Allianz

Understanding Compassion Fatigue

A guide for supporting the wellbeing of employees in care focused roles.

Visit Allianz Workplace Mental Health Hub

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What is compassion fatigue?

Compassion fatigue is an experience that can affect individuals who provide care and support to people that are experiencing illness, trauma, grief or loss. It is a form of physical, mental, and emotional exhaustion that arises when someone's ability to cope with the emotional demands of their role is depleted[1].

Who is at risk of compassion fatigue?

Compassion fatigue can affect anyone who works in a frontline service, or care-based industry. Certain occupations including emergency services, healthcare professionals and those working within the legal system are at a higher risk of compassion fatigue.

EMERGENCY SERVICES

Police officers, fire services and paramedics deal with a range of traumatic experiences from a range of stressful events involved in the nature of their work. This routine exposure to traumatic events causes emergency services workers to be more vulnerable to experiencing compassion fatigue.

EDUCATION SECTOR

Teachers, tutors and other educators are routinely exposed to a wide range of traumatic experiences, most often related to the most vulnerable population. This can lead to these workers experiencing higher rates of compassion fatigue.

LOCAL GOVERNMENT

There are many roles within the local government sector that work both directly and indirectly with at risk populations. Given the level of exposure to potential traumatic experiences, local government employees can experience compassion fatigue.

HR, IR AND SAFETY ROLES

In supporting staff in vulnerable situations and circumstances, HR, IR and health and safety roles can experience compassion fatigue due to ongoing exposure to traumatic experiences and stressful workplace situations.

HEALTHCARE WORKERS

Doctors, nurses and healthcare workers are always looking after their patients. However, the nature of their work and the potential emotional stress associated with caring for patients may leave them vulnerable to experiencing compassion fatigue.

LEGAL PROFESSIONALS

The legal profession can expose individuals to a wide range of distressing material in working on different cases and with different individuals. From reviewing traumatic material for a court case, to speaking with victims of crime, legal professionals can experience high rates of compassion fatigue.

COMMUNITY SERVICES

Community services workers work closely with families when they are in extremely vulnerable states. This can contribute to community services workers taking on the emotional burden felt by these families, increasing their risk of experiencing compassion fatigue.

CASE MANAGERS

Case managers in insurance and social services roles have repeated exposure to traumatic events due to the nature of their work. They often provide care to individuals when they are in their most vulnerable states, increasing their predisposition to compassion fatigue.

Signs and symptoms of compassion fatigue

Compassion fatigue can present itself through physical, behavioural, and psychological symptoms. It is important to note that while symptoms may be similar in different individuals, each person's experience of compassion fatigue may present with unique symptoms not necessarily shared by others [2].

01. Physical

- Fatigue and exhaustion
- Somatisation (psychological concerns converted into physical symptoms)
- Nausea, headache, dizziness
- Changes in appetite, digestive issues
- Increased susceptibility to illness i.e. flu
- Insomnia, sleeping difficulties
- Increased use of substances i.e. alcohol/drugs

02. Behavioural

- Irritability, anger and mood swings
- Withdrawal from social relationships and interactions
- Impaired decision-making
- Avoidance of work and care-giving responsibilities
- Decreased productivity or performance at work
- Engaging in risky behaviours
- Neglecting self-care and hygiene tasks
- Decreased interest in previous hobbies or activities

03. Psychological

- Emotional exhaustion
- Feelings of cynicism or hopelessness
- Increased anxiety or depression
- Heightened levels of frustration
- Persistent feelings of sadness or despair
- Difficulty in controlling emotions
- Decreased sense of personal accomplishment or satisfaction
- Intrusive thoughts or memories related to traumatic experiences
- Hyper-vigilance or heightened sensitivity to potential stressors
- Difficulty in maintaining boundaries between work and personal life

What you may experience

Compassion fatigue can present uniquely with each individual. One individual may experience symptoms, or present differently to another. What you may experience can include:

01. Interpersonal problems, including difficulty with intimacy, resulting in disconnection.

02. Mood swings – spanning from anxiety, irrational fears, stress, sadness, or suicidal ideations.

03. Changes in cognitive functioning.

04. Difficulty with judgement, making decisions, thinking clearly, concentration, forgetfulness and lapses in memory.

05. Development of feelings of inadequacy, negative self-image and helplessness.

Comorbidities

Common mental health issues that can be experienced alongside compassion fatigue include burnout, mood disorders such as depression or anxiety, addictions (alcohol, drugs, smoking), and stress-related disorders.

While compassion fatigue is typically associated with mental health issues, studies have shown that some people may also present with comorbidities of physical health problems. Short-term physical health problems might include nausea, vomiting, diarrhoea, migraines, headaches, chronic pain, and fatigue. In the long-term compassion fatigue can increase the likelihood of immune dysfunction, obesity, and the development of cardiovascular disease and diabetes [3].

Strategies to help

Activity scheduling

One effective strategy for preventing compassion fatigue is activity scheduling, which involves planning your day or week to set aside time for self-care activities. Pre-planning these times can help ensure that you actually include them in your workday routine. Here are some tips to guide you through the process.

Activity scheduling tips:

Utilise digital tools like Google Calendar to organise and schedule your self-care activities. Set reminders to ensure you prioritise these moments throughout your workday.

Experiment with different scheduling techniques to find what works best for you.

Whether it's blocking out specific time slots or incorporating short breaks between tasks, tailor your schedule to align with your needs and preferences.

By proactively scheduling time for self-care activities and being mindful of your own wellbeing, you can effectively manage compassion fatigue and cultivate a healthier work-life balance.

Be patient with yourself:
Recovering from experiences of compassion fatigue takes time and effort. It is essential to acknowledge that everyone reacts differently based on their personal experiences and the roles they have in their own life. Check in with yourself regularly to understand how work may be impacting you, given that personal aspects and circumstances in your personal life can also influence your wellbeing. Be patient with yourself as you navigate this journey. Set realistic expectations and understand that implementing self-care activities may require trial and error. Remember, progress is gradual, and every step towards self-care is a significant achievement.

Reflective questions

Compassion fatigue is a subjective experience that varies from person to person. Nevertheless, it is crucial to assess your emotional state, irrespective of whether you are encountering compassion fatigue or identifying potential risk factors. Take a moment to explore the following questions which can be used regularly to monitor your wellbeing.

01. How motivated do I feel to engage in my usual activities?

Reflect on your level of motivation and interest in activities that typically bring you joy or fulfilment. A decrease in motivation may indicate the onset of compassion fatigue.

02. What are my current energy levels like?

Take a moment to assess your energy levels throughout the day. Are you feeling consistently drained or fatigued? Recognising fluctuations in energy can help identify patterns related to compassion fatigue.

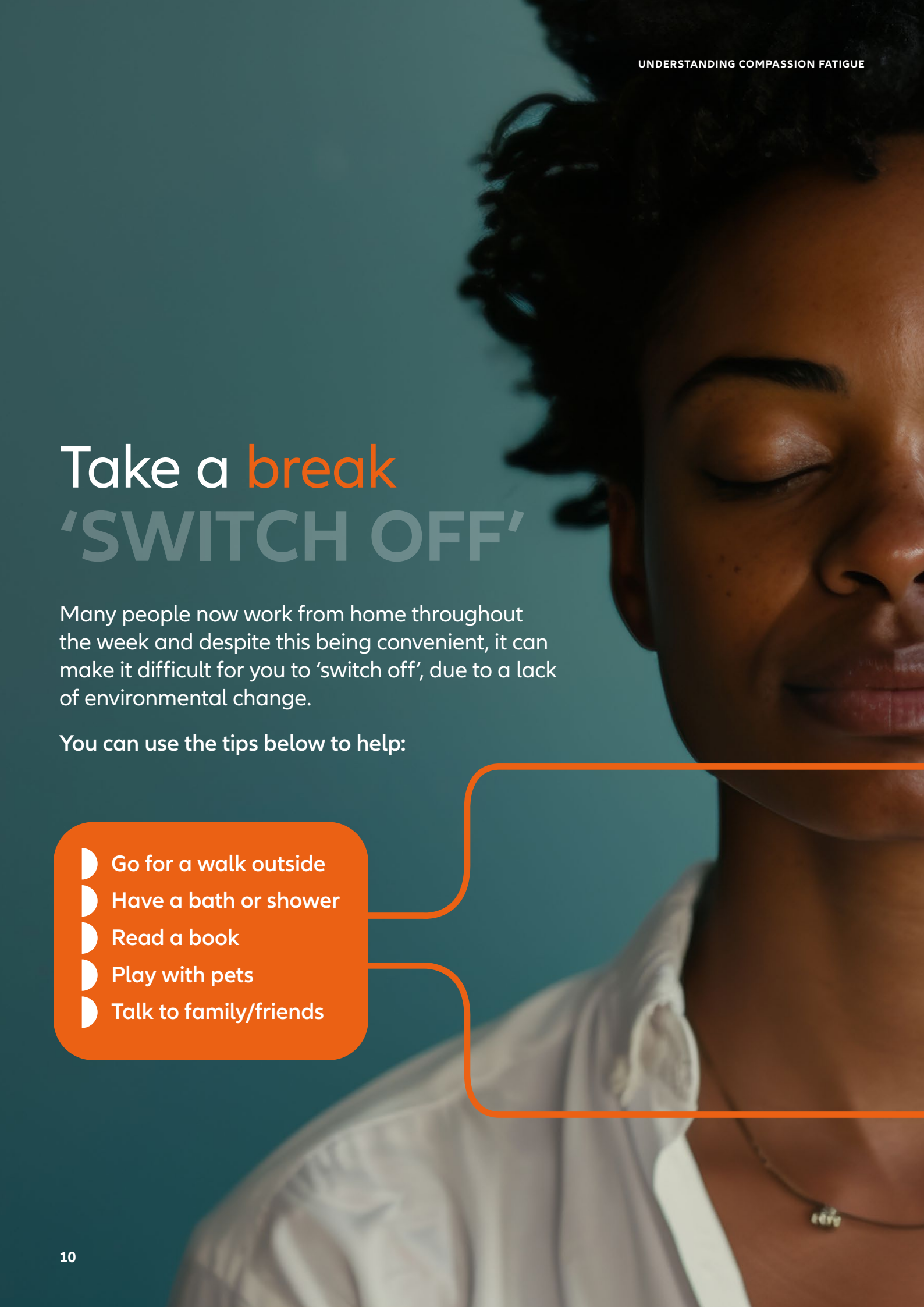
03. Do I find myself becoming anxious or drained after interactions?

Reflect on your emotional responses to interactions, particularly those involving emotional labour, such as calls or client meetings. Feeling increasingly anxious or drained after such interactions may be a sign of compassion fatigue.

04. Am I struggling to switch off from work?

Consider your ability to mentally disengage from work-related thoughts and concerns, especially during work- from-home days and after completing your tasks for the day. Difficulty in switching off or persistent rumination about work can indicate heightened stress levels associated with compassion fatigue.

By reflecting on these questions, you can gain insights into your emotional wellbeing and identify potential signs of compassion fatigue early on.



Take a break ‘SWITCH OFF’

Many people now work from home throughout the week and despite this being convenient, it can make it difficult for you to ‘switch off’, due to a lack of environmental change.

You can use the tips below to help:

- Go for a walk outside
- Have a bath or shower
- Read a book
- Play with pets
- Talk to family/friends

How to help

Addressing compassion fatigue - strategies to help mitigate symptoms

When addressing compassion fatigue, it is important to focus on four core components of a resilient mindset. These include social support, mindfulness, physical activity and awareness and education. This section of the booklet will provide strategies to help minimise the symptoms of compassion fatigue with a focus on developing self-care routines, regular movement, and active relaxation.

These four areas follow the foundations of the Biopsychosocial model of wellbeing, which assists understanding and management of mental health and wellbeing. Therefore, for individuals experiencing compassion fatigue, it would be beneficial to consider these areas [8].

- Social support
- Mindfulness
- Physical activity
- Education

Social support

When navigating compassion fatigue within the workplace, it's important to recognise the significance of both personal recharge and social support. Understanding the balance between taking time for personal rejuvenation and seeking social engagement or debriefing is crucial. While the need for social interaction or solitude varies depending on personal preferences and circumstances, it is important to keep an open mind and know when it's beneficial to stray from these preferences. Therefore, listed below are strategies for both recharging and social engagement to consider:

I NEED TO RECHARGE

01. Setting boundaries

Establish clear boundaries to protect your time and energy. This may involve saying no to additional tasks or activities when you're feeling overwhelmed.

02. Leisure activities

Incorporate activities that bring quiet and relaxation into your schedule. Whether it's reading, painting, or going for a walk, prioritise activities that recharge your batteries.

03. Schedule alone time

Allocate dedicated time for solitude and self-reflection. Use this time to decompress and process your emotions away from external distractions.

04. Pursuing passionate hobbies

Dedicate time to pursue hobbies or interests that bring you a sense of purpose and fulfilment. Whether it's gardening, writing, or playing music, prioritise activities that align with your passions.

I NEED SOCIAL ENGAGEMENT

01. Debriefing with colleagues

Foster open and supportive communication channels with your colleagues. Encourage debriefing sessions after particularly challenging situations to share experiences and seek advice or validation.

02. Changing environment

Switch up your surroundings to break monotony and stimulate creativity. Consider taking your work to a different location or engaging in outdoor activities to refresh your mind.

03. Explore social networking apps

Explore social networking platforms like Meet Up to connect with like-minded individuals and participate in group activities or events.

04. Personalised social self-care routine

Develop a personalised self-care routine that encompasses various aspects of wellbeing, including physical, emotional, and mental health. Prioritise activities that promote social engagement.

In implementing these strategies, it's essential to recognise and respect the individual needs and preferences of yourself and your colleagues. Whether you require solitude to recharge or crave social connection for support, prioritise self-awareness and adaptability in your approach to combating compassion fatigue.

Mindfulness

Mindfulness is the state of being aware of your surroundings and actions, without feeling overwhelmed or reactive.

Mindfulness can be completed in many ways. It can involve a 30-minute meditation, or be as simple as a 2-minute breathing exercise to bring back awareness to one's body and surroundings.

This variety in both duration and type of mindfulness can assist with implementing practices both within the workplace and at home.

Common examples of mindfulness practices embedded within everyday life include:

- Learning practices for standing, seated, walking and movement meditation.
- Incorporating mindfulness into short pauses in between workplace or everyday activities
- Integrating meditation into exercise or activities such as yoga, Pilates, or sports.

On the next few pages are some research-led mindfulness strategies that can help reduce the symptoms of compassion fatigue. These strategies are categorised into exercises that can be performed while at work or home and further subdivided into timeframes of 5, 15, and 30 minutes.

I have 5 minutes AT WORK

Breathing exercises

Engaging in breathing exercises in the workplace can prove to be an effective strategy to alleviate work-related stress and tension. By taking a few moments to focus on your breath, you can help reduce the mental strain that often accompanies the demands of work, which can translate into a more relaxed and peaceful state of mind outside of work hours. Ultimately, incorporating breathing exercises as part of your daily routine can be a powerful tool to enhance your wellbeing and improve your overall quality of life.

A short 5-minute breathing exercise could be completed:

01. At the beginning of the workday to clear the mind and create a focused mental state.

02. After lunch prior to returning to work.

03. Before meetings, while walking to the meeting, or after meetings on the walk back to the desk.

04. At the end of the workday before returning home.

Breathing exercises to try during this 5-minute period are:

01. Count to 10 with deep breaths

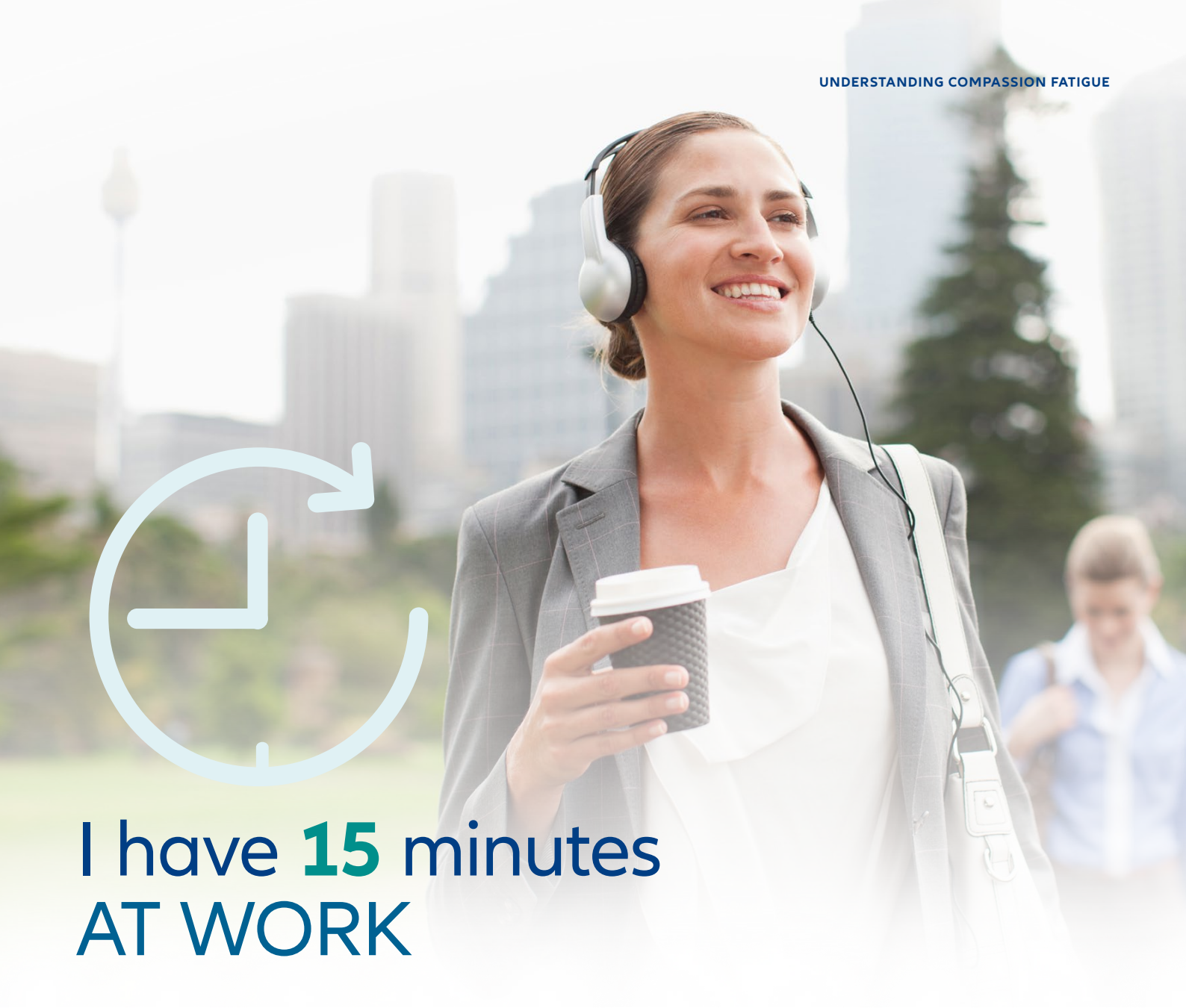
- Start by counting 1 during a slow inhale through the nose, 2 on a long exhale through the mouth, 3 during another slow inhale through the nose, 4 on the long exhale and continue until 10. On the 10th breath, release any tension with a large, long exhale.
- This method is helpful for beginners who are new to breathing techniques.

02. Rectangle breathing

- Breathing with exhales longer than inhales helps to slow down heart rate and a racing mind.
- Start by breathing in through the nose to the count of 2, then exhale through the mouth to the count of 4. To help counting and slowing thoughts, imagine a rectangle being drawn as you inhale and exhale, or alternatively use your finger to draw a rectangle during inhales and exhales.
- Once comfortable or if the breathing doesn't feel deep enough, try 3 and 6 breaths, or 4 and 8 breaths. Complete this breathing for as little or long as desired and stress has resided.

03. Box breathing

- Box breathing is very similar to rectangle breathing, except each inhale and exhale is the same duration. Box breathing is helpful when trying to clear the mind to focus on an important task.
- To practise box breathing, imagine or physically draw a box while inhaling and exhaling. Breathe in slowly and deeply through your nose for a count of 4, hold the breath for a count of 4, breathe out through your mouth for a count of 4, and hold the breath again to the count of 4. Repeat this process several times until the body is calm and the mind is clear.



I have **15** minutes AT WORK

Walking meditation

Walking meditation incorporates slow walking movements and mindfulness activity. Walking meditation can be completed in many ways, including listening to a guided meditation, listening to music or a podcast, or using the present-moment awareness, tuning into the physical sensations, sights, sounds, and smells around you to ground yourself. For those beginning with walking meditation, regardless of the audio being used, it is important to focus on each step and the sensations of the movement [5].

This mindfulness activity could also be completed at home or at any point in the day.

- This practice benefits compassion fatigue by providing a gentle form of physical activity that reduces stress and tension. It fosters a stronger mind-body connection, grounding individuals in the present moment and offering respite from overwhelming emotions.
- Walking meditation can be practised indoors or outdoors, with outdoor practice offering additional benefits through connection with nature. Indoors, could be on a machine such as a treadmill, or simply during any breaks within the workday [5].

I have 5 minutes AT HOME

The 2-Minute Mindful Movement Practice, created by Cara Bradley:

01. Separate your feet hip-width and bring your hands together in front of your chest, interlocking your fingers.

02. Take a deep breath in, then as you exhale, press your palms forward, opening your back.

03. Inhale, face centre and stretch your arms up above your head, pressing your palms.

04. Exhale, release your interlocking fingers and fan your arms down and behind your back.

05. Interlock your fingers behind your back.

06. Inhale, look up and lift your chest as high up as you can, bending your back slightly.

07. Exhale, bend your knees and bend forward, pointing your hands towards the sky, and your face towards the ground.

08. Inhale and come up to standing, releasing your fingers and fanning your arms up above your head, pressing your palms together.

09. Exhale and bring your hands together, palms touching, at your heart.

10. Repeat steps 1 through 9. But this time, at step 9, bring your hands behind your head instead of to your heart.

Steps 11-20 continued onto the next page

11. Open your elbows wide, and breathe in.

12. Exhale, lean to the right, bending at the torso, and reaching your left arm overhead and right arm towards the ground.

13. Inhale and come back to centre, with your hands behind your head.

14. Exhale, lean to the left, bending at the torso, and reaching your right arm overhead and left arm towards the ground.

15. Inhale, face centre and stretch your arms up above your head, pressing your palms.

16. Exhale, twist your torso to the right, lowering your arms to your sides.

17. Inhale, face centre and stretch your arms up above your head, pressing your palms.

18. Exhale, twist your torso to the left, lowering your arms to your sides.

19. Inhale, face centre and stretch your arms up above your head, pressing your palms.

20. Release your arms by your sides.

Mindful moment

After your stretch, sit down, take a few breaths and close your eyes for a moment.

- Notice your heartbeat.
- Notice your chest and belly lifting and lowering.
- Notice the sounds around you and the sounds inside of you.
- Take a few more moments and be still with yourself.

This mindfulness activity could also be completed at work or at any point in the day.

I have **15** minutes AT HOME

Establishing a mindful self-care routine

Incorporating mindfulness into one or more existing routines or self-care activities can help individuals relax their mind and reset their body. This is important for individuals experiencing compassion fatigue as symptoms can be draining on the body and mind. Self-care routines can help to avoid or reduce the symptoms of stress [5].

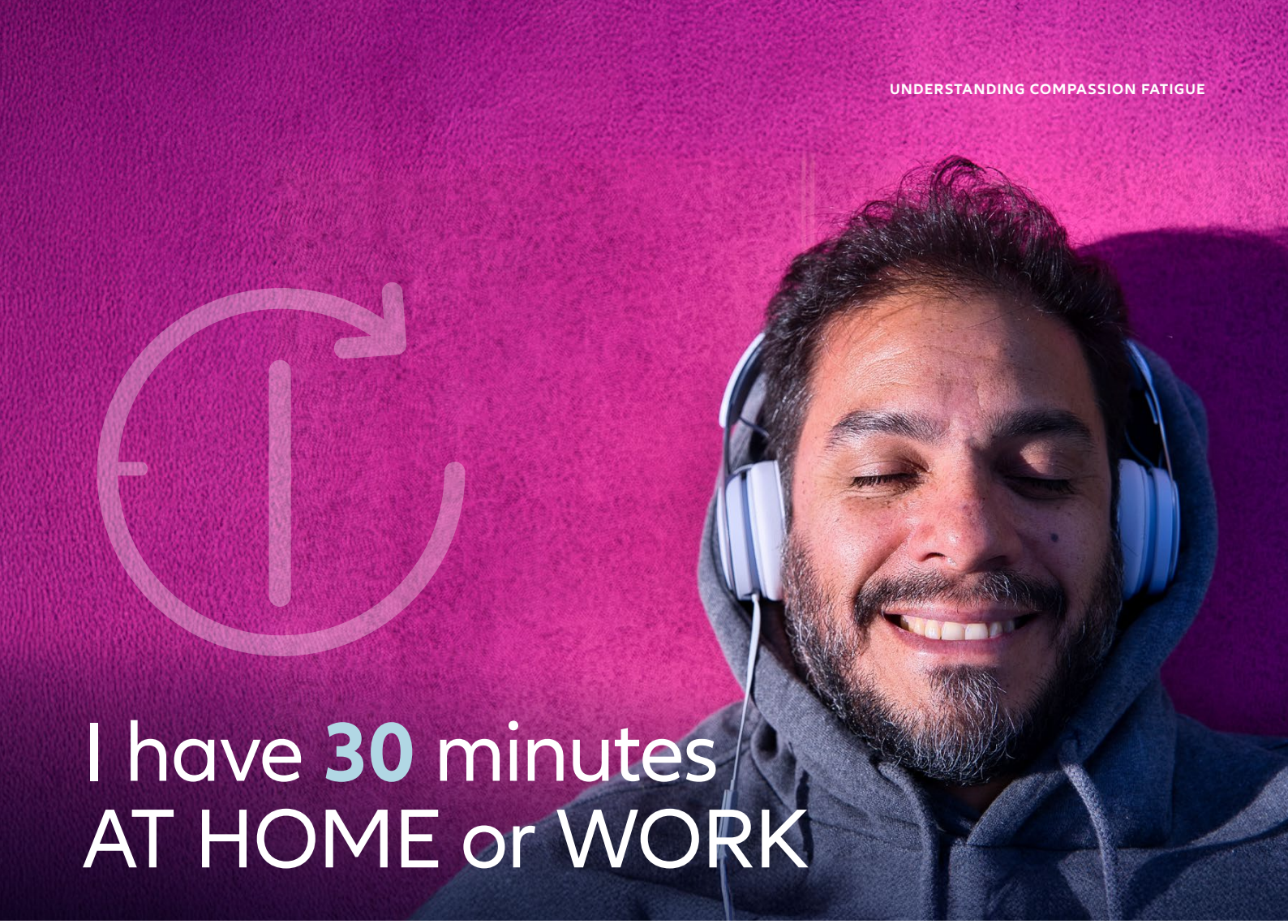
Self-care activities are actions individuals take to maintain and improve their physical, mental, and emotional wellbeing. These activities can vary greatly from person to person based on preferences, lifestyle, and needs. However, most self-care activities can be adapted to incorporate a beneficial element of mindfulness. An example is going for a walk during the day, and using a meditation audio or breathing exercise to help bring the practice of mindfulness to the activity.

Other examples of mindful self-care activities/routines are:

Establishing a morning routine where there is no use of technology, especially mobile phones for the first 15 minutes of the day. Use the first 15 minutes to be in natural light and complete productive tasks to set up the day. Tasks could be making breakfast, having a shower while practising breathing and mindfulness exercises, taking a short walk, or other activities and hobbies you enjoy.

Establishing a night-time routine can set the mind up for sleeping and reset the body. This routine should limit mobile phone and other stimulants in the 15 minutes leading up to sleeping. Reducing mobile phone use can assist in increasing sleep duration, improving sleep quality and improving working memory [4]. Instead of using a mobile phone, it is beneficial to engage in several low-stimulating activities such as taking a shower, following a skincare routine, reading books, or practising meditation. These activities can help calm the mind and reduce work-related distracting thoughts.

It is important to remember when creating a self-care routine that what works for one individual may not work for another. Therefore, it is imperative to find activities that suit you and your own enjoyment [5]. Further information into creating and implementing a self-care routine can be found here.



I have 30 minutes AT HOME or WORK

Guided meditation

Meditation can be very helpful in managing compassion fatigue. It works by reducing stress, enhancing self-awareness, and improving emotional regulation. Regular meditation practice can increase resilience, foster empathy, compassion, and help set healthy boundaries. In addition, meditation can cultivate a sense of purpose and meaning, which can provide inspiration when facing challenges in caregiving. By integrating meditation into self-care routines, individuals can take a holistic approach to combating compassion fatigue and promoting emotional wellbeing, which can ultimately help sustain caregiving practices [6].

For beginners starting meditation practices, a simple mindfulness meditation is the most accessible approach. Guided meditation is optimal for beginners or those who struggle to focus and stay on task during meditation. Using these guided meditation apps or recordings can help individuals stay focused and provide structure to the mindfulness practices.

The links below provide guided meditation videos, some of which are specific for the healthcare sector but can also be applied to other industries which may be exposed to compassion fatigue.

01. Guided Meditation for Nurses and Healthcare Workers: Find Peace & Renewal

02. 3 Minute Guided Meditation for Nurses | Healthcare Workers/ Health Professionals | Stress & Anxiety

03. 10 Minute Self Compassion Guided Meditation

04. Spotify - Guided Meditation: Dealing with Negative Emotions

Physical activity

Physical activity can involve any light or strenuous activity that moves the body, increases the heart rate, and works the muscles.

Regular physical activity has been proven to improve mood and reduce the experience of stress, anxiety or emotional fatigue. Compassion fatigue can be significantly improved/mitigated through regular physical activity.

I have 5 minutes AT WORK

Desk exercises

Incorporating light physical exercises into your work routine can significantly enhance your productivity and wellbeing. These exercises are designed to be simple, requiring minimal space and time, making them perfect for a quick break during your workday. By engaging in regular movement, you can alleviate tension, improve circulation, and boost your energy levels. Let's explore some effective exercises that can seamlessly fit into your work environment.

01. Chair tricep dip

1. Place your chair behind you.
2. Place your palms flat on the chair, fingers facing towards your back.
3. Place your legs straight out in front of you. Bend your elbows 90 degrees.
4. Repeat 10 times with a 10 second break in between for up to 5 sets.

02. Wall sit

1. Stand against a wall.
2. Slide your hips down so they are parallel with your knees, and your legs form a 90-degree angle.
3. Hold the wall sit for 1 minute, with a 30 second break.
4. Repeat the wall sit three times.

03. Oblique twists

1. Sit on a swivel chair.
2. Hold onto the desk and lift your feet off the floor.
3. Using your core muscles twist yourself from left to right.
4. Repeat 20 times on each side, with a 30 second break.
5. Continue for up to 5 sets.

Only undertake exercise that you can tolerate. Seek medical advice if you have any concerns or pain.

I have 15 minutes AT HOME

Anaerobic exercises

Anaerobic exercises tend to be shorter in duration and more intense, perfect for individuals who are time poor. Anaerobic exercises aid in protecting joints, strengthening muscles and increasing bone strength and density.

These exercises can be completed inside or outside; however, it is recommended that the exercises are completed outside to promote a change of scenery and facilitate mental and physical wellbeing.

01.

Weight training

Weight training, also referred to as strength or resistance training, is the use of muscular contraction to build strength, muscle size and anaerobic endurance. Weight training is effective in strengthening bones and muscles, boosting metabolism, mood, and improving mental health and wellbeing. To complete the weight training exercises below, dumbbells are required, however, if you do not have access to dumbbells, other items such as heavy water bottles can be used.

To complete weight training click the links below:

- 15 min NO JUMPING Full Body Strength (Apartment Friendly)
- 15 Min Full Body Dumbbell Workout (Strength and Conditioning)
- 15 MIN FULL BODY HIIT with weights (No Repeats, No Jumping)

02.

High intensity interval training

High intensity interval training, more frequently known as HIIT training, is a type of anaerobic training that involves short periods of intense exercise followed by brief recovery periods. The training aims to quickly increase heart rate for short periods of time before allowing for rest.

To complete HIIT training, click the links below:

- 15 MIN SWEATY HIIT Workout - No Equipment, No Repeat, Killer Non- stop Cardio, Burn calories at home
- 15 MIN FULL BODY HIIT WORKOUT - burn lots of calories / No Equipment I Pamela Reif
- 15 Min Intense HIIT Workout For Fat Burn & Cardio (No Equipment, No Repeats)

03.

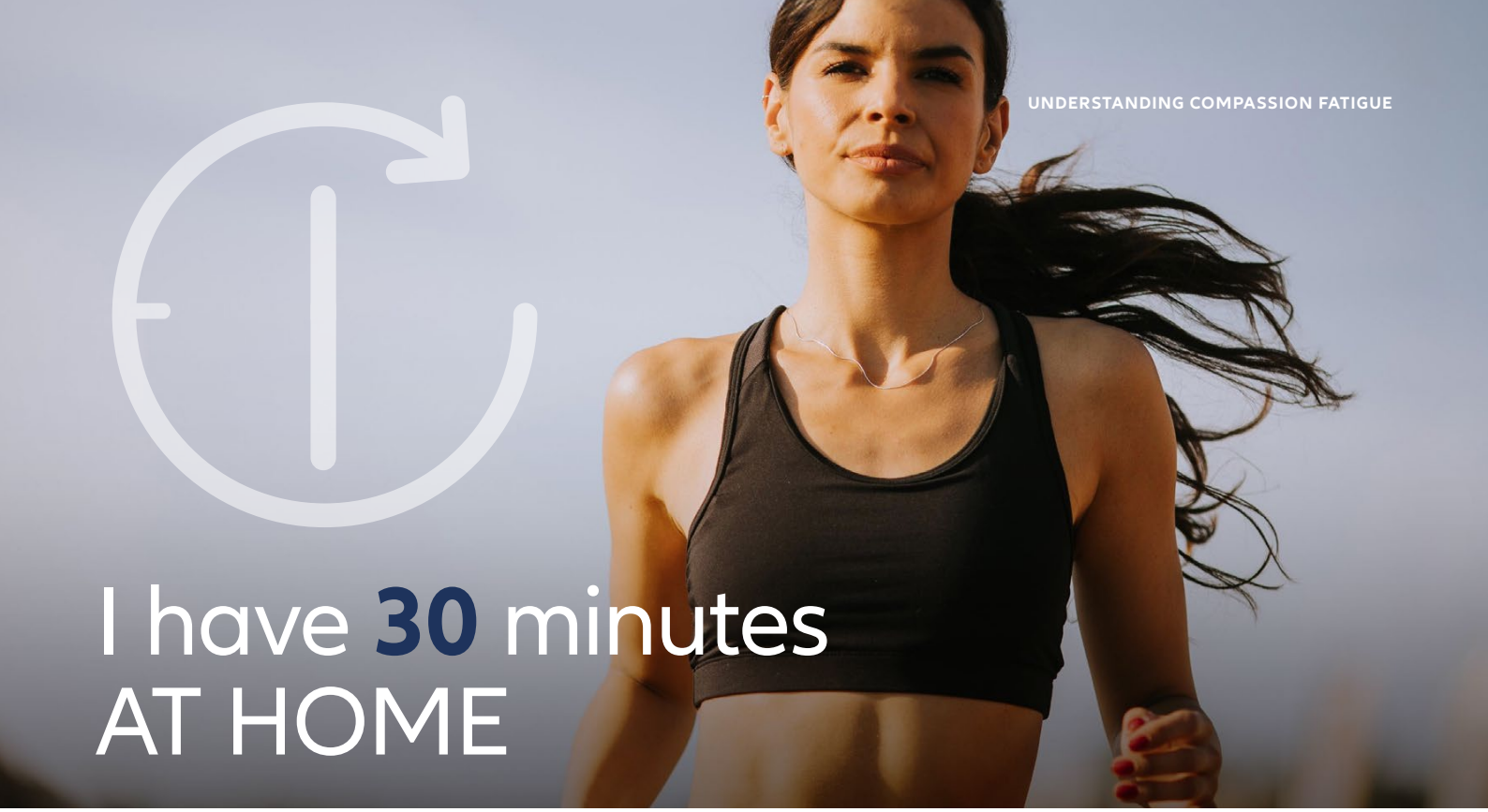
Pilates

Pilates is a mixture of exercises which are inspired by yoga, ballet, and calisthenics. Pilates helps promote mobility, flexibility, and strengthen the body's muscles, whilst focusing on balance and coordination. Pilates is an effective form of anaerobic exercise and allows for a clear mind.

Click the links below to complete a Pilates workout:

- Intermediate Pilates
- Slow Full Body Toning / knee friendly, low impact
- At-Home Mat Pilates

Only undertake exercise that you can tolerate. Seek medical advice if you have any concerns or pain.



I have **30** minutes AT HOME

Aerobic exercises

Aerobic exercises focus on increasing the heart rate and the body's use of oxygen to build stamina and fitness. Completing aerobic exercises has many health benefits, including reducing an individual's predisposition to heart disease, diabetes, high blood pressure and high cholesterol.

Some of these exercises can be completed inside or outside, however, it is recommended that the exercises are completed outside to promote a change of scenery and facilitate mental and physical wellbeing.

Cardio workouts

Online/gym cardio workouts are another amazing way to facilitate mental wellbeing and improve physical health. Dance classes such as Zumba improve cardiovascular health and fitness. Dance classes also help facilitate mental wellbeing through socialisation and music. Below are some at home dance and cardio workouts proven to enhance mental and physical wellbeing.

- 30 MIN PUMPING CARDIO WORKOUT | Full Body - No Equipment at Home
- 30-Minute Hip-Hop Tabata Dance Workout
- Zumba® 30-Minute Beginners Latin Dance Mini-Workout

Running

Running is one of the most effective forms of exercise. It improves cardiovascular health, fitness, and most importantly mental health. Below are some helpful guides, apps and podcasts for individuals who are interested in kick starting their running journey. Just 30 minutes a day of running can change a life.

Beginner guide to running:

- How to start running today

Helpful apps:

- Runna
- Strava
- Nike run club

Helpful podcasts:

- The Women's Running Podcast
- The Aussie Runner Podcast
- Cheeky Run Club

Education

We can only manage what we know; so it is important to learn more about the experience of compassion fatigue to develop effective workplace and personal strategies to support wellbeing.

Through learning about compassion fatigue, signs and symptoms of the condition can be easily detected, leading to early intervention to improve wellbeing. Understanding compassion fatigue is crucial in supporting care-based workers to have an avenue to recovery when in need.

Studies emphasise that individuals with a better understanding of mental health conditions find it easier to respond to the behaviours and emotions associated with poor mental health. They also understand the importance of seeking help and the cruciality of early intervention.

The next section provides some helpful educational tools that can be utilised both at work and home.

I have 5 minutes AT HOME or WORK

5 MINUTE SOCIAL MEDIA SCROLL

Social media allows individuals to have access to hundreds of thousands of educational resources right at their fingertips. Most people now use social media as a way to access information. Instagram and Facebook offer a variety of pages that can be useful in educating individuals on mental health and compassion fatigue. They can also aid in providing resources and creating a community where people can share similar experiences. Below are some useful social media pages:

- **Instagram**
  - @ caregrieving
  - @ LetsTalkMentalHealth
- **Facebook**
  - Burnout, Stress, Compassion Fatigue Toolbox for Mental Health Professionals
  - Compassion Fatigue Australia
  - Compassion Fatigue Awareness Project

5 MINUTE EDUCATIONAL VIDEO

Videos facilitate improved learning through connecting neurological systems and allowing our brains to process what we see and hear simultaneously. Approximately 60% of people are visual learners, making quick educational videos extremely useful. Below are some helpful educational videos to watch whilst at work or home.

- Compassion Fatigue: Is Compassion a Finite Resource?
- What is Compassion Fatigue?

5 MINUTE MENTAL HEALTH APPS

Apps are a great educational resource as they are interactive and engaging, whilst also being quick and easy to use. Mental health apps help educate their users on strategies to improve mental wellbeing and focus on building healthier habits. Some mental health apps also offer learning modules which strengthen knowledge and understanding among users. Useful educational apps are listed.

- HeadSpace
- MoodKit
- Smiling Mind
- MyCompass

I have **15** minutes AT HOME or WORK

15 MINUTE WEBSITE READ

This website is created by Compassion Fatigue Australia and offers some insightful information on the condition. The website focuses on breaking the silence and stigma and creating a safe space for individuals to speak about their mental health whilst offering tools and resources to improve mental health and wellbeing. To read this resource, click the link below:

Compassion Fatigue Australia

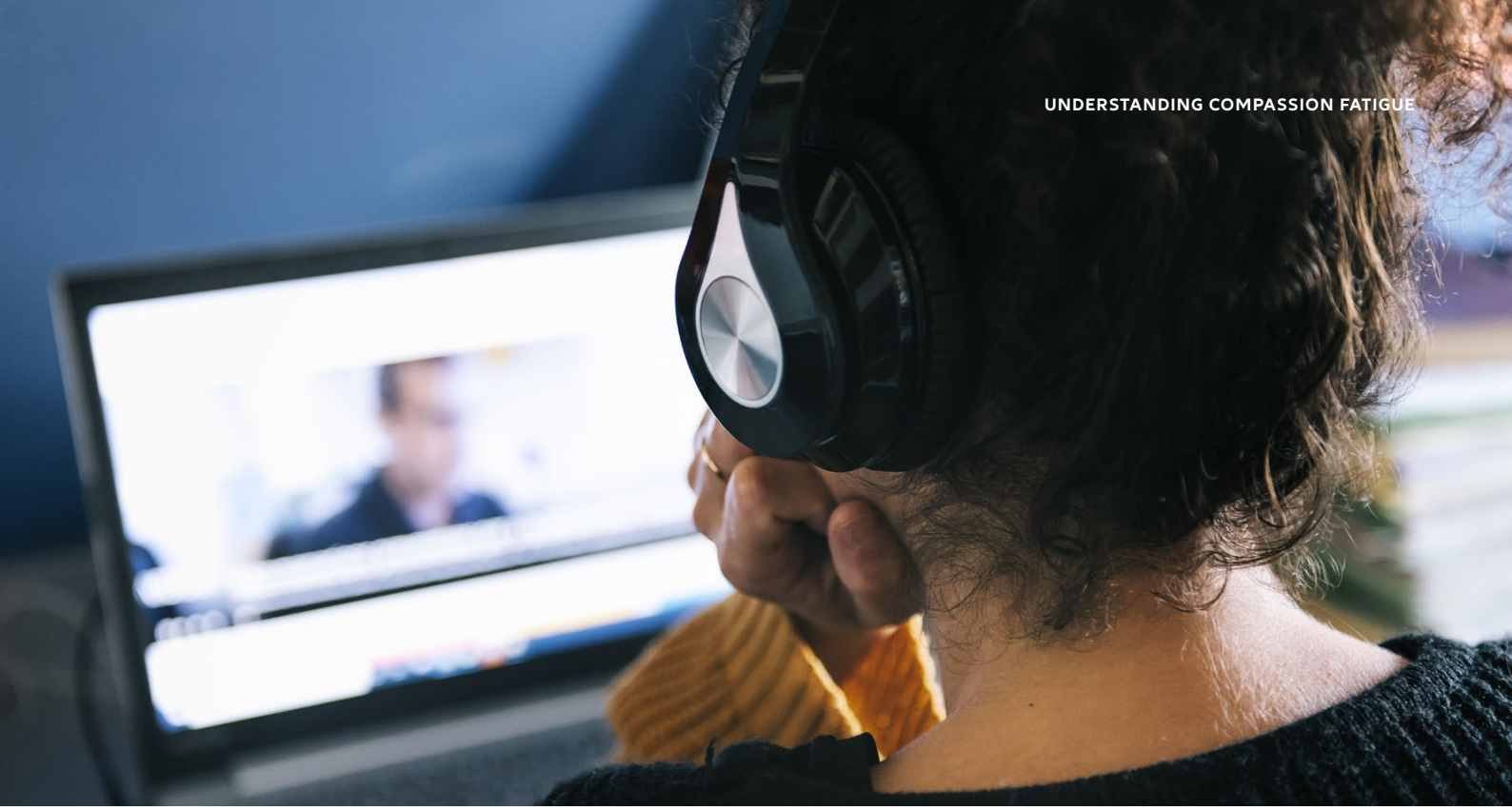
I have **30** minutes AT HOME or WORK

30 MINUTE AUDIOBOOK CHAPTER

Audiobooks are an interactive way to consume information and listen to books on the go. On audiobook platforms such as Spotify and Audible, or with a free council library membership, hundreds of thousands of books can be listened to and downloaded for free. Audiobooks are a great educational tool and enable busy individuals to consume information easier and quicker than with a traditional book.

The book "Why Has Nobody Told Me This Before?" written by Julie Smith offers simple advice and effective coping strategies. The book encourages readers to remain positive and build resilience. Julie Smith is a clinical psychologist and provides insight on how our minds work. The book discusses ways to effectively improve mental health and wellbeing. To listen to the audiobook, click the link below:

Why Has Nobody Told Me This Before



I have **15/30** minutes AT HOME or WORK

TED Talks

TED Talks are an excellent way to educate individuals about topics. They are influential videos presented by expert speakers on a range of topics. The concept of TED Talks is meant to be entertaining whilst spreading innovative ideas and information to the audience.

15-MINUTE TED TALK

This Ted Talk by Juliette Watt highlights what compassion fatigue is, the signs and symptoms and ways to reduce the symptoms associated. Juliette has personally suffered from compassion fatigue, enabling her to provide a lived experience to the audience. Juliette provides insight into compassion fatigue and focuses on reducing the stigma associated.

To see Juliette's TED Talk click the link below:

- Compassion Fatigue: What is it and do you have it? | Juliette Watt | TEDxFargo

30-MINUTE TED TALK

Patricia Smith is the founder of the Compassion Fatigue Awareness Project and aims to educate the audience on compassion fatigue through this TED Talk. Her insightful talk discusses the path to wellness, and focuses on simple strategies that can be implemented to help mitigate the risks associated with compassion fatigue.

To listen to Patricia's TED Talk click the link below:

- How to Manage Compassion Fatigue in Caregiving | Patricia Smith | TEDxSanJuanIsland

Podcasts

Podcasts are a fabulous way to increase your knowledge and understanding and provide an easily accessible educational resource. Platforms such as Spotify and Apple Music, make podcasts accessible for everyone.

Podcasts can be listened to when travelling to work, on a walk, or when completing household tasks.

15-MINUTE PODCAST

Dr Monica Johnson runs the Savvy Psychologist podcast that focuses on explaining complex emotions, relationships, and self-understanding. Dr Johnson thoroughly and effectively explains the concept of compassion fatigue and how to recognise it in yourself through her 15-minute podcast.

To listen to her podcast, click the link below:

- 330 - The High Cost of Caring: Compassion Fatigue

30-MINUTE PODCAST

The Brain People Podcast consists of four mental health experts that provide their listeners with tools for overcoming mental health challenges. Episode 59 focuses solely on compassion fatigue, what it is, its relevance, how can we define it, and most importantly, how can we prevent it.

To listen to this podcast, click the link below:

- 059 Compassion Fatigue

Support services available

Lifeline

Lifeline is a non-profit organisation that offers support to Australians experiencing emotional distress. Lifeline offers phone, text, and online chat options, where individuals can talk to experienced and trained professionals about their mental health and wellbeing.

Phone number: 13 11 14

www.lifeline.org.au

Black Dog Institute

The Black Dog Institute is a facility that offers diagnosis, treatment, and prevention of mood disorders. The Black Dog Institute offers online mental health assessments for up to 10 different mental health conditions and then provides individuals with the best treatment options and ways to find help.

www.blackdoginstitute.org.au

Beyond Blue

Beyond Blue is an Australian organisation that provides mental and wellbeing support. Beyond Blue offers 24/7 support for people through their online counselling service. Beyond Blue also offers mental health coaching, aids people in finding and connecting with a mental health professional, and provides online peer support.

Call a counsellor: 1300 224 636

www.beyondblue.org.au

Allianz

Allianz offers a range of supports for mental health and wellbeing that employers can access and utilise via the **Allianz Workplace Mental Health Hub**. This resource offers:

- Resources on management of a range of workplace mental health issues.
- Access to training that covers a variety of mental health topics.
- Variety of guides and reference documents for employers.
- Access to research and data.

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