

System Drivers of Compassion Fatigue

Section 4



INTRODUCTION

As we have discovered in the previous sections of this toolkit, the goal of compassion resilience can be reached with the application of personal skills and perspectives combined with organizational policies and practices. In this section we will focus on the systemic factors that can negatively impact our compassion resilience and explore our response and potential role in making positive change.

We all work in imperfect systems. When we look outside of our own system to those that we rely on to provide for the health and well-being of the people we serve, we find more imperfection. The first step in lessening the negative impact of the systems in which we live and work is naming what it is about the systems that contributes to our compassion fatigue. The second step is to discover which items on that list we can change, which ones leadership can and will address, and which ones we cannot control for now and can drain our energy if they are too great a focus in our conversations.

SELF-CARE



STRATEGIES

SPiRiT: Humor and Core Values

Reflect on what are you doing when you feel most alive – most like yourself?

The majority of people when asked this question do not immediately go to a situation at work, but rather a place outside of work where they feel most alive. If that's the case for you, when is a time at work when you feel most alive?

When you go home from your workday, do you have a tendency to share what happened in your day that left you feeling most alive or what was most draining? Our bodies experience the stress we relive in our conversation to some degree as if we were experiencing it again. Sharing the hard parts of our day may be needed to be understood and validated. We can become aware of when it moves from helpful to hurtful. We have a choice about how much time and on what we focus when talking about our work. One practice to play with is to include what made you feel most alive in your day as you talk with friends and family.

Chances are you came into a helping profession because you had a desire to make an impact on the world, or at least the person in front of you. In this [short video](#) by Kid President we can be inspired to connect back to that desire to make a change and enjoy some humor... both strategies to build compassion resilience.



WHAT'S NEXT

Expectations from Self and Others

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