



*Filling Up*

# EMPTYING OUT

IDENTIFYING AND APPLYING FIRST AID FOR BURNOUT,  
COMPASSION FATIGUE, AND SECONDARY TRAUMA

BY AARON OLSON, LCMHC, SUDC







IS YOUR *job*  
STRESSFUL?







# WHAT ARE THE CAUSES OF YOUR WORK STRESS?





**WHAT ARE SOME  
NEGATIVE EFFECTS  
OF WORK-RELATED  
STRESS AMONGST  
YOUR COWORKERS?**



**WHY DO WE CONTINUE TO ENGAGE IN  
THIS WORK WHEN IT'S HURTING US?**



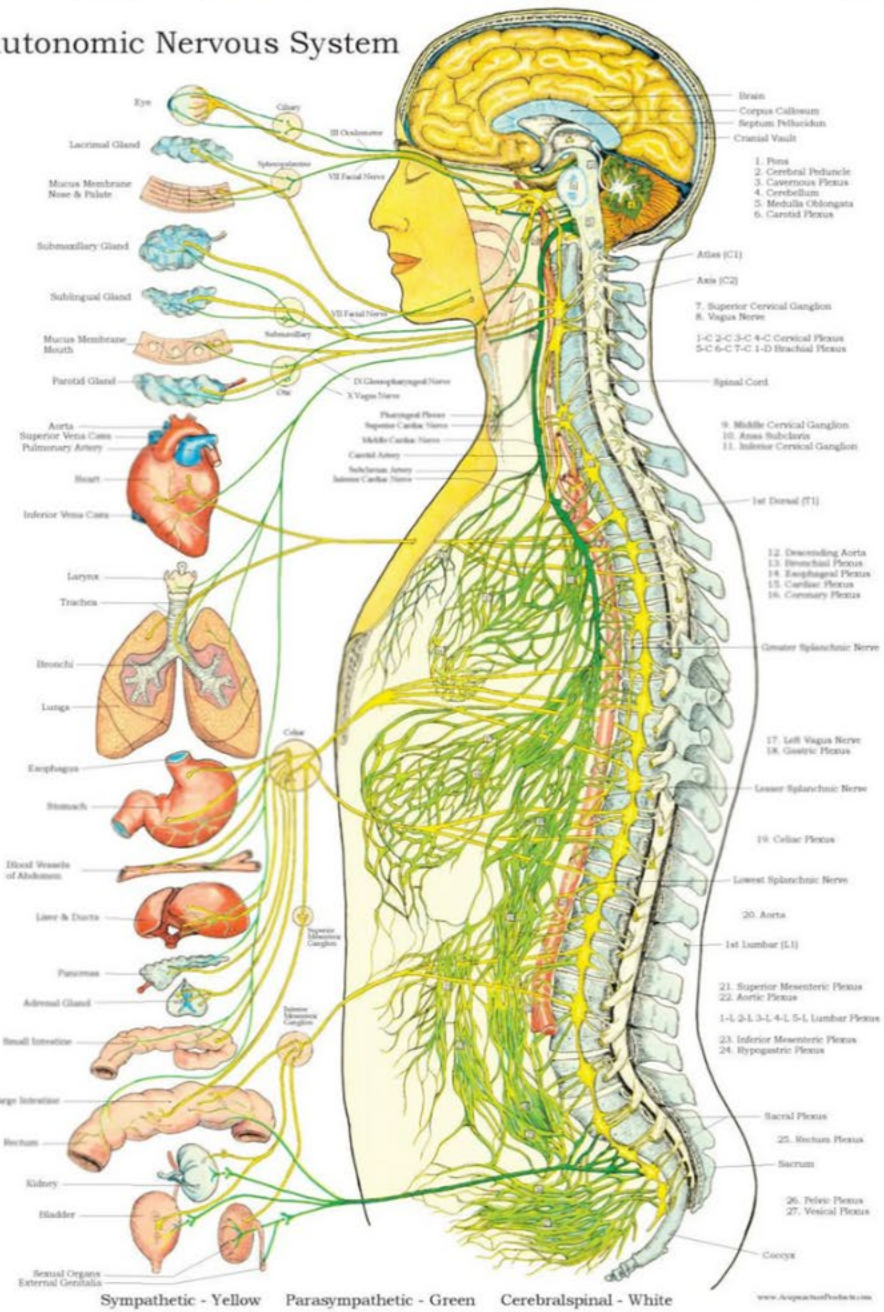
*Is that enough?*

**ARE THE REWARDS YOU GET FROM YOUR  
WORK ENOUGH FOR YOU?**





# Autonomic Nervous System





# Body Responses

**THE SYMPATHETIC NERVOUS SYSTEM IS  
A RESPONSE OF MOBILITY  
"FIGHT OR FLIGHT"**



**THE PARASYMPATHETIC NERVOUS  
SYSTEM IS A RESPONSE OF  
HOMEOSTATIS**



# *Polyvagal Theory*

**VENTRAL VAGAL IS THE RESPONSE TO  
REGULATION AND SOCIAL ENGAGEMENT**



**DORSAL VAGAL  
IS THE EVOLUTIONARY, PRIMITIVE  
RESPONSE OF FREEZE**





# Emotional Response

## EMOTIONAL TRIGGERS



# SHAME

*"The opposite of shame is not self-esteem; the  
opposite of shame is belonging."  
(Gentry & Dietz, 2020)*

# ENVY

*"Feelings of envy can be interpreted as a threat to both our competence and our belonging."  
(Graff, 2020)*

# **WORRY**

*Occurs when we fear an outcome we cannot control. It is a threat to both our sense of competency and control.*



# EMOTIONS AS RESPONSES

*Thrive Mode*



*Emotional  
Literacy*

*Survival Mode*



*Anger  
Anxiety  
Depression*



# TWO BASIC EMOTIONAL TRUTHS



*-They are a characteristic of being human*

*-They are temporary*

”What is to give Light  
must endure burning.”

-Viktor Frankl





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**DEFENSIVENESS**

**DISTORTION**

WHEN COGNITIVELY  
REGULATED, THE  
OPPORTUNITY FOR  
LEARNING, INNOVATION,  
AND COMPLEX THINKING  
IS HEIGHTENED.

**DENIAL**

**DISSOCIATION**

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# Mindsets

**"WE BECOME TRAUMATIZED WHEN OUR ABILITY TO  
RESPOND TO A PERCEIVED THREAT IS IN SOME  
WAY OVERWHELMING."**

**- PETER LEVINE**



# ANATOMY OF A STUCK MINDSET

- *There is something beyond my control [External Threat]*
- *My protective community failed me [External Resource]*
- *I was not capable of self-protection [Internal Resources]*



*If traumatic exposure continues pervasive beliefs develop:*

- *The world is unsafe.*
- *I am unworthy of belonging.*
- *I am incapable of protecting myself.*



*This worldview paints an unsafe reality and our survival brain does not tolerate this well.*

# A PROTECTIVE MINDSET BELIEVES

- *I must be in control.*
- *My worth needs to be externally validated, so I can belong.*
- *Someone else needs to be responsible. Graff (2020)*

# RELATIONSHIP RESPONSES

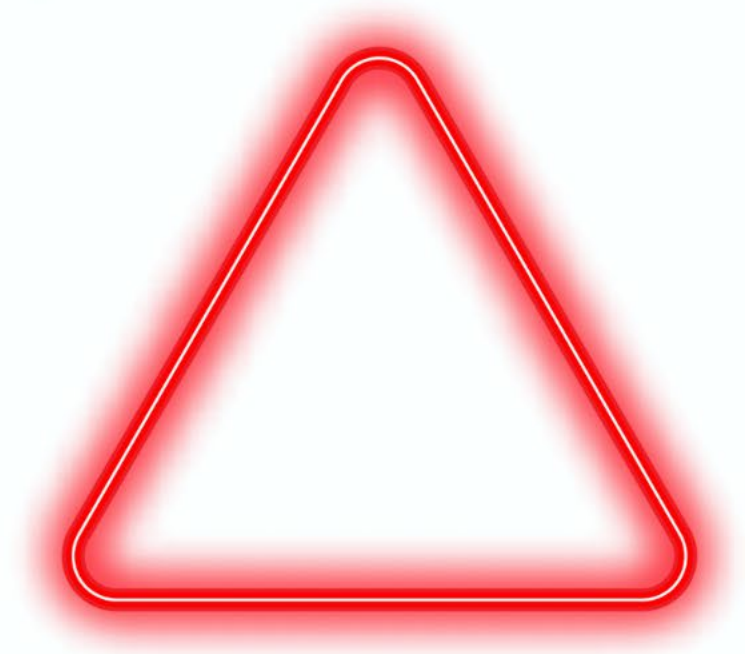
*Flight, fight, and freeze translate into relationship responses creating a ripple effect from one interaction to the next. Graff (2020)*



# REENACTMENT TRIANGLE

*Persecutor (Fight)*

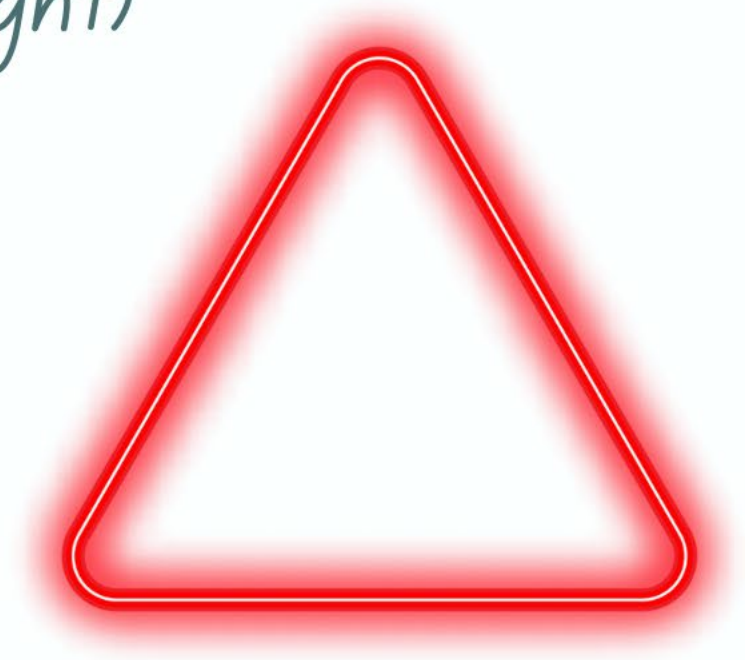
- *Threats*
- *Name-calling*
- *Labeling*
- *Vilifying*
- *Coercive Behavior*



# REENACTMENT TRIANGLE

*Rescuer (Flight)*

- *Fixation*
- *Avoiding Conflict*
- *Pacification*



# REENACTMENT TRIANGLE

*Victim (Freeze)*

- *Passivity*
- *Fail to take responsibility*



# BLAMING

*If we can pinpoint a cause-and-effect relationship between negative events, we can control them.*



# ENTITLEMENT

*People assume that entitled thinking comes from having everything given to you, but the belief that we are owed something by those around us is more common and complex.*

*Entitled thinking is rooted in deprivation.*



# HELPLESSNESS



*Helping professionals are often exposed to situations that can reinforce this helplessness.*

*Not everyone can be saved.*



# BASED ON ADVERSE CHILDHOOD EVENT (ACE) SCORES

*-53% of Ohio's Children's Services Caseworkers*

*-35% - 75% of Child Welfare Staff Nationwide*

*Demio (2019)*

# SECONDARY TRAUMA

*Is the Indirect exposure to a traumatic event usually by listening to the survivor's detailed narrative of the traumatic experience.*

*Gilbert Elliot (2020)*

# SECONDARY TRAUMA SYMPTOMS

- Anxiety
- Depression
- Panic Attacks
- Gastrointestinal
- Headaches
- Asthma
- Blood Pressure
- Back/Neck Pain
- Unpleasant Memories
- Avoidance
- Constricted Emotions
- Less Connection
- Poor Sleep
- Irritability

# BURNOUT

*A feeling of hopelessness and difficulties in dealing with or carrying out one's job effectively.*

*Bhutani, Bhutani, and Kotra (2012)*

# INTENTIONALITY

*Respond Vs. React*



# PERCEPTUAL MATURATION

*As long as the professional believes the cause of their distress is the external workplace, they are compelled to change that workplace before they can achieve professional quality of life.*

*Gentry & Dietz (2020)*

# PREFERENCES VS. DEMANDS

*"We must shift from seeing all of our work-related tasks as demands placed upon us to understanding them as activities we choose to do or not do."*

# WHAT ARE SOME WORK PLACE TASKS YOU SEE AS DEMANDS?

*"I have to..."*



# CONNECTING



# CONNECTION

*Benefits of Social Connection*

*-Added Resources*

*-Emotional Support*

*-New Mindset*

*-Belongingness*

In 2020, therapists counseled people through  
a global pandemic  
an economic crisis  
a politically polarized election  
a racial justice movement  
chronic uncertainty, anxiety, and depression

With no preparation,  
warning,  
or special training

ALL

while they went through the same  
experiences themselves.

If ever there was a time to honor & value therapists,

**THE TIME IS NOW.**

