



BURNOUT, COMPASSION FATIGUE & VICARIOUS TRAUMA



QUICK REFERENCE GUIDE

	BURNOUT	COMPASSION FATIGUE	VICARIOUS TRAUMA
CAUSE	Prolonged exposure to high-pressure work environments, excessive workload, lack of control over job duties, lack of support, and unresolved workplace conflicts.	Prolonged emotional distress or apathy caused by exposure to suffering and long-term empathetic engagement.	Emotional distress caused by exposure to other people's traumatic experiences, whether witnessed or not.
SYMPTOMS	- Emotional exhaustion, cynicism, and detachment from work - Reduced personal accomplishment and effectiveness - Physical symptoms like fatigue, headaches, and gastrointestinal issues	- Similar to burnout but more focused on emotional and psychological symptoms - Feeling emotionally numb or detached - Loss of empathy and reduced ability to feel compassion	- Intrusive thoughts or images related to traumatic events. - Emotional distress, anxiety, or depression. - Avoidance of reminders of trauma and heightened arousal. - Activation of one's own traumatic memories
PREVENTION	- Workplace and work-life boundaries - Social support in and out of the workplace - Utilizing breaks and vacation time - Integrating self-care practices into workplace - Advocating for additional workplace/organizational support	- Building emotional resilience through self-care practices. - Attending workshops or training on stress management and compassion fatigue. - Rotating responsibilities or duties to vary exposure to trauma. - Seeking peer support and supervision.	- Establishing healthy boundaries between professional and personal life. - Participating in trauma-informed care training. - Practicing mindfulness and self-awareness. - Engaging in activities that promote emotional regulation and resilience.
POSTVENTION	- Workplace and work-life boundaries - Social support in and out of the workplace - Utilizing breaks and vacation time - Integrating self-care practices into workplace - Advocating for additional workplace/organizational support	- Engaging in reflective practices to process emotional experiences. - Attending counseling or therapy sessions if needed. - Taking time off to rest and recover emotionally.	- Seeking professional counseling or therapy to process secondary trauma - Developing a self-care plan that includes activities to restore emotional well-being - Engaging in peer support groups or supervision to debrief and share experiences. - Consider: what do you do to discharge your own upsetting experiences? How can you implement this here?