

# *PSYCHOLOGICAL PPE:* EXPLORING COMPASSION FATIGUE AND BURNOUT DURING COVID

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# INTRODUCTIONS

- Françoise Mathieu, M.Ed. RP.
  - Executive Director TEND Academy
- Dr. Jennifer Russel
  - Psychiatrist with Compass Program BCCH
  - Psychiatrist with the PHP in BC
  - Associate Tend Academy

# DISCLOSURES

- We have no disclosures

# LEARNING OBJECTIVES

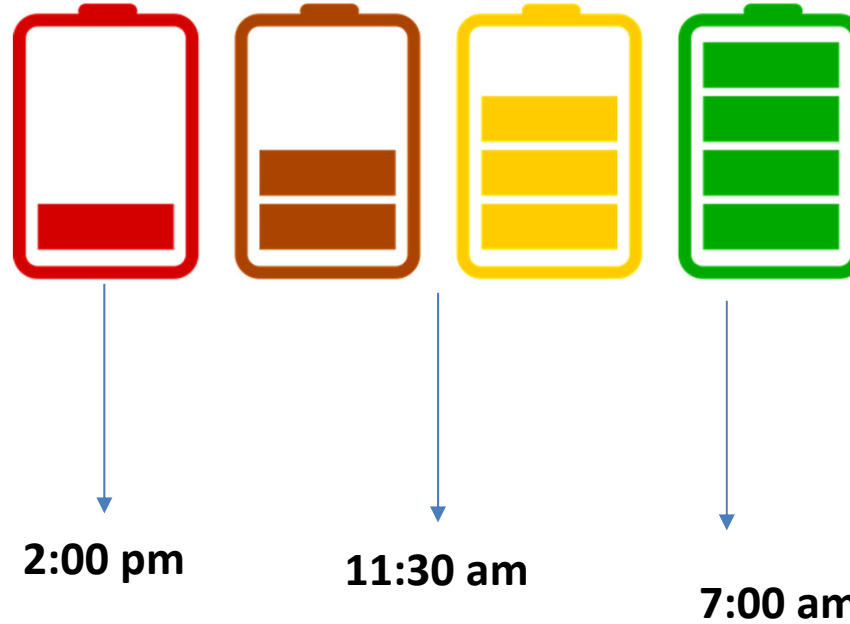
- The impact of the pandemic on physician health
- Understanding compassion fatigue & burnout in this context
- What is Psychological PPE?
- Questions
- Resources





**How is covid  
impacting  
*You?***

**What is your energy like these days?**



It all begins with you. If  
you do not care for  
yourself, you will not  
be strong enough to  
take care of  
anything in  
your life.

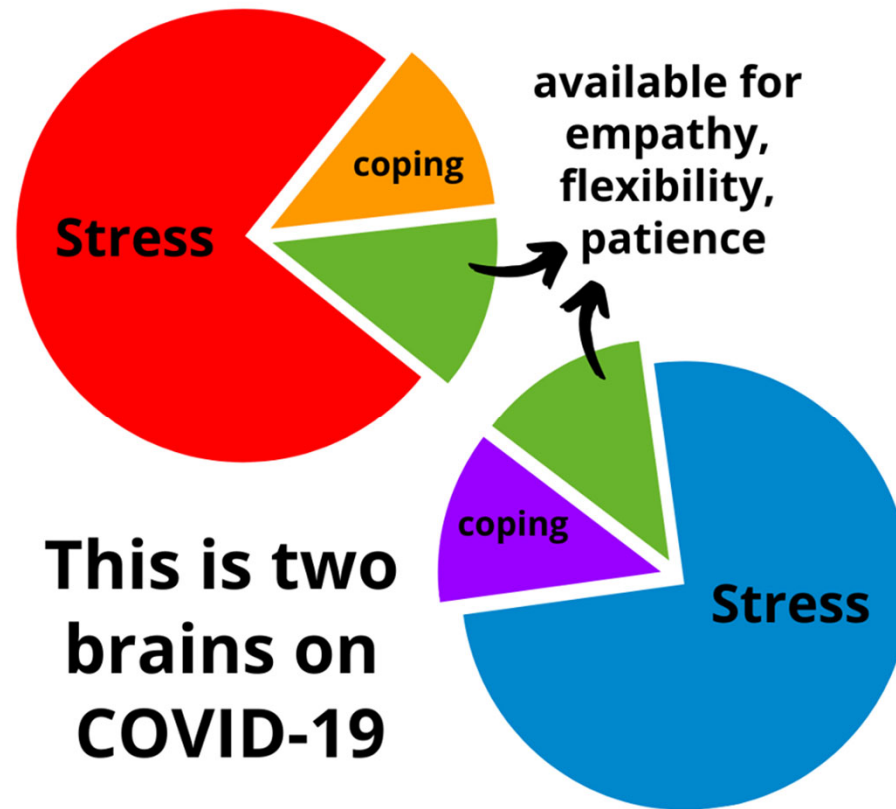
— Leon Brown.

DelightfulQuotes.com





# OUR WORK STRESSORS HAVE BEEN AMPLIFIED BY COVID



**This is two  
brains on  
COVID-19**

[www.drdebthompson.com](http://www.drdebthompson.com)

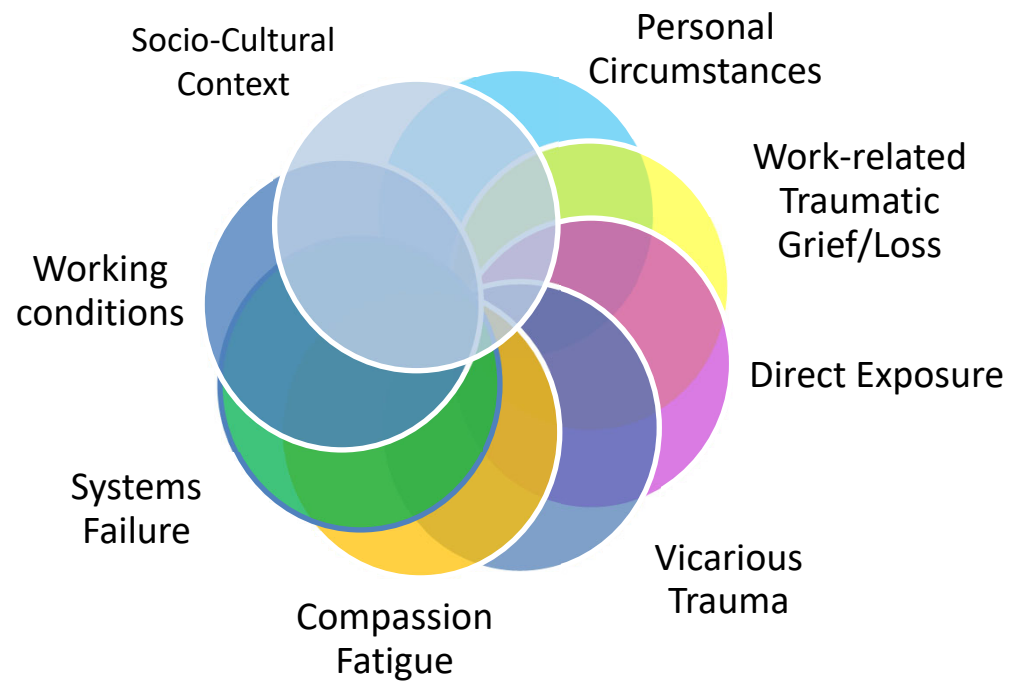
# WHAT IS IN OUR CONTROL?....REALLY

Take a minute to make sure that this is really *your* problem to tackle.

- |  |     |    |
|--|-----|----|
| A. Is it happening to me?                            | Yes | No |
| B. Is it happening between me and someone else?      | Yes | No |
| C. Is it happening to someone else?                  | Yes | No |
| D. Is it happening between two or more other people? | Yes | No |

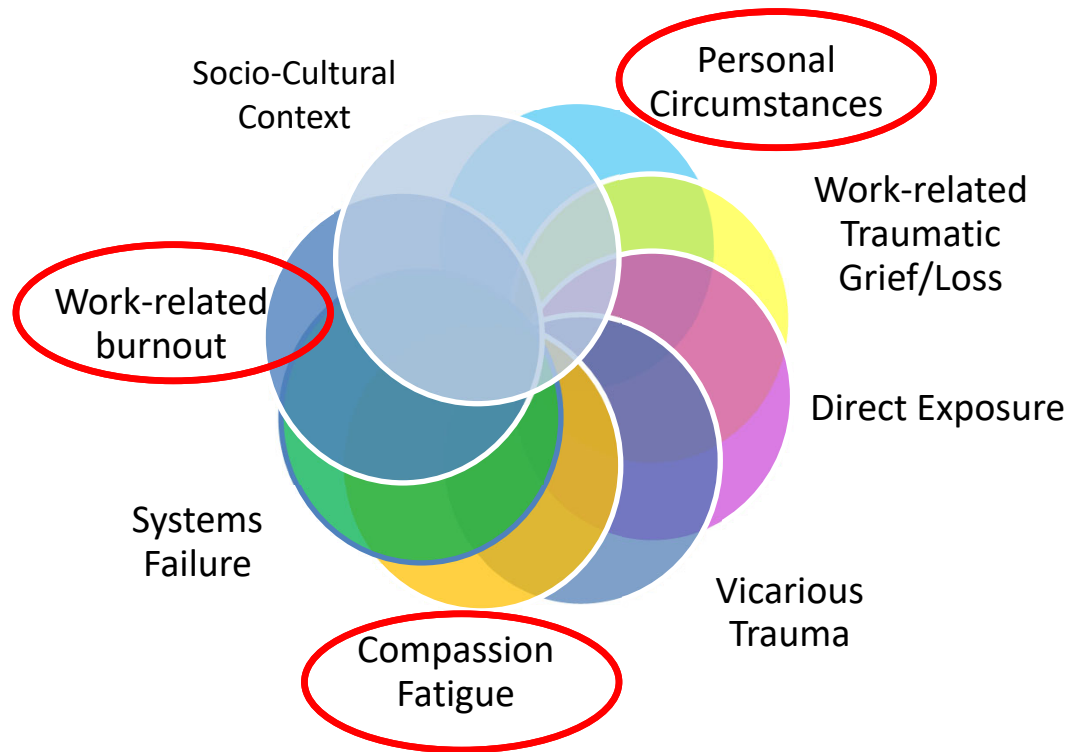
*(If you circled "yes" to A or B, this is likely a good problem for you to work on. If you circled "yes" to C or D, this may be a problem for someone else to work on. Talk with your counselor.)*

# COVID-19 RISK FACTORS FOR HELPING PROFESSIONALS



*Image courtesy of Dr. Leslie Anne Ross, UCLA*

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*Image courtesy of Dr. Leslie Anne Ross, UCLA*

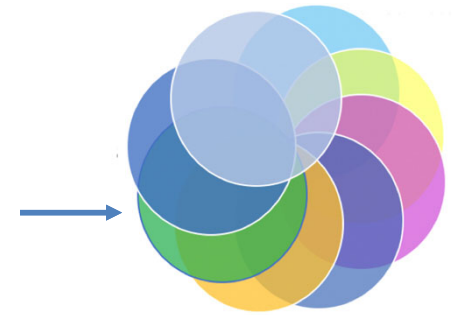
# COMPASSION FATIGUE



- Compassion fatigue around covid-related news
- Feeling irritated about someone else's concern about infection
- Under-responding to other events
- Feeling numb/unmoved
- Irritated by “petty” concerns from patients

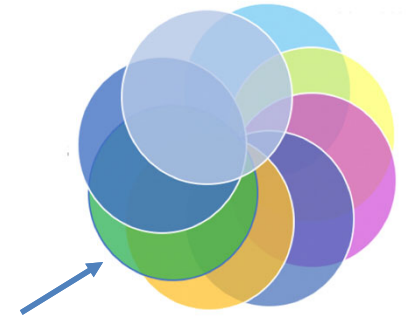


# BURNOUT



- Fatigue, overwork & wear and tear
- Perceived lack of support
- Inconsistent, contradictory communication from leadership
- Differences in how staff in different roles are treated at an organization
- Conflict at work
- Other

# SYSTEMS FAILURE



- Moral distress (end of life care, long term care, gaps in services, elimination of other services, loss of harm reduction programs, overdoses), distress about disparities in wages/working conditions, between units/teams and more
- Moral injury
- Being redeployed to other setting where we are not qualified or our skills are being unused etc.
- Lack of resources
- Not feeling that organization is protecting staff physically
- Disagreement with agency/county/state/national level policies and procedures
- Fear for patients falling through the cracks

# Managing moral distress is complex and multilayered

- Moral distress in health care existed long before COVID
- Now things are amplified
- We need communities of practice
- Space to safely vent and debrief
- Post-pandemic planning
- Advocacy

# AMPLIFIERS


- Fatigue, Strain, Wear and Tear



# AMPLIFIERS

- Unspecified anxiety, uncertainty, unpredictability



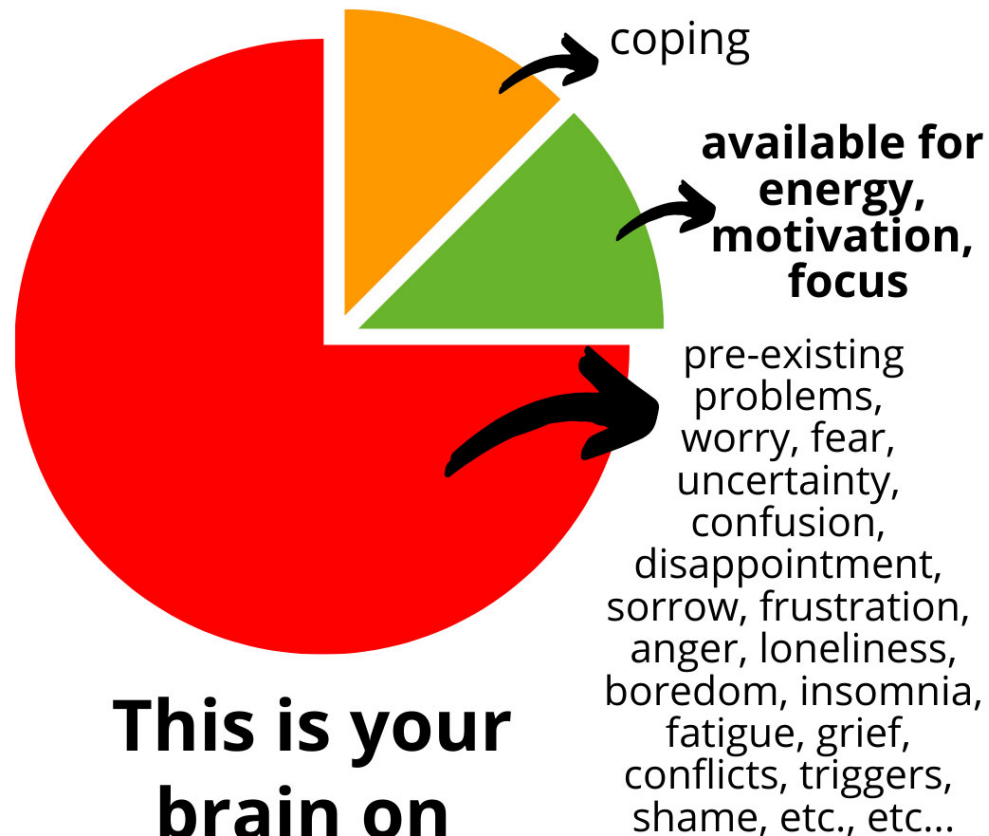


# **Psychological PPE**

## **What can you do?**

### **Strategies for Managing the Pandemic**

- This is your brain on Covid
- Lessons learned from SARS: social support and good leadership
- Self care practices



**This is your  
brain on  
COVID-19**

[www.drdebthompson.com](http://www.drdebthompson.com)



<https://www.tendacademy.ca/covid19/>

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**COMMENTARY**

# Applying the Lessons of SARS to Pandemic Influenza

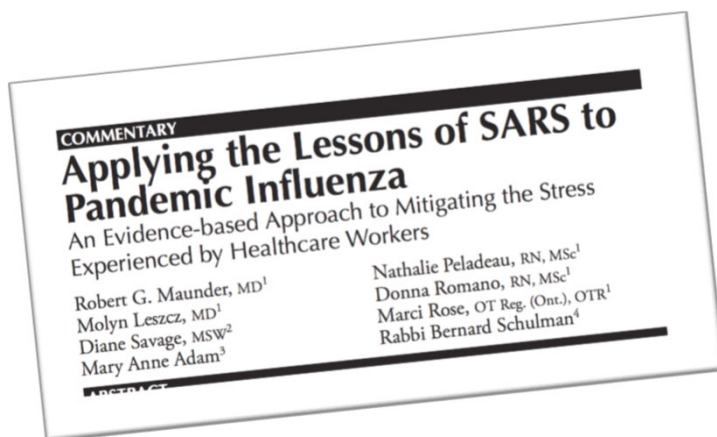
An Evidence-based Approach to Mitigating the Stress  
Experienced by Healthcare Workers

Robert G. Maunder, MD<sup>1</sup>  
Molyn Leszcz, MD<sup>1</sup>  
Diane Savage, MSW<sup>2</sup>  
Mary Anne Adam<sup>3</sup>

Nathalie Peladeau, RN, MSc<sup>1</sup>  
Donna Romano, RN, MSc<sup>1</sup>  
Marci Rose, OT Reg. (Ont.), OTR<sup>1</sup>  
Rabbi Bernard Schulman<sup>4</sup>

**ABSTRACT**

Source: Maunder, R. et al (2008) *Canadian Journal of Public Health*



## What do we already know?

- We need social connection with colleagues & loved ones
- Feeling supported by managers
- Leaders need to acknowledge the current crisis and show flexibility e.g. Good Friday example

*Source: Maunder, R. et al (2008) Canadian Journal of Public Health*

# THE IMPORTANCE OF SOCIAL SUPPORT

- Kyle Killian, Ph.D.
- Helping Till it Hurts?
- Social support between colleagues: the most important factor in reducing CF
- Ironically, CF chips away at this important connection
- Result: Cynicism, negativity in the workplace
- A toxic, negative work climate
- The more bitter we are, the less we will turn to colleagues and/of offer them support (in a constructive way)

*Killian, K.D. (2008)*

# WHO IS PART OF YOUR EMOTIONAL VILLAGE?

- Who is there to not only offer you support, but also to hold you lovingly and respectfully accountable?
- Peer support programs
- Creating local peer supervision groups

*(van Dernoot Lipsky, 2009)*

# What do we already know? con't

- We need to find ways to reset
- We need breaks from the news cycle & information overload





# MANAGING MEDIA EXPOSURE DURING COVID-19

Many of us are taking careful precautions to avoid exposure to the COVID-19 virus – and yet, we don't often consider how we are repeatedly exposing ourselves to traumatic and disturbing media content.

This repeated exposure has a negative impact on our wellbeing.

## HAS THIS HAPPENED TO YOU?





## HOW CAN WE STAY INFORMED WITHOUT BEING BOMBARDED BY TOXICITY?



### LIMIT TO 10 MINS/DAY

Set a limit on time spent checking news sources to avoid media rabbit holes

### USE TRUSTED SOURCES

Avoid news outlets that focus on shock-value or fear mongering



### PROTECT YOUR SLEEP

Avoid consuming media a few hours before sleep.  
Rest is necessary to reset

### MINDFUL CONSUMPTION

Consider deleting apps from your phone - searching for a website is more mindful than scrolling



## TAKE A TRAUMA INPUT SURVEY:



- **What does your day start with?** Note how many disturbing images, difficult stories, or actual images of pain and suffering you come across.
- **What about your work?** How many difficult stories do you hear, whether it be in a case conference, debriefing a colleague or reading files?
- **What about your transition to being off duty?** Do you listen to the news on TV? Do you watch violent shows on Netflix at night?

PSYCHOLOGICAL HEALTH IS PART OF OVERALL HEALTH

Visit [www.TENDacademy.ca](http://www.TENDacademy.ca) for more resources







[www.hamiltonhealthsciences.ca/covid19/staff-physician/resilience-ethics/resilience-support-toolkit](http://www.hamiltonhealthsciences.ca/covid19/staff-physician/resilience-ethics/resilience-support-toolkit)

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# THREE MINUTE BREATHING SPACE

Developed by Diana Tikasz, MSW, RSW



## FIRST MINUTE



### NOTICE ANY SOUNDS YOU HEAR

What sounds are near or far?

Notice how the sounds arise and disappear

Every time that you notice your thoughts wander, simply and without judgement, return to the sounds

\_\_\_\_\_

## SECOND MINUTE



### NOTICE ANY BODY SENSATIONS

What parts of your body are warm or cold?

Notice the sensations of contact with the chair or with your clothing

Whatever you notice is perfectly fine and does not need to be changed in anyway. Just notice.

\_\_\_\_\_

## THIRD MINUTE



### NOTICE YOUR BREATH

Where do you notice your breath- is it at the nostrils, the chest, the belly?

Notice the expansion and the settling of the body as you breathe

Can you follow the full inhale and exhale of breath?

\_\_\_\_\_

# “Feet on the Floor” with Diana Tikasz

October 23, 2019 / By [Communications Coordinator](#) / In [Uncategorised](#) / [4 Comments](#)



<https://www.tendacademy.ca/feet-on-the-floor/>

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“In the end, with systems crashing and failing, what mattered most and had the greatest immediate effects were the actions and decisions made in the midst of a crisis by individuals.”

Sheri Fink, *Five Days at Memorial*



## Key Takeaways

- We need to retain the ability to think clearly
- Recognize the dangers of wear and tear
- Understand and work with the “Covid-Fog”
- We need social support, breaks, flexibility
- Pause, Reset, Nourish (PRN)

# RESOURCES

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Visit our website for covid-19 resources: [www.tendacademy.ca](http://www.tendacademy.ca)



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# Resources

## **TEND Covid-19 Articles:**

**This is a Marathon, Not a Sprint: Strategies to Address Wear & Tear in Helping Professionals during Covid-19**

<https://www.tendacademy.ca/marathon-not-sprint-covid19/>

**Dealing with Stress & Uncertainty**

<https://www.tendacademy.ca/dealing-with-stress/>

**Leaders are People too: Staying Well During Covid-19**

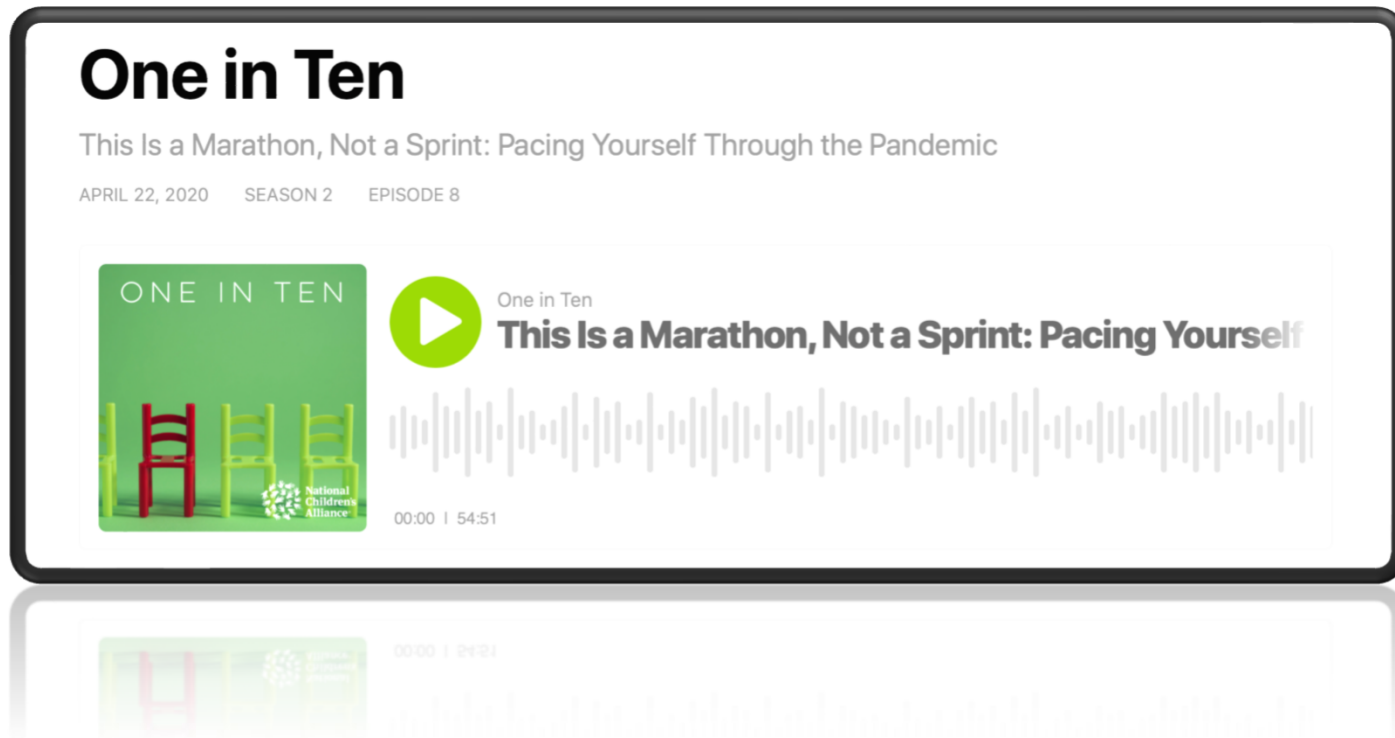
<https://www.tendacademy.ca/leaders-are-people-too/>

**Today, Spare a Thought for The Call Centre Operators**

<https://www.tendacademy.ca/spare-a-thought-for-call-centre-operators/>



# Podcast with the National Children's Alliance



<https://www.buzzsprout.com/280046/3463774-this-is-a-marathon-not-a-sprint-pacing-yourself-through-the-pandemic>



COVID-19

## COVID-19: SUPPORTING ETHICAL CARE AND RESPONDING TO MORAL DISTRESS IN A PUBLIC HEALTH EMERGENCY

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<https://www.thehastingscenter.org/guidancetoolsresourcescovid19/>



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# References

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Fink, Sheri (2013) *Five days at Memorial: Life and Death in a Storm Ravaged Hospital*. New York: Random House.

Hamilton Health Sciences Covid19 Resilience Support Toolkit:

[www.hamiltonhealthsciences.ca/covid19/staff-physician/resilience-ethics/resilience-support-toolkit](http://www.hamiltonhealthsciences.ca/covid19/staff-physician/resilience-ethics/resilience-support-toolkit)

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# Time for Questions

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