

TAD B. COLES, DVM, MRSS-P, CCFP

913-381-6444

tad@tadcoles.com

www.TadColes.com

www.CompassionFatigueCoach.com

Tad Coles is a veterinarian and is certified as a Compassion Fatigue Professional (CCFP) and Missouri Recovery Support Specialist – Peer (MRSS-P). He consults with organizations and coaches individuals about prevention of and recovery from compassion fatigue, burnout, and substance use disorder. His experience includes 26 years of continuous personal recovery from substance use disorder. For 22 years he worked as a Monthly Monitoring Group Leader for a non-profit, confidential organization that



monitors a variety of health-care professionals, such as chiropractors, dentists, and nurses, recovering from addiction or other impairment. Dr. Coles founded [Compassion Fatigue Coach](http://www.CompassionFatigueCoach.com) in 2016. He also practices veterinary medicine part-time and works as a medical writer. He is located in Overland Park, Kansas.

Dr. Coles' presentation style is interactive, encouraging questions from the audience. He is flexible and molds the presentation to fit the group, a skill that was honed during his work as a Technical Service Veterinarian for Jurox and Pfizer.

He has spoken at many animal hospitals. He recently made four presentations at the 2017 PacVet conference and, upon invitation, spoke to the California Veterinary Medical Association House of Delegates. Evaluated at 4.5 stars!

Attendee Comments:

"Excellent training... thank you for the opportunity!"

Testimonial

"Dr. Coles speaks from the heart and from experience. His authentic, uplifting presentations will open your eyes to the hope the veterinary profession should have for our mental health renewal."

Heather Loenser, DVM – American Animal Hospital Association;
Veterinary Advisor, Professional and Public Affairs

Presentation Topics

1) Review of Compassion Fatigue and Burnout

Course Description:

Dr. Coles will share how compassion fatigue, burnout, and substance use disorder have impacted his life. Attendees will learn the definitions, symptoms, and signs of compassion fatigue, burnout, and secondary traumatic stress. Stress and the impact of the autonomic nervous system on these conditions will be discussed. It is far easier to see the signs of these conditions in others than it is to be aware of the symptoms that occur in oneself. That fact is part of the reason denial is so prevalent. Compassion fatigue is nothing to be ashamed of because it is a normal consequence of working in a caring and helping profession that deals with traumatized patients and clients.

TAD B. COLES, DVM, MRSS-P, CCFP

913-381-6444

tad@tadcoles.com

www.TadColes.com

www.CompassionFatigueCoach.com

- 2) Assessment Tools for Compassion Fatigue, Burnout, Secondary Traumatic Stress, Strengths, and Life Stress

Course Description:

Attendees will take the Professional Quality of Life (ProQOL) test and we will discuss the resultant scores for compassion fatigue, compassion satisfaction, and burnout. They will score themselves on the Compassion Fatigue Scale and discuss their scores for secondary trauma and burnout. They will also take the Secondary Traumatic Stress Test, which gives intrusion, avoidance, and arousal scores. Other assessment tools will also be discussed such as, Values In Action, strengths tests, Life-Stress Social Readjustment Rating Scale, and Life Status Review. Interpretation of scores will be emphasized for these evaluations, all of which are freely offered online and could be taken home for use in clinics and classes.

- 3) Train Your Autonomic Nervous System (ANS) to Increase Your Resilience and Decrease Your Compassion Fatigue

Course Description:

A review of the ANS and the impact it has on compassion fatigue and burnout will introduce the topic. The “teeter-totter” ANS analogy will be used, with sympathetic (fight or flight) on the one hand versus parasympathetic nervous system on the other. Attendees will learn how to stimulate their parasympathetic nervous system. Description of techniques used to increase parasympathetic tone will be followed by ~ 10-minute guided meditation so participants can experience the effect of these techniques first hand.

- i. Attention to peripheral visual field
- ii. Belly breathing
- iii. Counting breaths
- iv. Relaxation of skeletal muscles including softening the pelvic floor

Increasing your parasympathetic tone will leave you less likely to be under the influence of adrenalin and stress responses and, as a result, less likely to have your higher brain centers (frontal lobes) overwhelmed with stress and unable to think properly. I learned these techniques while preparing for certification by the International Association for Compassion Fatigue Professionals.

- 4) Empathetic Assertiveness: Establishment of Reasonable Boundaries by Using Lovingkindness Meditation
- 5) Low-Tech Tools to Facilitate Change - SMART Goals, Support Systems, and Development of Wellness Network of Fellow Travelers
- 6) High-Tech Tools to Facilitate Change – Social Media to Develop a Recovery Support System, Applications to Monitor Resilience, Track Change and Generate Reminders, Encourage and Train Meditation and Mindfulness
- 7) The Threat of Social Media – Should I Have a Facebook Page?
- 8) Dealing With Staff Who Are Early in Recovery From Compassion Fatigue, Burnout, or Substance Use Disorder
- 9) Support and Tools Available From Local, State, and National Veterinary Medical Organizations for Compassion Fatigue, Burnout, or Substance Use Disorder
- 10) Importance of the Words We Use and Stories We Tell – Reducing Stigma