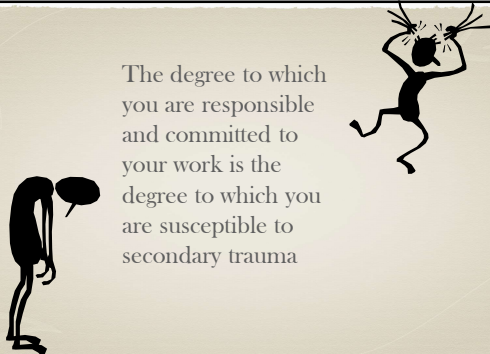
BECAUSE WE:

- do what we do
- are invested in what we do
- care about what we do
- see things every day that go against the way the world is supposed to work
- have our own trauma history
- “see” people we know and love in our patients/clients




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The degree to which you are responsible and committed to your work is the degree to which you are susceptible to secondary trauma



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Secondary Trauma can disrupt our beliefs and assumptions about the world...



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Compassion Fatigue Symptoms

- Can become dispirited and increasingly bitter at work; anger and irritability; may contribute to a toxic work environment
- More prone to errors
- Predictability of patient/client issues
- May lose a respectful approach to cases/families
- Moral Distress - discouraged about lack of resources, system limitations
- Avoidance of/disengagement in meetings
- Failure to “get a life”
- Fatigue and exhaustion at end of the day; may become short-tempered with loved ones

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I Got It...Now What?!?!

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Coping with Secondary Trauma

- Critical to find ways to anticipate it and release it—or we're ticking time bombs
- The lucky ones catch on fire quickly and make adjustments
- The rest burn slowly and find themselves forced to make changes—by symptoms, supervisors and/or loved ones

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Coping with Secondary Trauma

- Expect self and co-workers to acknowledge the trauma we experience caring for these kids and families
- Create an environment that is safe to get support—from co-workers, supervisors and administrators

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Taking Care of Yourself

You can't care for others if you're not caring for YOU

- Remember why you do what you do - your "why"
- Practice what we preach - eating well, exercising, getting enough sleep
- Balance between work and non-work activities
- Utilize support system - both at work and not
- Use humor when you can
- Keep perspective!
- Remember, you're a HUMAN before you're a trauma provider

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Self Care

- Set boundaries
- Learn to say "no"
- Face-to-face contact with supports
- Set a timeline for tasks
- Take care of personal relationships
- Physical needs
 - Exercise program
 - Massages
 - Limit/discontinue alcohol use

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Our Epidemic of Loneliness and Isolation 2023

The U.S. Surgeon General's Advisory on the Healing Effects of Social Connection and Community

Vivek H. Murthy, MD
19TH SURGEON GENERAL OF THE UNITED STATES

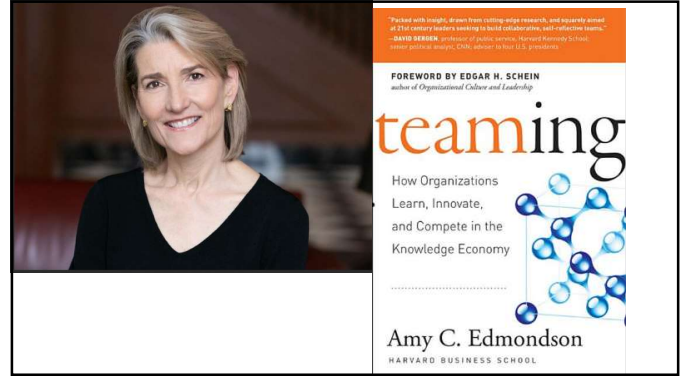
Together

The Healing Power of Human Connection in a Sometimes Lonely World

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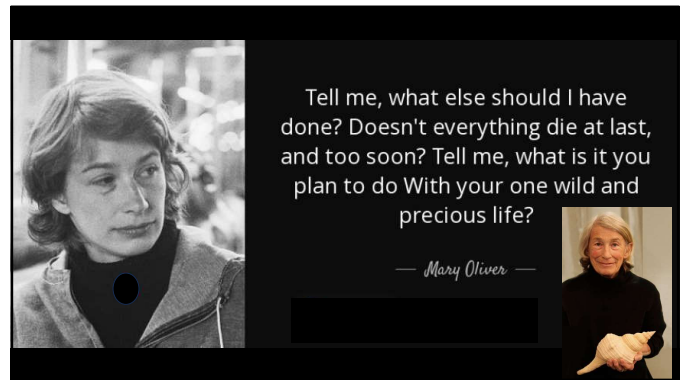
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