



Compassion Fatigue

COMPASSION AWARENESS RESILIENCY EDUCATION

What is Compassion Fatigue?

Compassion Fatigue refers to a state of physical and emotional exhaustion that can affect caregivers and those in related professions over time, depleting the feelings of care and empathy that drew them to these professions.



[J Am Assoc Lab Anim Sci](#). 2021 Nov; 60(6): 646–654.

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PMCID: [PMC8628530](https://pubmed.ncbi.nlm.nih.gov/PMC8628530/)

PMID: [34711300](https://pubmed.ncbi.nlm.nih.gov/34711300/)



Symptoms of Compassion Fatigue

- o1. Feelings of hopelessness, anger, withdrawal
- o2. Feeling emotionally/physically exhausted/burnt out
- o3. Reduced empathy or sensitivity
- o4. Difficulty sleeping or concentrating
- o5. Nausea, headaches, anxiety, depression

CF can have devastating effects on a person, animal welfare, and an organization as a whole





Compassion Resiliency

The ability to maintain physical and mental well-being in the face of adversity or trauma

Organization Level

- Provide exceptional mental health resources (EAP)
- Encourage the use of PTO
- Adopt policies that encourage staff self-care
- Ensure a safe and private work environment
- Foster communication of mental health between all staff
- Create a stigma-free and positive work culture

Individual Level

- Practice self-care, mindfulness, and grounding
- Become involved in your community and develop hobbies outside of work
- Take PTO often, even if just for one day
- Have a balanced diet and exercise routine
- Express needs verbally to supervisor
- Have a support system (friends, family, therapist)

Resources with Inotiv

- ***EAP** – 24/7 confidential benefit program that offers the support and resources you need to address personal or work-related challenges and concerns: **3 free mental health sessions, in person or virtual ; mycigna.com**
- ***Happify** – help users reduce stress, anxiety, and negative thinking, and improve emotional well-being. Users create an account and answer a short questionnaire which helps the app suggest groups of activities and games that help users achieve their goals **happify.com/cigna**
- **Talkspace** – online therapy service that connects you to a dedicated, licensed provider within your state of residence to provide personalized, high-quality therapeutic services through private asynchronous messaging sessions, real-time live sessions, or both **talkspace.com/covered**
- **Changing Lives by Integrating Mind and Body** – The CLIMB program helps to incorporate mindfulness and stress management in your everyday life. **cigna.com/CLIMB**
- ***iPrevail** – offers health and wellness programs that aim to improve your mental health and build resilience. You can chat with a Peer Coach about what you're going through, enroll in a program, and interact in our virtual Communities **my.cigna.com/web/public/iprevail**
- **Ginger** – offers a complete solution to mental healthcare, one-on-one mental health coaching, therapy, psychiatry, and self-guided care. **Ginger.com/connect**

Benefits.inotivco.com

*No cost



Resources outside of Inotiv

- **Compassion Fatigue Awareness Project**
 - Self- Tests, various resources, and reading materials
 - compassionfatigue.org
- **Compassion Resiliency**
 - Various reading materials and a way to connect with others
 - compassionresiliency.com
- **NIMH on Caring for your mental health**
 - Good place to start if you need help with self-care
 - nimh.nih.gov/health/topics/caring-for-your-mental-health



CARE Committee – Inotiv RTP

Michelle, Bridget, Cameron, Lauren, Patrick, Caitlin

Educate



Teach about the risks and resolutions to compassion fatigue

Teach about the WHY we do what we do

Listen



Be an ear to those who are struggling in the workplace and remind them of resources

Build Resiliency



Plan events/activities that support a positive mental health environment around the workplace



Why do we CARE?

Mental Health doesn't have PTO

- Placing more emphasis on the mental health of employees
- Prevent burnout and subsequent resignations
- Make Inotiv RTP a happy and healthy working environment to set an example
- Curate a strong work culture that focuses on teamwork and community

Upcoming Events

Interdepartmental Showcases



Monthly dept. lectures to educate all on the work done here at Inotiv RTP!

Tox: November 14

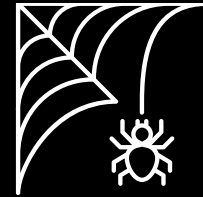
Art show



Show your coworkers amazing artistic talent in any media! Hosted by Donovan Woods

Submit by Oct. 13

Halloween Bulletin Board Contest



Get crafty with your team to spook the judges!

October 2023

How do we CARE?

Michelle Creamer-Hente:

1. Running
2. Nature
3. Find joy in the little things

Bridget Pickle:

1. Talk to like-minded individuals
2. Bulletin boards and competitions at work
3. Weekend getaways and sports events

Caitlin Meyer:

1. Keep a routine
2. Creative outlets (eg sewing)
3. Educate myself on what we do



How do we CARE?

Cameron Journigan:

1. Arts and Crafts
2. Competitive Video Games
3. Family and Friends

Patrick Maldonado:

1. Going to the Gym
2. Positive Attitude
3. Finding time for myself outside of work

Lauren Sbarra:

1. Hanging out with friends
2. At-home 'spa' time
3. Reading





Thank you

Please see a member of the CARE committee
for any questions or comments!