

**A FRIEND IN NEED
IS A FRIEND INDEED.**

So just avoid making eye contact
with anyone, because helping people
is exhausting.



Demand & capacity to cope

Compassion Fatigue, Burnout, Vicarious Trauma, Empathic Distress

- Demand will always be high, sadly, so we need to make a deliberate plan to increase capacity to cope – physically, mentally, emotionally
- Not about working harder & not letting things bother you, or doing more - it's about working smarter & learning from what is already out there
- Stairs or lift? Look for the lifts...
- Find what works for you, start where you are & take very small steps forward, a slight stretch
- If you are burnt-out/ survival mode – first step is recognise it & rest.

**Friendly reminder that “doing your best”
does not mean working yourself to the
point of a mental breakdown.**



tinybuddha.com

Superhero's



'Can't beat every monster, for every one you stop another gets away. It's not the monster that will kill you – it's the feeling for uselessness that you can't save them all, & the feeling of guilt that weighs on you that you can't do enough'

Joe, The Flash

How to manage their power so they don't run out, or do damage
They have a team, & mentors to help them learn that
Not just about their powers, about how they use it, & how they recover

Caring is our superpower



Some ways to increase our capacity to cope

Organisations

The things people say cause the most stress & problems at work:

- Colleagues
- Organisations/ culture – your experience at work
- Admin/ targets etc

Organisations can review & reduce those so staff have more energy to focus on other things.

‘When people feel inspired, motivated and supported in their work, they do more work -- and that work is significantly less stressful on their overall health and wellbeing.’

[How to Prevent Employee Burnout - Gallup](#)

Individuals

Be deliberate & remove as much unnecessary stress as you can:

- **Frontload on care & energy**
- **Acknowledge Emotions**
- **Be you/ work to your natural style**

Front load/ stock up on energy & care.

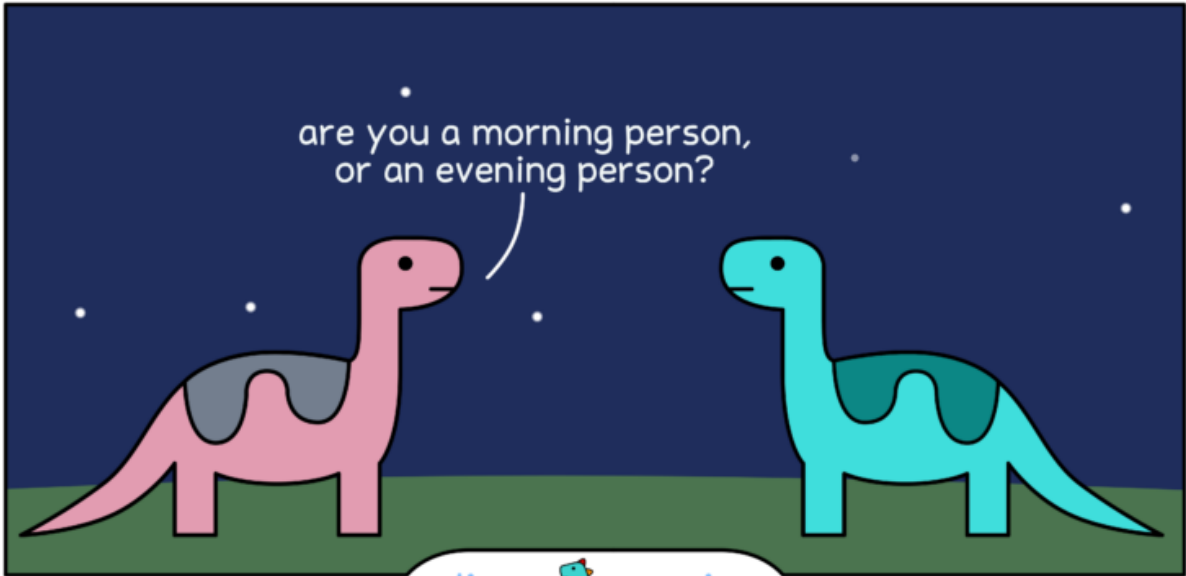
- What drains you & what restores your energy? Free flow of energy
- How can you start the day fully charged – with both energy & care
- Sustainable Compassion Training for Healthcare Workers – studied the science & ancient traditions to learn how to avoid compassion fatigue. They discovered that ancient practises didn't allow you to care for others until you felt fully cared for. How good are you at being cared for?

Acknowledge emotions

**My mind is like an internet browser.
17 tabs are open,
4 of them are frozen
and i don't know
where the music is
coming from.**

ifunny.co

- It takes energy to ignore & store emotions.
- Your own - guilt, heartbreak, helplessness, joy, frustration, anger - all a normal part of this work & healthy/ essential to feel
- Also affected by those of the people around you.
- Check in with yourself, once you find what is right for you it can take only 20secs most days
- (...& that's OK)



dinos  comics



Be you

1. Find your natural style/ personality. Working in a way that is not natural is harder & uses more energy, eg are you practical then emotions, or emotions then practical? Introvert or extrovert? Best time of day for you? Get all done or do when needs? Creative or follow steps?
2. Know what balance is for you, what keeps you there, what pulls you off & what works for you to get back (incl 20sec things)

There's a lot we can learn about how to do this work without injuring ourselves.



Find the lifts (& share where they are)

Resources

– find what is right for you, here are some starts

- Trauma Stewardship - Laura van Dermoot Lipsky
- Taking a break from saving the world by Stephen Legault
- The Wounded Healer – Omar Reda
- Lightmaker’s Manifesto – Karen Waldron
- [Emily Nagoski and Amelia Nagoski: The cure for burnout \(hint: it isn't self-care\) | TED Talk](#)
- [Dan Pink: The puzzle of motivation | TED Talk](#)
- [The happy secret to better work | Shawn Achor - Bing video](#)
- Sustainable Compassion training for healthcare workers [Sustainable Compassion Training: Integrating Meditation Theory With Psychological Science \(nih.gov\)](#)
- [Section 1 | Forward-Facing Professional Resilience | Dr. Eric Gentry - Bing video](#)
- Also anything by Brene Brown, Gabor Mate, Dr Bruce Perry, Kristen Neff, Deb Dana, Susan Cain, David Kessler, Luvvie Ajayi Jones, people you admire...

Style/ Personalities – www.16personalities.com; [Gift of StandOut - Marcus Buckingham](#); [5 NLP Meta Programs to learn personality types](#) ;

Process Emotions - Emotional Freedom Technique www.emofree.com ; RAIN [Resources ~ RAIN: Recognize, Allow, Investigate, Nurture - Tara Brach](#); write, talk, move, meditate etc

At first sight, there is little relationship between the high tech, high cost, high speed and highly competitive world of F1 and heart surgery for children. Yet Formula 1, with its extraordinary teamwork, rates of innovation, commitment to excellence and relentless pursuit of safety has taught us a great deal.

[Patient handover from surgery to intensive care: using Formula 1 pit-stop and aviation models to improve safety and quality - CATCHPOLE - 2007 - Pediatric Anesthesia - Wiley Online Library](#)

[Rob Cooke: The cost of work stress -- and how to reduce it | TED Talk](#)

[How to Prevent Employee Burnout – Gallup](#)

[Burnout in Healthcare Workers: Prevalence, Impact and Preventative Strategies - PMC \(nih.gov\)](#)