

What is Secondary Trauma?

The experience of Compassion Fatigue and Burn-Out, left unrecognized and untreated, resulting in Vicarious or Secondary Trauma

What causes Secondary Trauma

- **Exposure to the effects of other's trauma**
 - Hearing their stories
 - Dealing with their behaviors
 - without having and using...
 - tools for understanding and assisting one who has been traumatized
 - tools for personal awareness and self-care
- **Prolonged Duress**
 - repeated situations
 - lack of change and progress – not practicing Trauma Informed Care
 - resulting in a feeling of helplessness and overwhelm

What do you need to look at/for?

- Organizational trauma – prolonged duress and organizational culture
- Individual trauma – prolonged duress and self-care

Symptoms of Secondary Trauma

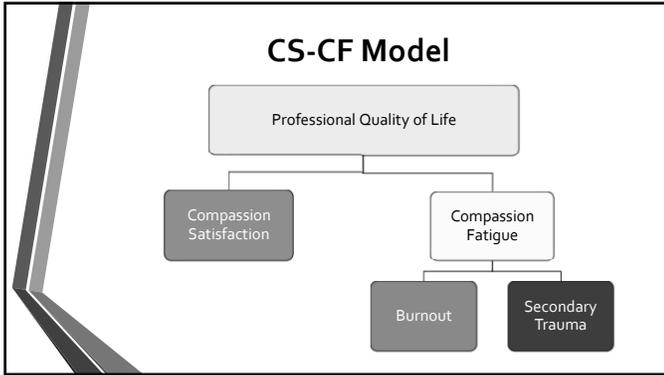
- **Emotional** — feeling numb or detached; feeling overwhelmed or maybe even hopeless.
- **Physical** — having low energy or feeling fatigued.
- **Behavioral** — changing your routine or engaging in self-destructive coping mechanisms.
- **Professional** — experiencing low performance of job tasks and responsibilities; feeling low job morale.
- **Cognitive** — experiencing confusion, diminished concentration, and difficulty with decision making; experiencing trauma imagery, which is seeing events over and over again.
- **Spiritual** — questioning the meaning of life or lacking self-satisfaction.
- **Interpersonal** — physically withdrawing or becoming emotionally unavailable to your co-workers or your family

What can you do to prevent ST?

- Organizational Assessment – see resources page for organizational assessments and checklists
- Self-Assessment - ProQoL

Professional Quality of Life

- | | |
|-----------------------------------|-----------------------------------|
| Compassion Satisfaction | Compassion Fatigue |
| • The positive aspects of helping | • The negative aspects of helping |
| • "The good stuff" | • "The bad stuff" |



Compassion Satisfaction

- The positive aspects of helping
 - Pleasure and satisfaction derived from working in helping, care giving systems
- May be related to
 - Providing care
 - To the system
 - Work with colleagues
 - Beliefs about self
 - Altruism

Compassion Fatigue

- The negative aspects of helping
- The negative aspects of working in helping systems may be related to
 - Providing care
 - To the system
 - Work with colleagues
 - Beliefs about self
- Burnout
- Work-related trauma

Burnout and STS: Co-Travelers

- Burnout
 - Work-related hopelessness and feelings of inefficacy
- Secondary Traumatic Stress
 - Work-related secondary exposure to extremely or traumatically stressful events
- Both share negative affect
 - Burnout is about being worn out
 - STS is about being afraid

Measuring CS & CF: The *Professional Quality of Life Scale (ProQOL)*

- The ProQOL is free
- A 30 item self report measure of the positive and negative aspects of caring
- The ProQOL measures Compassion Satisfaction and Compassion Fatigue
- Compassion Fatigue has two subscales
 - Burnout
 - Secondary Trauma

Well Established

- The ProQOL is the most widely used measure of the positive and negative aspects of helping in the world
- The ProQOL has proven to be a valid measure of compassion satisfaction and fatigue
- It has been used for over 15 years
- The measure was developed with data from over 3000 people

Not a Medical Test

- Helps understand the positive and negative aspects of helping
- Not a “psychological test”
- Not a “medical test”
- Can be viewed as a screening for stress-related health problems

People Bring Themselves

- Some workers bring with them histories of difficult lives that may include trauma
- Some people have difficult family, economic, or other personal situations
- You the constant – If you want it to be different, it has to start with you!

Resiliency Planning

- Individual, personally
 - The ProQOL can help you plan where to put your energy to increase your resilience
- Organizational planning
 - Can help organizations find ways to maximize the positive aspects and reduce the negative aspects of helping
- Supportive Supervision
 - The ProQOL can be used as information for discussions

Do it right now – to help you focus on what you need to prevent Secondary Trauma



Only YOU can prevent Secondary Trauma for you!

As you go through the conference today, listen for what you need to make changes to how you are doing work and life, to prevent burn-out and secondary trauma!!

Resources

- To add to all of the information and resources you will get today, there is a resource page and a Trauma Informed Care info page in your packets.
- UWM cares and is committed to providing quality programming related to trauma-informed care