

Building a Compassionate Staff Culture

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11/18/20



What is Compassion Resilience?



- The power to return to a position of empathy, strength, and hope after the daily witnessing of the challenges families face in our community and the realities of the workplace.
- To be optimistic in an imperfect world.



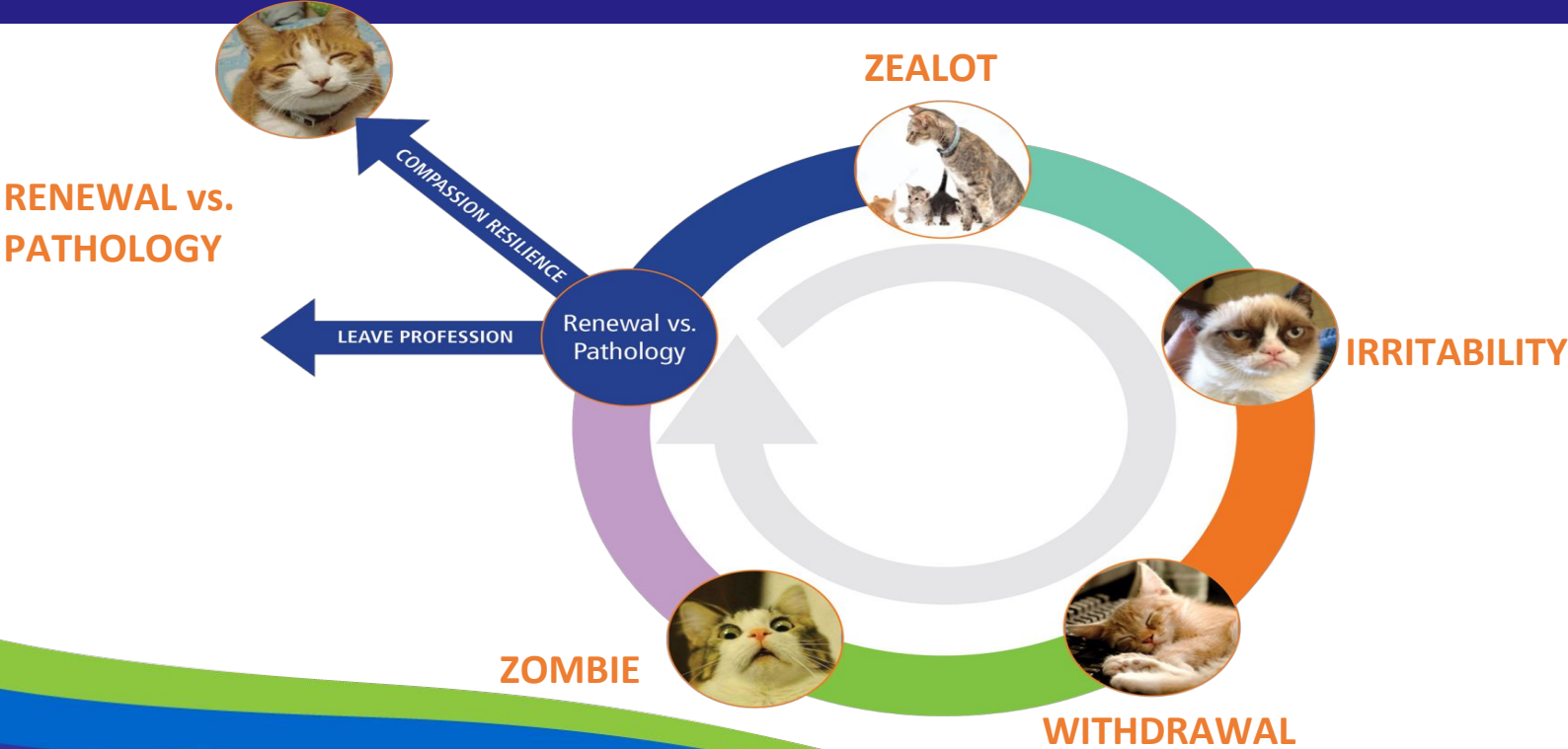
What is Compassion Fatigue?



- Secondary trauma and burnout
- Gradual lessening of compassion over time
- Avoid trying to understand what people face
- Become less effective in our roles
- Life satisfaction decreases



Stages of Fatigue



Reflection Questions

To consider:

1. Which stage most resonates with you now?
2. Think of a personal or professional example of how that stage looks for you.
3. What do you notice about your peers?



Feeling Like Compassion is Out of Reach?

Step 1: “Just like me, this person is seeking happiness in their life.”

Step 2: “Just like me, this person is trying to avoid suffering in their life.”

Step 3: “Just like me, this person has known sadness, loneliness and despair.”

Step 4: “Just like me, this person is seeking to fill their needs.”

Step 5: “Just like me, this person is learning about life.”



Toolkit Tour

- Whole toolkit implemented over a two-year timeframe
- Tier one approach
- Each section can be implemented in 30 minute sessions
- COVID update for immediate use



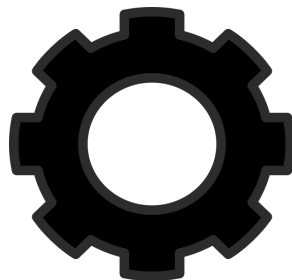
Toolkit Outline

Sections 1-3



Creating a shared understanding of compassion, fatigue, and resilience

Sections 4-7



System and team-level strategies

Sections 8-12



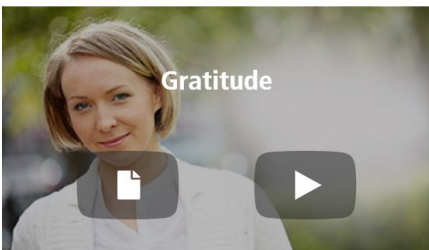
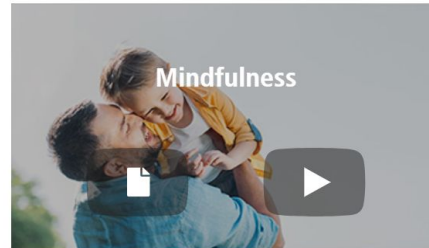
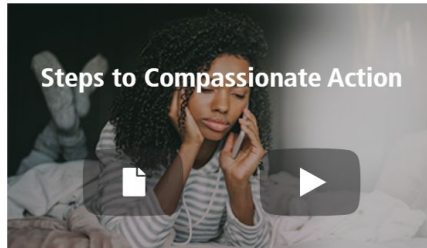
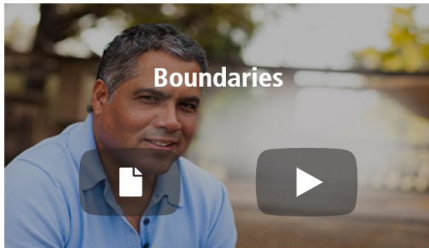
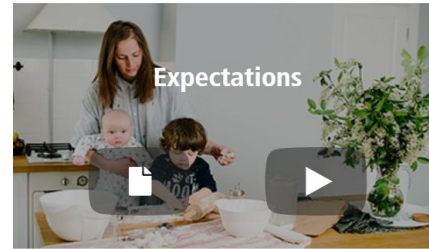
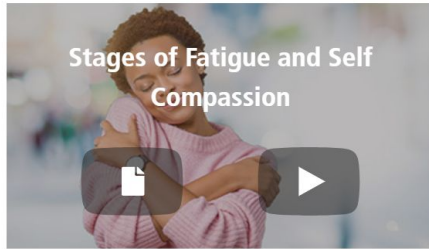
Individual approach to building self-care skills



Toolkit Elements



COVID Toolkit Supplement



Example Agenda: Locus of Control

Activity	Location	Time
Rogers Locus of control video introduction, activity introduction	COVID Toolkit	7 minutes
Drivers of Fatigue and resilience activity and processing	COVID Toolkit	10 minutes
Putting it into practice discussion	Educator Toolkit, Section 4, Staff Circle agenda	8 minutes



Example Resilience Skill: Self-Compassion

What Is Self-Compassion?



Self-Kindness

Be loving towards ourselves instead of self-critical.



Common Humanity

Everyone suffers. You are not perfect. No one is. You are not alone.



Mindfulness

Notice our struggle. Feel it, instead of being reactive. Be with it, avoiding self-judgment or overreaction.



WISCONSIN DEPARTMENT OF
PUBLIC INSTRUCTION

Tony Evers, PhD, State Superintendent

Cultivating Self-Compassion: Meditation



More Resources

- [10 Self-compassion practices for COVID 19](#)
- Self-compassion [self-scoring scale](#)
- Compassion fatigue and self-compassion [handout](#)
- [What is self-compassion?](#) poster



Locus of Control: Fatigue and Resilience Exercise



Implementation Support

- 2-3 hour toolkit overviews to assess readiness
- 7-8 hour training for a team of facilitators

Email: wise@wisewisconsin.org



SHARPEN YOUR FOCUS

1. Before beginning work, focus your mind on this breathing shape.
2. Breath in and out to match the movement of the shape.
3. If you become distracted, focus your mind back to the shape.

