

Staff Meeting Minutes

Compassion Fatigue, Self Care, and Resilience

November 24, 2023

Present: Nikki, Eirene, Courtney, Shelley, Eloi, Rowan, Emily (left early), Mike, Rachel, Breony (late)

What do we do to support ourselves? Routines?

- Make tea/coffee and take 10 minutes for self in the morning
- Make bed every morning – complete 1 task that's just for me
- Self check-ins throughout the day – Where's my body at? Where's my head at? Honour needs as they arise.
- Exercise
 - Workout
 - Walks in nature
 - Swimming
- Time in nature
- Listen relaxing music
- Read
- Take small sanity breaks throughout the day – quiet moments during the chaos of the day
- Morning journaling

How do we check-in with ourselves during the day? What do you do when you're in the chaos/stress and just can't get away?

- Recognize triggers and plan prevention – i.e. not wanting to get caught in busy traffic at pick up time, so park further away and walk
- Is this me, or is this the situation?
 - Separate self from the situation, look at it from an outside perspective and try to work through it
 - Take deep breaths, go to "happy place"
- Finding supporting people/fur friends to spend time with/decompress with
- Set awareness breaks throughout the day bring attention to body
 - Focus on breath – breathwork
 - Bring attention to body sensations – feet on the ground, clothing, sounds, smells, etc
 - Use self touch to sooth – self massage, tapping
 - Orienting – use senses to draw attention to aspects of your surroundings and tell yourself, "I am safe".
- Change the environment – step outside for a minute
- Is this something I am capable of dealing with right now? If the answer is no, let go and move on to another task until calm.
- Be gentle with self
 - Speak to yourself as if you're taking care of a child

Where are you on the Compassion Fatigue Spectrum? Red, Yellow, Green? What can you do to come back to green?

- Recognize when in yellow and red, and reprioritize self care until in the green again before taking anything on again
- Reach out to management and colleagues

How does the agency support you?

- Management is there for staff when things get challenging
- Ask questions as they arise
 - Management is approachable

- It would be helpful to have check-ins every few months if we haven't heard from someone for awhile
- Having the counselling support through medical benefits
 - 12 sessions a year, plus \$500 a year

Take away from this module

- Management is here when needed
- Reminder to prioritize self – can't be the kind of provider that I want to be
- Acute stressors and chronic stressors – difference and how to name
- Opportunity to reflect on where I am at – tend to focus on what I am doing for others, and to remember to reach out for support
- It's okay to give self some time and put self first
- Awareness as a check-in and evaluating where I am at – am I exercising all the self-care pieces
- Do the expectations I have of myself meet reality in this moment? Let go of expectations that others have of me if they do not fit into reality.
- "Self-care is not salt baths and chocolate cake. It is making the choice to build a life you don't need to regularly escape from." – BRIANNA WIEST

"There is no need for alarm, only awareness. It's not the load that breaks you down, it's the way you carry it."

– LOU HOLTZ