



# Self Care Matters: Exploring Approaches for Personal Wellbeing

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*Let's Take a Moment...*



# Self-Care Check In

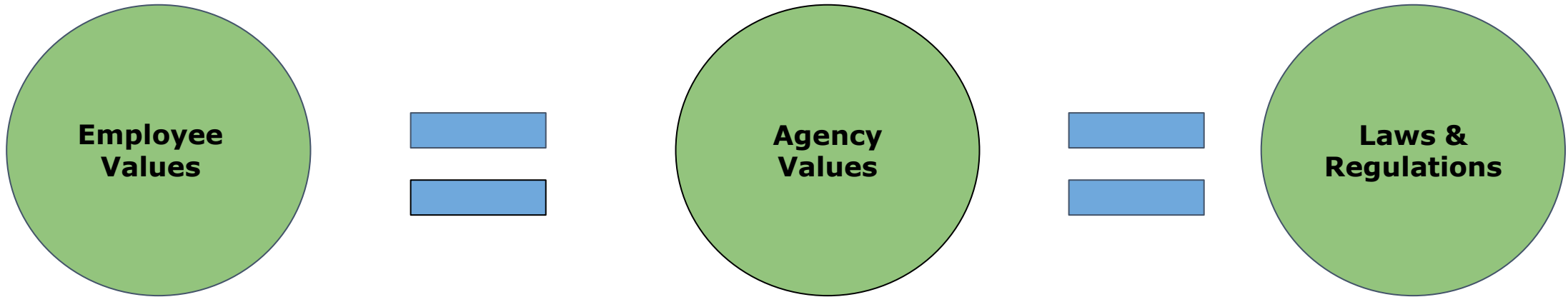


# Compassion Fatigue



I have no more to give.

# Value Congruency



# Acceptance Commitment Therapy



- The *work* does not change.
- ACT focuses on the perception of the experience and the reality of the situation
  - Identify the feelings and the reasons for those feelings
  - Increase psychological flexibility
  - Understand that discomfort, fear, and self-doubt are natural

(Selbst & Zultanky, 2020)



# Vicarious Trauma

- Accumulation and progression of trauma experienced by witnessing another individual's emotional reactions to a traumatic experience.
- Similarities between Compassion Fatigue & Vicarious Trauma, but the route is different.
- Both may lead to

# BURNOUT

# Work & Emotional Boundaries







SOUTHSIDE  
BEHAVIORAL  
HEALTH

# Realization & Prevention



# Burnout Prevention at the Organizational Level

- Creating goals and an action plan for self-care
  - Keep goals SMART
- Fully participate in Supervision
  - Supervisors AND Supervisees
- Introduce the terms “Compassion Fatigue”, “Vicarious Trauma”, and Burnout in your staff meetings
  - Keep the dialogue positive and solution-focused
- Consider EAP
- Seek a Certified Compassion Fatigue Professional to provide individual or group sessions for staff



# Burnout Prevention at the Individual Level

- Create a personalized plan
- Sleep
- Develop & maintain personal boundaries
- Go home on time from work
- Prescribe your time
- Meditate



SOUTHSIDE  
BEHAVIORAL  
HEALTH

# Psychological Safety

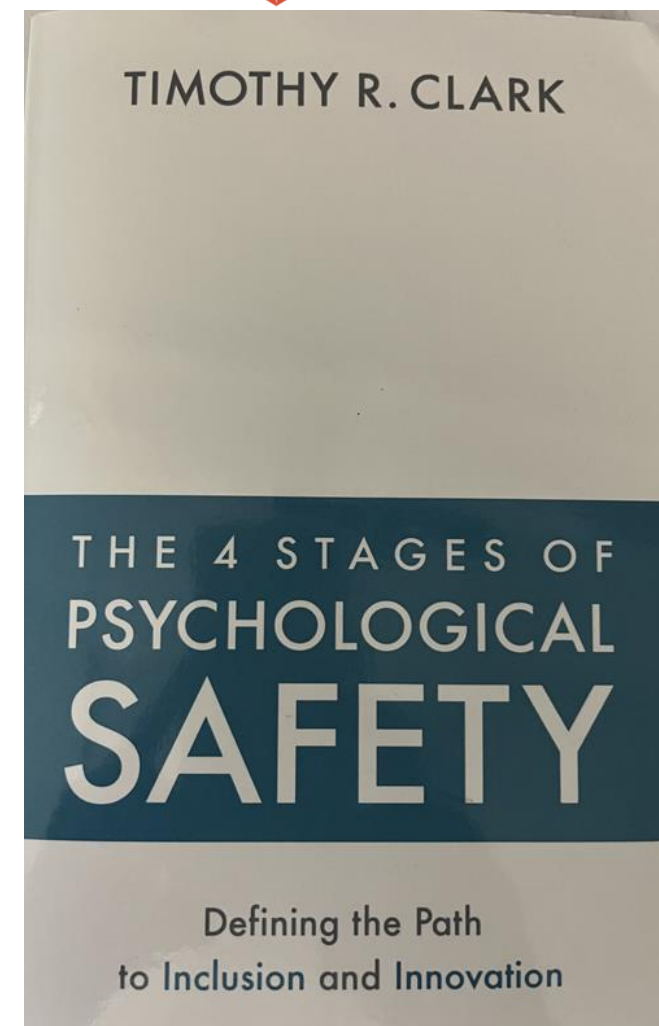
# The Four Stages of Psychological Safety



Psychological safety is a condition in which you feel

1. Included
2. Safe to Learn
3. Safe to Contribute
4. Safe to challenge the status quo

all without fear of being embarrassed, marginalized, or punished in some way.





# Inclusion Safety

The need to be accepted precedes the need to be heard.

Do you truly believe that all men and women are created equal, and do you accept others and welcome them into your society simply because they possess flesh and blood even if their values differ from your own?

# Inclusion Safety



Members feel safe to belong to the team.

**Safe to:** Know that you are valued, Treat all people fairly, Feel your experience matters, Include others regardless of title/position





# Learner Safety

When the environment belittles, demeans, or harshly corrects people in the learning process, learner safety is destroyed.

Without bias or discrimination, do you encourage others to learn and grow, and do you support them in that process even when they lack confidence or make mistakes?



# Learner Safety

Members are able to learn through asking questions.

Safe to: Ask questions, Discover, Experiment, Learn from mistakes, Look for new opportunities.





# Contributor Safety

As the individual demonstrates competence, the organization normally grants more autonomy to contribute.

Do you grant others maximum autonomy to contribute in their own way as they demonstrate their ability to deliver results?

# Challenger Safety

Members can question others' ideas or suggest significant changes.

Safe to: Challenge the status quo, Speak up, Express ideas, Identify changes, Expose problems



The greatest source of fulfillment in life comes from including others, helping them learn and grow, unleashing their potential, and finding deep communion together. That's the lesson. Now look around and see others with fresh amazement.  
- Timothy R. Clark





# Challenger Safety

How likely are you to innovate if you don't perceive high levels of respect and permission around you?

Do you consistently invite others to challenge the status quo in order to make things better, and are you personally prepared to be wrong based on the humility and learning mindset you have developed?



# Works Cited

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