

# MODULE 9

## COMPASSION SATISFACTION



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## COMPASSION SATISFACTION

### PREP PROMPT

Describe the perfect day that would leave you feeling renewed. Where would you go? What would you do (or not do)?

### THE 3 R'S OF SELF-CARE

REFRESH  
REFUEL  
REJUVENATE

### CASCADE CHATS

I	II	III	IV
Culture	BSWH	Now	Legacy
Describe where you feel most cared for as a customer.	Who do you admire at BSWH for their ability to care for others & themselves? What habits do they practice?	How can you help cultivate compassion satisfaction for teammates at BSWH?	How might our profession look different if self-compassion was more widely practiced?

## OVERVIEW

L01: Understand the steps to improve your compassion satisfaction

L02: Apply the steps to create a daily compassion intention and renewal practice

Engagement Strategy:

Lecture on the importance of compassion satisfaction and the signs of compassion fatigue. Discussion of best practices/strategies for renewal, refreshment, and rejuvenation. Reflection on personal experiences with compassion fatigue. Develop ways to promote/increase compassion satisfaction.

Synch Matrix:

Start	End	Activity	Facilitator Notes
0:00	2:00	Main Intro/Instructor Intro	
2:00	4:15	Topic Intro	Kelley Russell-DuVarney introduces the topic of compassion satisfaction.
A 4:15	6:35	3 R's of Self-Care	Refresh, refuel, rejuvenate.
B 6:35	8:40	"Describe" Exercise	Share some of the ways you already use the three R's of self care.
8:40	9:50	Compassion Fatigue	Kelley shares a story about overcoming compassion fatigue
C 9:50	13:00	"Apply" Exercise	Create a self-care plan for your work week that uses the 3 R's.
D 13:00	15:40	More on Compassion Fatigue	Symptoms of compassion fatigue and ways to refresh & refuel.
E 15:40	18:50	"Reflect" Exercise	Share a time when you felt compassion fatigue and also share some ideas about managing stress at work.
18:55	21:45	Compassion Satisfaction	Kelley highlights the rewards of showing compassion.
F 21:45	28:30	Self-Compassion / "Examine" Exercise	Kelley walks through strategies about self-compassion. Reflect as a group on some of the ways you have cared for someone.
G 28:30	30:45	"Apply" Exercise	Make some compassion intentions for the week and ways you will stay accountable to these intentions.
30:45	32:15	Summary	
H 32:15	36:20	"Apply" Exercise	Share a time where you were compassionate and the rewards.
36:20	37:02	Conclusion	

Sources:

Hurley  
Kolts  
Sinclair  
Stevens

## DISCUSSION GUIDE

### A THE 3 R'S OF SELF-CARE

- REFRESH
  - Stretching
  - Breathing
  - Doodling
- REFUEL
  - Hydrate
  - Snack
  - Take a Walk
  - Quiet Time
- REJUVENATE
  - Hike
  - Enjoy the Water
  - Share a Meal
  - Hobbies
  - Religious Service

### B COMPASSION FUEL TANK

- Write down some of the ways you already refresh, refuel, and rejuvenate.
- Next, share your list with the group. Add to your list any new ideas you gain from the group.



## DISCUSSION GUIDE

### C SELF-CARE PLAN

- Write a basic self-care plan for your work week that includes activities that allow you to refresh, refuel, and rejuvenate.
- Share your plan with your group. Again, add to your plan any new ideas you gain from the group.



### D COMPASSION FATIGUE SYMPTOMS

- Feeling more angry and irritable than usual
- Being less tolerant of yourself, other people, or situations
- A greater difficulty focusing
- An increase in conflict in your relationships
- Greater difficulty sleeping
- Feeling less accomplished, dissatisfied with work

#### IF YOU'RE HAVING A TOUGH DAY

- Focus on what you did well
- Pray, meditate, and take time to relax
- Change something in your workday and go for novelty
- Embrace humor, tell a joke, or watch a funny video
- Support or compliment a colleague or friend

## DISCUSSION GUIDE

### E MANAGING COMPASSION FATIGUE

- Share about a time when you felt the onset of compassion fatigue and what you did to recover.
- Also, share a couple of ideas for managing stress at work.



### F BENEFITS OF SELF-COMPASSION

- Motivation and Self-Care
- Wellbeing, Confidence, and Resilience
- Improved Relationships
- Humility, Self-Care, and Courage
- Models Behavior for Others

#### GROUP EXERCISE

- What are some of the positive experiences you've had caring for someone?
- List a few ways you could begin to acknowledge and celebrate your stories of caring at work.



## DISCUSSION GUIDE

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### WAYS TO INCREASE COMPASSION SATISFACTION AT WORK

- Learn to say “No” or “Yes” more
- Delegate more often
- Share challenges and solutions with others
- Set aside time to prioritize challenges and difficulties
- Be intentional about transitioning between work and home

## G

### COMPASSION INTENTIONS

1. What is one compassion intention for your week?
2. Share your compassion intention with the group.
3. How will you stay accountable for this compassion intention?



## H

### COMPASSION STRUGGLES

Share a time when you were walking alongside someone during a struggle and it left you with great meaning or a form of satisfaction.



## TAKE-AWAYS

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### INSIGHTS:

### ACTIONS:

## CASCADE CHATS

These exercises are meant to deepen the learning and experience between modules for participants and their teams. Use blank spaces to record your personal responses prior to discussions. Update your notes based on the conversation.

I	Culture	Describe where you feel most cared for as a customer.	
II	BSWH	Who do you admire at BSWH for their ability to care for others & themselves? What habits do they practice?	
III	Now	How can you help cultivate compassion satisfaction for teammates at BSWH?	
IV	Legacy	How might our profession look different if self-compassion was more widely practiced?	