

Gift to the Class of 2016
College of Social Work
Florida State University

Tools for Self-Care Planning

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Notes Page

Score Pattern Analysis: Life Stress, Resilience and Coping©			
Instructions: Record your score for each self-assessment in the section below, and circle the rating into which your score falls.			
SA1 Social Readjustment Rating Scale	<37% chance	51% chance	79% chance
SA2 How vulnerable are you to stress?	Excellent resistance	Some Vulnerability	Serious Vulnerability
SA3 Ego Resiliency Scale (ER-89)	High-Very High Resiliency Trait	Undetermined Trait	Low-Very Low Resiliency Trait
SA4 Posttraumatic Growth Inventory	Growth	Some Growth	No Growth
SA5 Self-Compassion			
Self-Kindness	High	Moderate	Low
Self-Judgement	Low	Moderate	High
Common Humanity	High	Moderate	Low
Isolation	Low	Moderate	High
Mindfulness	High	Moderate	Low
Over-Identified	Low	Moderate	High
Overall Mean	High	Moderate	Low (R)
SA6 Spiritual Intelligence- Rank in order from strongest to weakest			
Critical Existential Thinking (CET)			
Personal Meaning Production (PMP)			
Transcendental Awareness (TA)			
Conscious State Expansion (CSE)			
SA7 Professional Quality of Life (ProQOL)			
Compassion Satisfaction	High	Moderate	Low
Burnout	Low	Moderate	High
Compassion Fatigue	Low	Moderate	High
SA8 Secondary Traumatic Stress Scale			
Intrusion	None - Mild	Moderate	High-Severe
Avoidance	None - Mild	Moderate	High-Severe
Arousal	None - Mild	Moderate	High-Severe

Self-Care Goal Worksheet

1. Analyze the data and compare that with self-perceptions, and the perceptions of family, friends and colleagues.
2. Based on your Score Pattern Analysis, identify three (3) SMART goals that will maintain or increase your resilience to stressors. Goals may be Maintenance (continue doing what works) and/or growth (add that which will increase resilience).
3. Identify two (2) accountability buddies with whom you will meet to monitor your goals, and set a time/place to meet. One buddy should be identified from your professional environment and the second should be identified from your personal life. Your buddies should complete the self-assessments as well.
4. Set up meetings at regular intervals to discuss current status, challenges and solutions.

S-M-A-R-T

Specific – Measurable – Attainable – Realistic – Time-Based

SMART Goals	Maintenance	Growth
1.		
2.		
3.		

Are there obstacles or resistances to achieving your goals? () Yes () No

If yes, what are they? List here and share with your accountability buddy.

What strategies might you use to overcome the obstacles/resistances? List here and share with your accountability buddy.

Identify Buddies	Meeting Date/Time
Personal:	
Professional:	

SA1. Social Readjustment Rating Scale¹

Instructions: Circle the number of any event which has occurred in your life over the past 12 months. Add up the numbers for your total score. When you are done, turn to the next page for score interpretation.

Event	Scale of Impact	Event	Scale of Impact
Death of spouse	100	Son or daughter leaving home	29
Divorce	73	Change in responsibility at work	29
Marital separation	65	Outstanding personal achievement	28
Jail term	63	Spouse begins/stops work	26
Death of close family member	63	Begin or end school	26
Personal injury or illness	53	Change in living conditions	25
Marriage	50	Revision of personal habits	24
Fired at work	47	Trouble with boss	23
Marital reconciliation	45	Change in work hours or conditions	20
Retirement	45	Change in residence	20
Change in health of family member	44	Change in schools	20
Pregnancy	39	Change in recreation	19
Sex difficulties	39	Change in church activity	19
Gain of new family member	39	Change in social activity	18
Business readjustment	39	Small mortgage or loan	17
Change in financial state	38	Change in sleep habits	16
Death of a close friend	37	Change in number of family get-togethers	15
Change to a different line of work	36	Change in eating habits	15
Change in number of arguments with spouse	35	Vacation	13
High mortgage	31	Christmas	12
Foreclosure of mortgage or loan	31	Minor violations of the law	11
Trouble with in-laws	29	TOTAL SCORE	

¹ The Social Readjustment Rating Scale was designed to reflect the cumulative stress to which an individual has been

Score Interpretation

Score	Interpretation
150-199	If your current level of stress continues and/or you do not adopt effective stress management strategies, you have a 37% chance of a minor illness in the next two years.
200-299	If your stress level continues and you do nothing to change your adaptive strategies, you have a 51% chance of developing a major illness in the next two years.
>300	You have a 79% chance of a major health breakdown in the next two years. It is recommended that you begin adding effective coping strategies to your life style.

Note:

Major life stressors may impact decision making. When an individual is in danger of suffering the ill effects of life crises, it is best to limit as much as possible any additional disruption. As an example, if someone recently lost a loved one or lost a job, it may be best to wait until some time has passed before making a major decision like looking for another job or moving to another town.

Questions to Consider:

Does your score seem to accurately reflect the level of stress in your life as you see it? Why or why not?

What does your perception of life events have to do with the effects of stress on you?

SA2. How Vulnerable Are You To Stress?²

Instructions: Rate each item from 1 (always) to 5 (never), according to how much of the time the statement is true of you. Be sure to mark each item, even if it does not apply to you - for example, if you don't smoke, circle 1 next to item six.

	Always		Sometimes		Never
1. I eat at least one hot, balanced meal a day.	1	2	3	4	5
2. I get 7-8 hours of sleep at least four nights a week.	1	2	3	4	5
3. I give and receive affection regularly.	1	2	3	4	5
4. I have at least one relative within 50 miles, on whom I can rely.	1	2	3	4	5
5. I exercise to the point of perspiration at least twice a week.	1	2	3	4	5
6. I limit myself to less than half a pack of cigarettes a day.	1	2	3	4	5
7. I take fewer than five alcohol drinks a week.	1	2	3	4	5
8. I am the appropriate weight for my height.	1	2	3	4	5
9. I have an income adequate to meet basic expenses.	1	2	3	4	5
10. I get strength from my religious beliefs.	1	2	3	4	5
11. I regularly attend club or social activities.	1	2	3	4	5
12. I have a network of friends and acquaintances.	1	2	3	4	5
13. I have one or more friends to confide in about personal matters.	1	2	3	4	5
14. I am in good health (including eye-sight, hearing, and teeth).	1	2	3	4	5
15. I am able to speak openly about my feelings when angry or worried.	1	2	3	4	5
16. I have regular conversations with the people I live with about domestic problems - for example, chores and money.	1	2	3	4	5
17. I do something for fun at least once a week.	1	2	3	4	5
18. I am able to organize my time effectively.	1	2	3	4	5
19. I drink fewer than three cups of coffee (or other caffeine-rich drinks) a day.	1	2	3	4	5
20. I take some quiet time for myself during the day.	1	2	3	4	5

² University of California, Berkeley Wellness Letter, August 1985. Scale Developers: Lyle Miller and Alma Dell Smith of Boston University Medical Center.

<p>Scoring Instructions:</p> <p>To calculate your score, add up the figures and subtract 20.</p> <p style="text-align: center;">Total score _____ - 20 = _____</p>	<p>When creating your Self Care Plan</p> <ul style="list-style-type: none"> ◆ Notice that nearly all the items describe situations and behaviors over which you have a great deal of control. ◆ Review the items on which you scored three or higher. ◆ Consider those items for your self-care plan. ◆ Concentrate first on those that are easiest to change - for example, eating a hot, balanced meal daily and having fun at least once a week - before tackling those that seem more difficult. ◆ If useful, fine tune your results using the table below.³ ◆ Remember to celebrate your accomplishments along the way!
<p>Score Interpretation:</p> <ul style="list-style-type: none"> ✓ A score below 10 indicates excellent resistance to stress. ✓ A score over 30 indicates some vulnerability to stress; ✓ A score over 50 indicates serious vulnerability to stress. <p>If your score falls between defined ranges, use the defined range closest to your score when you enter it on your Score Pattern Analysis worksheet.</p>	

To fine tune awareness of your areas of strength and vulnerability, average the scores for items as indicated below. You may choose to focus your self-care goals on areas in which average scores equal 3 or higher.

Category	Items	Average Score
Rest and Exercise	2	
	5	
	20	
Finances and Time Management	9	
	18	
Leisure & Lifestyle	10	
	11	
	17	
Social Support & Communication	3	
	4	
	12	
	13	
	15	
Nutrition	16	
	1	
	7	
Health & Fitness	19	
	6	
	8	
	14	

³ This activity was created by Figley Institute for self-care planning purposes.

SA3. Ego Resiliency Scale⁴

This scale consists of 14 items, each responded to on a 4-point Likert scale, ranging from 1 (*does not apply at all*) to 4 (*applies very strongly*). **Fourteen Questions record and add up your score.**

Let me know how true the following characteristics are as they apply to you generally:

1. I am generous with my friends.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
2. I quickly get over and recover from being startled.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
3. I enjoy dealing with new and unusual situations.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
4. I usually succeed in making a favorable impression on people.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
5. I enjoy trying new foods I have never tasted before.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
6. I am regarded as a very energetic person.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
7. I like to take different paths to familiar places.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
8. I am more curious than most people.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
9. Most of the people I meet are likable.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
10. I usually think carefully about something before acting.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
11. I like to do new and different things.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
12. My daily life is full of things that keep me interested.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
13. I would be willing to describe myself as a pretty "strong" personality.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly
14. I get over my anger at someone reasonably quickly.	1 Does not apply at all	2 Applies slightly	3 Applies somewhat	4 Applies very strongly

¹⁴ Block & Kremen, 1996

Scoring Interpretation

Score	47-56	35-46	23-34	11-22	0-10
Trait Level	Very High Resiliency Trait	High Resiliency Trait	Undetermined Trait	Low Resiliency Trait	Very Low Resiliency Trait

The ego-resiliency scale assesses psychological resilience, defined as “the capacity of the individual to effectively modulate and monitor an ever-changing complex of desires and reality constraints” (J. Block & Kremen, 1996, p. 359)

SA4. Posttraumatic Growth Inventory – Short Form⁵

Before answering the following questions, focus on one traumatic or life altering event that has occurred in your life. Please circle the general experience you are thinking of:

Loss of a loved one	Disaster	Accident or injury
Chronic or acute illness	Job Loss	Divorce
Violent or abusive crime	Financial hardship	Retirement
Change in family responsibility	Career or location change/move	Combat
		Other

Circle time lapsed since event occurred

6 months – 1 year 1 – 2 years 2 – 5 years More than 5 years

Indicate for the statement below the degree to which the change reflected in the question is true in your life as a result of your crisis, using the following scale. Responses are made on the following six-point scale:

0 = I did not experience this change as a result of my crisis.	1 = I experienced this change to a very small degree as a result of my crisis.
2 = I experienced this change to a small degree as a result of my crisis.	3 = I experienced this change to a moderate degree as a result of my crisis.
4 = I experienced this change to a great degree as a result of my crisis.	5 = I experienced this change to a very great degree as a result of my crisis.

	0	1	2	3	4	5
1. I changed my priorities about what is important in life.	0	1	2	3	4	5
2. I have a greater appreciation for the value of my own life.	0	1	2	3	4	5
3. I am able to do better things with my life.	0	1	2	3	4	5
4. I have a better understanding of spiritual matters.	0	1	2	3	4	5
5. I have a greater sense of closeness with others.	0	1	2	3	4	5
6. I established a new path for my life.	0	1	2	3	4	5
7. I know better that I can handle difficulties.	0	1	2	3	4	5
8. I have a stronger religious faith.	0	1	2	3	4	5
9. I discovered that I'm stronger than I thought I was.	0	1	2	3	4	5
10. I learned a great deal about how wonderful people are.	0	1	2	3	4	5

⁵ Cann, Arnie, Calhoun, Lawrence G., Tedeschi, Richard G., Taku, Kanako, Vishnevsky, Tanya, Triplett, Kelli N. and Danhauer, Suzanne C.(2010) A short form of the posttraumatic growth inventory. *Anxiety, Stress & Coping*, 23: 2, 127 – 137.

Scoring Instructions

	Area of Growth	Items	Score
I	Relating to Others	5 10	
II	New Possibilities	3 6	
III	Personal Strength	7 9	
IV	Spiritual Change	4 8	
V	Appreciation of Life	1 2	
Total Score			

Norms for this scale are not available. The value of the measure is to provide subjective feedback about indicators of growth in each of the above areas.

SA5. Self-Compassion

Instructions: Please read each statement carefully before answering. To the left of each item, indicate how often you behave in the stated manner, using the following scale:

Almost Never	Occasionally	About Half of the Time	Fairly Often	Almost Always
1	2	3	4	5

		1	2	3	4	5
1.	I'm disapproving and judgmental about my own flaws and inadequacies.					
2.	When I'm feeling down I tend to obsess and fixate on everything that's wrong.					
3.	When things are going badly for me, I see the difficulties as part of life that everyone goes through.					
4.	When I think about my inadequacies, it tends to make me feel more separate and cut off from the rest of the world.					
5.	I try to be loving towards myself when I'm feeling emotional pain.					
6.	When I fail at something important to me I become consumed by feelings of inadequacy.					
7.	When I'm down and out, I remind myself that there are lots of other people in the world feeling like I am.					
8.	When times are really difficult, I tend to be tough on myself.					
9.	When something upsets me I try to keep my emotions in balance.					
10.	When I feel inadequate in some way, I try to remind myself that feelings of inadequacy are shared by most people.					
11.	I'm intolerant and impatient towards those aspects of my personality I don't like.					
12.	When I'm going through a very hard time, I give myself the caring and tenderness I need.					
13.	When I'm feeling down, I tend to feel like most other people are probably happier than I am.					
14.	When something painful happens I try to take a balanced view of the situation.					
15.	I try to see my failings as part of the human condition.					
16.	When I see aspects of myself that I don't like, I get down on myself.					
17.	When I fail at something important to me I try to keep things in perspective.					
18.	When I'm really struggling, I tend to feel like other people must be having an easier time of it.					

19.	I'm kind to myself when I'm experiencing suffering.					
20.	When something upsets me I get carried away with my feelings.					
21.	I can be a bit cold-hearted towards myself when I'm experiencing suffering.					
22.	When I'm feeling down I try to approach my feelings with curiosity and openness.					
23.	I'm tolerant of my own flaws and inadequacies.					
24.	When something painful happens I tend to blow the incident out of proportion.					
25.	When I fail at something that's important to me, I tend to feel alone in my failure.					
26.	I try to be understanding and patient towards those aspects of my personality I don't like.					

To Whom it May Concern:

Please feel free to use the Self-Compassion Scale in your research. You can e-mail me with any questions you may have. I would also ask that you please e-mail me about any results you obtain with the scale, and would appreciate it if you send me a copy of any article published using the scale. The appropriate reference is listed below.

Best,

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Reference:

Neff, K. D. (2003). Development and validation of a scale to measure self-compassion. *Self and Identity, 2*, 223-250.

Score Interpretation

Total Mean Score	1 – 2.5	2.5 – 3.5	3.5 – 5.0
Level of Self-Compassion	Low Self-Compassion	Moderate Self-Compassion	High Self-Compassion

Coding Key

Subscales ⁶	Items	Mean Score
Self-Kindness "...being warm and understanding toward ourselves when we suffer, fail, or feel inadequate, rather than ignoring our pain or flagellating ourselves with self-criticism."	5 12 19 23 26	
Self-Judgment (reverse score)	1 8 11 16 21	
Common Humanity "...recognizing that suffering and personal inadequacy is part of the shared human experience - something that we all go through rather than being something that happens to 'me' alone."	3 7 10 15	
Isolation (reverse score)	4 13 18 25	
Mindfulness "...a non-judgmental, receptive mind state in which one observes thoughts and feelings as they are, without trying to suppress or deny them."	9 14 17 22	
Over-identified (reverse score)	2 6 20 24	
Total Mean Score		

Subscale scores are computed by calculating the mean of subscale item responses.

To compute a total self-compassion score, **reverse score** the negative subscale items - self-judgment, isolation, and over-identification (i.e., 1 = 5, 2 = 4, 3 = 3, 4 = 2, 5 = 1) - then compute a total mean.

(This method of calculating the total score is slightly different than that used in the article referenced above, in which each subscale was added together. However, I find it is easier to interpret the scores if the total mean is used. K. Neff)

⁶ Expanded subscale definitions can be found at <http://www.self-compassion.org/what-is-self-compassion/the-three-elements-of-self-compassion.html>.

SA6. Spiritual Intelligence Self-Report Inventory (SISRI-24) © 2008 D. King

The following statements are designed to measure various behaviours, thought processes, and mental characteristics. Read each statement carefully and choose which **one** of the five possible responses best reflects you by circling the corresponding number. If you are not sure, or if a statement does not seem to apply to you, choose the answer that seems the best. Please answer honestly and make responses based on how you actually are rather than how you would like to be. The five possible responses are:

0	1	2	3	4
Not at all true of me	Not very true of me	Somewhat true of me	Very true of me	Completely true of me

For each item, circle the **one** response that most accurately describes **you**.

1. I have often questioned or pondered the nature of reality.	0	1	2	3	4
2. I recognize aspects of myself that are deeper than my physical body.	0	1	2	3	4
3. I have spent time contemplating the purpose or reason for my existence.	0	1	2	3	4
4. I am able to enter higher states of consciousness or awareness.	0	1	2	3	4
5. I am able to deeply contemplate what happens after death.	0	1	2	3	4
6. It is <i>difficult</i> for me to sense anything other than the physical and material.	0	1	2	3	4
7. My ability to find meaning and purpose in life helps me adapt to stressful	0	1	2	3	4
8. I can control when I enter higher states of consciousness or awareness.	0	1	2	3	4
9. I have developed my own theories about such things as life, death, reality, and existence.	0	1	2	3	4
10. I am aware of a deeper connection between myself and other people.	0	1	2	3	4
11. I am able to define a purpose or reason for my life.	0	1	2	3	4
12. I am able to move freely between levels of consciousness or awareness.	0	1	2	3	4
13. I frequently contemplate the meaning of events in my life.	0	1	2	3	4
14. I define myself by my deeper, non-physical self.	0	1	2	3	4
15. When I experience a failure, I am still able to find meaning in it.	0	1	2	3	4
16. I often see issues and choices more clearly while in higher states of consciousness/awareness.	0	1	2	3	4
17. I have often contemplated the relationship between human beings and the rest of the universe.	0	1	2	3	4
18. I am highly aware of the nonmaterial aspects of life.	0	1	2	3	4

19. I am able to make decisions according to my purpose in life.	0	1	2	3	4
20. I recognize qualities in people which are more meaningful than their body, personality, or emotions.	0	1	2	3	4
21. I have deeply contemplated whether or not there is some greater power or force (e.g., god, goddess, divine being, higher energy, etc.).	0	1	2	3	4
22. Recognizing the nonmaterial aspects of life helps me feel centered.	0	1	2	3	4
23. I am able to find meaning and purpose in my everyday experiences.	0	1	2	3	4
24. I have developed my own techniques for entering higher states of consciousness or awareness	0	1	2	3	4

Spiritual Intelligence Self-Report Inventory (SISRI-24) Scoring Procedures

Total Spiritual Intelligence Score:

Sum all item responses or subscale scores (after accounting for ***reverse-coded** item).

24 items in total; Range: 0 – 96

4 Factors/Subscales:

I. Critical Existential Thinking (CET): Sum items 1, 3, 5, 9, 13, 17, and 21.
7 items in total; range: 0 - 28

II. Personal Meaning Production (PMP): Sum items 7, 11, 15, 19, and 33.
5 items in total; range: 0 - 20

III. Transcendental Awareness (TA): Sum items 2, **6***, 10, 14, 18, 20, and 22.
7 items in total; range: 0 - 28

IV. Conscious State Expansion (CSE): Sum items 4, 8, 12, 16, and 24.
5 items in total; range: 0 - 20

*Reverse Coding: Item # 6 (response must be reversed prior to summing scores).

Higher scores represent higher levels of spiritual intelligence and/or each capacity.

Permissions for Use

Use of the SISRI is unrestricted so long as it is for academic, educational, or research purposes. Unlimited duplication of this scale is allowed with full author acknowledgement only. Alterations and/or modifications of any kind are strictly prohibited without author permission.

The author would appreciate a summary of findings from any research which utilizes the SISRI.

Contact details are below.

For additional information, please visit <http://www.dbking.net/spiritualintelligence/> or e-mail

David King at dbking@live.ca

Your scores on the ProQOL: Professional Quality of Life Screening

Based on your responses, place your personal scores below. *If you have any concerns, you should discuss them with a physical or mental health care professional.*

Compassion Satisfaction _____

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

Burnout _____

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores on this scale mean that you are at higher risk for burnout.

The average score on the burnout scale is 50 (SD 10; alpha scale reliability .75). About 25% of people score above 57 and about 25% of people score below 43. If your score is below 43, this probably reflects positive feelings about your ability to be effective in your work. If you score above 57 you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood; perhaps you were having a “bad day” or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern.

Secondary Traumatic Stress _____

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other’s trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others’ traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores do not mean that you do have a problem, they are an indication that you may want to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague, or a health care professional.

© B. Hudnall Stamm, 2009. *Professional Quality of Life: Compassion Satisfaction and Fatigue Version 5 (ProQOL)*. www.isu.edu/~bhstamm or www.proqol.org. This test may be freely copied as long as (a) author is credited, (b) no changes are made, and (c) it is not sold.

What is my score and what does it mean?

In this section, you will score your test so you understand the interpretation for you. To find your score on **each section**, total the questions listed on the left and then find your score in the table on the right of the section.

Compassion Satisfaction Scale

Copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

3.	
6.	
12.	
16.	
18.	
20.	
22.	
24.	
27.	
30.	
Total:	

The sum of my Compassion Satisfaction questions is	So My Score Equals	And my Compassion Satisfaction level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

Burnout

On the burnout scale you will need to take an extra step. **Starred items are “reverse scored.”** If you scored the item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way though they can tell us more about their negative form. For example, question 1. “I am happy” tells us more about the effects of helping when you are *not* happy so you reverse the score.

You Wrote	Change to
1	5
2	4
3	3
4	2
5	1

*1.		=	
*4.		=	
8.			
10.			
*15.		=	
*17.		=	
19.			
21.			
26.			
*29.		=	
Total:			

The sum of my Burnout Questions is	So my score equals	And my Burnout level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

Secondary Traumatic Stress Scale

Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up you can find your score on the table to the right.

2.	
5.	
7.	
9.	
11.	
13.	
14.	
23.	
25.	
28.	
Total:	

The sum of my Secondary Trauma questions is	So My Score Equals	And my Secondary Traumatic Stress level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

SA8. Secondary Traumatic Stress Scale

The following is a list of statements made by persons who have been impacted by their work with traumatized clients. Read each statement then indicate how frequently the statement was true for you in the past **seven (7) days** by circling the corresponding number next to the statement.

NOTE: "Client" is used to indicate persons with whom you have been engaged in a helping relationship. You may substitute another noun that better represents your work such as consumer, patient, recipient, etc.

	Never	Rarely	Occasionally	Often	Very Often
1. I felt emotionally numb					
2. My heart started pounding when I thought about my work with clients					
3. It seemed as if I was reliving the trauma(s) experienced by my client(s)					
4. I had trouble sleeping					
5. I felt discouraged about the future					
6. Reminders of my work with clients upset me					
7. I had little interest in being around others					
8. I felt jumpy					
9. I was less active than usual.					
10. I thought about my work with clients when I didn't intend to					
11. I had trouble concentrating					
12. I avoided people, places, or things that reminded me of my work with clients					
13. I had disturbing dreams about my work with clients					
14. I wanted to avoid working with some clients					
15. I was easily annoyed					
16. I expected something bad to happen					
17. I noticed gaps in my memory about client sessions					

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Scoring Instructions

For each subscale below, add your scores for the items listed. Add the three scores in the right hand column for a total score.

Subscale	Items	Score
Intrusion	2 3 6 10 13	
Avoidance	1 5 7 9 12 14 17	
Arousal	4 8 11 15 16	
Total		

Score Interpretation⁷

Little or No STS	Mild STS	Moderate STS	High STS	Severe STS
27 or less	28-37	38-43	44-48	49+

Get further testing for PTSD that is caused by STS.

Further testing for PTSD that is caused by STS is recommended if the following combination is present:

Intrusion at least 1 item +
Avoidance 3 items +
Arousal 2 items

⁷ Bride, B E (2007). Prevalence of Secondary Traumatic stress among Social Workers. *Social Work*, 52:1, pp 63-70.