




The Ethics of Self-Care: Effective Self-Care for Ensuring Professional Longevity and Avoiding Burnout



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Training Agenda

COURSE OBJECTIVES

1. Understand ethics related to professional impairment
2. Differentiate between compassion fatigue, secondary traumatic stress, and vicarious traumatization;
3. Articulate the unique array of symptoms indigenous to compassion fatigue;
4. Assess and identify symptoms of compassion fatigue in self and others;






Training Agenda

COURSE OBJECTIVES

5. Recognize compassion fatigue triggers and early warning signs;
6. Identify and utilize resources and plans for resiliency and prevention for self and ability to facilitate this plan with others;
7. Create and maintain a self-care plan for self
8. Facilitate a self-care plan for self








The Ethics of Self-Care: Effective Self-Care for Ensuring Professional Longevity and Avoiding Burnout



**Counselor Impairment:
Ethical Practice & the Personal Needs of
the Therapist**



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**Therapist's Personal Needs & Ethical Practice:
Professional Impairment**

NAADAC / NCC AP (2016)
Principle III: Professional Responsibilities and Workplace Standards

➤ **III.18 - Self-Monitoring**

"Addiction Professionals are continuously self-monitoring in order to meet their professional obligations. Providers shall engage in self-care activities that promote and maintain their physical, psychological, emotional, and spiritual well-being."







**Therapist's Personal Needs & Ethical Practice:
Professional Impairment**

American Counseling Association (2014)
C.2 – Professional Competence

➤ **C.2.g - Impairment**

"Counselors monitor themselves for signs of impairment from their own physical, mental, or emotional problems and refrain from offering or providing professional services when impaired. They seek assistance for problems that reach the level of professional impairment, and, if necessary, they limit, suspend, or terminate their professional responsibilities until it is determined that they may safely resume their work. Counselors assist colleagues or supervisors in recognizing their own professional impairment and provide consultation and assistance when warranted with colleagues or supervisors showing signs of impairment and intervene as appropriate."







Therapist's Personal Needs & Ethical Practice:
Professional Impairment

NAADAC / NCC AP (2016)
Principle III: Professional Responsibilities and Workplace Standards

➤ **III.41 - Impairment**
"Addiction Professionals shall recognize the effect of impairment on professional performance and shall seek appropriate professional assistance for any personal problems or conflicts that may impair work performance or clinical judgment. Providers shall continuously monitor themselves for signs of impairment physically, psychologically, socially, and emotionally. Providers, with the guidance of supervision or consultation, shall seek appropriate assistance in the event they are professionally impaired. Providers shall abide by statutory mandates specific to professional impairment when addressing one's own impairment."




Therapist's Personal Needs & Ethical Practice:
Professional Impairment

NAADAC / NCC AP (2016)
Principle III: Professional Responsibilities and Workplace Standards

➤ **III.42 - Impairment**
"Addiction Professionals shall offer and provide assistance and consultation as needed to peers, coworkers, and supervisors who are demonstrating professional impairment, and intervene to prevent harm to clients. Providers shall abide by statutory mandates specific to reporting the professional impairment of peers, coworkers, and supervisors."




The Counselor as Person & Professional:
Therapist's Personal Needs & Ethical Practice

✓ **Balancing life roles** ✓ **Therapist self-care**

- ✓ Do I have healthy boundaries in place and set limits for myself both personally and professionally?
- ✓ Am I getting my needs for nurturance, recognition and support met from those who are significant in my life?
- ✓ Do I feel inadequate when client's don't make progress? If so, how might this inadequacy adversely affect my work with these clients?
- ✓ How can I work to be objective enough to relate professionally to clients who have problems that I also have personal experience with?
- ✓ How much do I depend on being appreciated by others in my own life?






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Review **Chondra's** CASE STUDY with your group. If you look at her through the lens of the next 4 slides, what do you see?



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The Counselor as Person & Professional:
Therapist's Personal Needs & Ethical Practice

- ✓ Influence of a counselors' personality traits
- ✓ Goals/motivation
 - *Help others like you were helped*
- ✓ Personal needs,
 - *To be appreciated by others*
 - *Exaggerated need to nurture*
 - *To feel powerful or important*
 - *For acceptance or admiration*






The Counselor as Person & Professional:
Therapist's Personal Needs & Ethical Practice

- ✓ Influence of a counselors' personality traits
- ✓ Goals/motivation
- ✓ Personal needs
- ✓ Transference / countertransference
 - *Being overprotective*
 - *Rejecting clients*
 - *Seeing ourselves in clients*
 - *Developing sexual or romantic feelings*
 - *Giving advice*
 - *Developing social relationships*






The Counselor as Person & Professional:
Therapist's Personal Needs & Ethical Practice

- ✓ Management of Transference / countertransference,
 - *Source of Understanding*
 - *Establishing boundaries*
 - *Personal therapy*
 - *Clinical supervision*




The Counselor as Person & Professional:
Therapist's Personal Needs & Ethical Practice

- ✓ Transference / countertransference,
- ✓ Personal dynamics,
- ✓ Job stress
 - *Empathy fatigue*
 - *Burn out*







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Now that you have reviewed **Chondra's CASE STUDY**, what did you see? Use your phone to **enter KEY WORDS** in Poll Everywhere



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Questions?



THE ETHICS OF SELF-CARE:
Effective Self-Care for Ensuring Professional Longevity and Avoiding Burnout




The Ethics of Self-Care: Effective Self-Care for Ensuring Professional Longevity and Avoiding Burnout

Counselor Survival Strategies



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Counselor Surviving/Thriving Strategies

Counselor Surviving

- Knowledge of the tolls of working with the suffering
- Self Care Awareness

Counselor Thriving Involves

- Self Care Practice







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Understanding Compassion Fatigue



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Primary Stress Injuries

- ✓ Acute Stress
- ✓ Acute Stress Disorder
- ✓ Posttraumatic Stress Disorder



Secondary Stress Injuries

- ✓ Compassion Fatigue
- ✓ Secondary Traumatic Stress
- ✓ Vicarious Trauma







Compassion Fatigue

- ✓ Double edged sword
- ✓ Care deeply for others, allows us to get close; puts us at risk
- ✓ At risk for STS experiences – clinicians, police, fire, ambulance, 911 CO, hospital staff, care givers, journalists, jurors, lawyers, shelter staff, etc.



Compassion Fatigue

- | | |
|------------------------|---------------------------------|
| ✓ Emotional exhaustion | ✓ Anxiety |
| ✓ Physical exhaustion | ✓ Disconnection from loved ones |
| ✓ Desensitization | ✓ Disconnection from friends |
| ✓ Poor bedside manner | ✓ Social isolation |
| ✓ Clinical errors | |
| ✓ Depression | |



Symptoms of Compassion Fatigue

- | | |
|---|--|
| ✓ Nervous system arousal (Sleep disturbance) | ✓ Identity, worldview, and spirituality impacted |
| ✓ Emotional intensity increases | ✓ Beliefs and psychological needs-safety, trust, esteem, intimacy, and control |
| ✓ Cognitive ability decreases | ✓ Loss of hope and meaning=existential despair |
| ✓ Behavior and judgment impaired | ✓ Anger toward perpetrators or causal events |
| ✓ Isolation and loss of morale | |
| ✓ Depression and PTSD (potentiate) | |
| ✓ Loss of self-worth and emotional modulation | |



Key CF Risk Factors: **Where Do You See Yourself?**

- ✓ Highly dedicated providers
- ✓ High demand for personal competence
- ✓ Low Self-compassion
- ✓ Personal History
- ✓ Large care load
- ✓ Lack trauma & CF training
- ✓ Identify with victims
- ✓ Workplace not supportive
- ✓ Family/Friends unsupportive
- ✓ A psychical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation
- ✓ Diseases of Adaptation – Selye
- ✓ General Adaptation Syndrome
- ✓ Exposure of any organism to unrelenting stress over time and the result is disease formation



The Stages of Burnout



1. Stress Arousal
2. Energy Conservation
3. Exhaustion





The Ethics of Self-Care: Effective Self-Care for Ensuring Professional Longevity and Avoiding Burnout

Review **Justin's** CASE STUDY with your group. If you look at his through the lens of the last several slides, what do you see?



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The Ethics of Self-Care: Effective Self-Care for Ensuring Professional Longevity and Avoiding Burnout

Now that you have reviewed **Justin's CASE STUDY**, use your phone to indicate what you saw.



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Questions?



THE ETHICS OF SELF-CARE: Effective Self-Care for Ensuring Professional Longevity and Avoiding Burnout



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Practitioner Standards of Healthcare



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Practitioner Standards of SELF-Care

Adopted by the
Green Cross Academy of
Traumatology



It is an ethical violation
to neglect your self care

Strong ethics = strong self care



SoSC-I. Purpose of Guidelines

Do no harm to self in line of duty.

Attend to needs:

- ✓ Physical
- ✓ Social
- ✓ Emotional
- ✓ Spiritual



(c) Figley Institute 2013

<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>



SoSC-II. Ethical Principles



- ✓ Do no harm!
- ✓ Compassion Fatigue has been linked to ethical errors therefore
- ✓ It is unethical to neglect self care

<http://greencross.org/wp-content/uploads/2017/11/Standards-of-Self-Care-Guidelines.pdf>



SoSC-III. Humane Practice of Self Care

- ✓ Wellness
- ✓ Physical rest and nourishment
- ✓ Emotional rest and nourishment
- ✓ Sustenance modulation



SoSC-V. Establishing and Maintaining Wellness

- ✓ Commitment to self care
- ✓ Strategies for letting go of work
- ✓ Strategies for gaining a sense of achievement



Self-Care Battery: **How vulnerable are you to stress?**

DIRECTIONS:

Complete the scales in your **Self-Care In-Class Battery** and calculate your scores.

Discuss in groups at your own comfort level.



Social Readjustment Rating Scale (SRRS)

Are stressful major life events impacting your functioning?

Complete the scale and calculate your score.

Discuss in groups at your own comfort level.



ProQOL-5 Professional Quality of Life Scale

How has helping others impacted you?

Complete the scale and calculate your score.

Discuss in groups at your own comfort level.



Next Steps

Complete the Score Pattern Analysis.

Discuss in groups at your own comfort level.





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Dr. Sutherland's Self-Care Assessment Results



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Dr. Sutherland's Score Pattern Analysis

Social Readjustment Rating Scale
Directions: If an event mentioned has occurred in the past year, or is expected in the near future, copy the number in the score column. If the event has occurred or is expected to occur more than once, multiply this number by the frequency of the event.

	Impact score	My score
Death of spouse	100	0
Divorce	76	0
Marital Separation	65	0
Jail Term	63	0
Death of close family member	63	63
Personal injury or illness	59	0
Marriage	50	0
Fired at work	47	0
Marital reconciliation	45	0
Retirement	45	0
Change in health of family member	44	0



Dr. Sutherland's Score Pattern Analysis

Change in residence	20	0
Change in schools	20	0
Change in recreations	19	0
Change in church activities	19	0
Change in social activities	19	0
Mortgage or loan less than \$20,000	17	0
Change in sleeping habits	16	16
Change in number of family get-togethers	15	15
Change in eating habits	15	15
Vacation	13	0
Christmas approaching	12	12
Moving to a new place	11	0
TOTAL SCORE:		255



Dr. Sutherland's Score Pattern Analysis

Score Pattern Analysis: Life Stress, Resilience & Coping
(Abbreviated)
Updated 5.13.19-DSS

Instructions: Record your score for each self-assessment in the section below, and circle the rating into which your score falls.

Social Readjustment Scale

	0 – 150	151 – 299	300+
	< 37% Chance of stress related disorder occurring	50% chance of stress related disorder occurring	80% chance of stress related disorder occurring
Enter Your Score Here		255	

Professional Quality of Life (ProQOL-5)

Dr. Sutherland's Score Pattern Analysis

PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL)
COMPASSION SATISFACTION AND COMPASSION FATIGUE
(PROQOL) VERSION 5 (2009)

When you [help] people you have direct contact with their lives. As you may have found, your compassion for those you [help] can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative, as a [helper]. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the last 30 days.

1=Never 2=Rarely 3=Sometimes 4=Often 5=Very Often

3	1. I am happy.
4	2. I am preoccupied with more than one person I [help].
4	3. I get satisfaction from being able to [help] people.
3	4. I am connected to others.
5	5. I jump or am startled by unexpected sounds.
5	6. I feel invigorated after working with those I [help].
2	7. I find it difficult to separate my personal life from my life as a [helper].
1	8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].
3	9. I think that I might have been affected by the traumatic stress of those I [help].
3	10. I feel trapped by my job as a [helper].
3	11. Because of my [helping], I have felt "on edge" about various things.
4	12. I like my work as a [helper].
1	13. I feel depressed because of the traumatic experiences of the people I [help].

Dr. Sutherland's Score Pattern Analysis

WHAT IS MY SCORE AND WHAT DOES IT MEAN?

In this section, you will score your test so you understand the interpretation for you. To find your score on each section, total the questions listed on the left and then find your score in the table on the right of the section.

Compassion Satisfaction Scale

Copy your rating on each of these Questions on to this table and add them up. When you have added them Up you can find your score on the Table to the right.

3	1
6	5
12	4
16	3
18	4
20	4
22	4
24	6
27	4
30	4
Total: 41	

The sum of my Compassion Satisfaction questions is	So my Score Equals	And my Compassion Satisfaction level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

Dr. Sutherland's Score Pattern Analysis

YOUR SCORES ON THE PROQOL- PROFESSIONAL QUALITY OF LIFE SCREENING

Based on your responses, place your personal scores below. If you have any concerns, you should discuss them with a physical or mental health care professional.

Compassion Satisfaction 50

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society. Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job.

The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

Dr. Sutherland's Score Pattern Analysis

Social Readjustment Scale

	0 - 150 ≤ 37% chance of stress related disorder occurring	151 - 299 50% chance of stress related disorder occurring	300+ 80% chance of stress related disorder occurring
Enter Your Score Here		<u>255</u>	

Professional Quality of Life (ProQOL-5)

	High (57 or more) You probably derive a great deal of professional satisfaction from your position	Moderate (around 50)	Low (43 or less) You may either find problems with your job, or maybe you derive satisfaction from non-job related activities
Compassion Satisfaction Score			
Burnout Score	Low (43 or less) You have positive feelings about your ability to be effective in your work	Moderate (around 50)	High (57 or more) You may wish to think about what at work makes you feel like you are not effective in your position
Secondary Traumatic Stress Score (Compassion Fatigue)	Low (43 or less)	Moderate (around 50)	High (57 or more) You may want to take some time to think about what at work may be frightening you

Dr. Sutherland's Score Pattern Analysis

Burnout Scale

On the burnout scale you will need to take an extra step. Starred items are "reverse scored." If you scored the item 1, write a 5 beside it. The reason we ask you to reverse the scores is because scientifically the measure works better when these questions are asked in a positive way through they can tell us more about their negative form. For example, question 1, "I am happy" tells us more about the effects

You Wrote	Change to	of helping when you are not happy so you reverse the score
5	1	
4	2	
3	3	
2	4	
1	5	

*1. 3 = 2
 *4. 3 = 2
 8. 1
 10. 2
 *15. 4 = 2
 *17. 3 = 2
 19. 2
 21. 2
 26. 3
 *29. 1 = 2

The sum of my Burnout Questions is: 23

The sum of my Burnout Questions is	So my score equals	And my Burnout level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High

Dr. Sutherland's Score Pattern Analysis

Burnout 50

Most people have an intuitive idea of what burnout is. From the research perspective, burnout is one of the elements of Compassion Fatigue (CF). It is associated with feelings of hopelessness and difficulties in dealing with work or in doing your job effectively. These negative feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference, or they can be associated with a very high workload or a non-supportive work environment. Higher scores on this scale mean that you are at higher risk for burnout.

The average score on the burnout scale is 50 (SD 10; alpha scale reliability .75). About 25% of people score above 57 and about 25% of people score below 43. If your score is below 43, this probably reflects positive feelings about your ability to be effective in your work. If your score above 57 you may wish to think about what at work makes you feel like you are not effective in your position. Your score may reflect your mood; perhaps you were having a "bad day" or are in need of some time off. If the high score persists or if it is reflective of other worries, it may be a cause for concern.




Dr. Sutherland's Score Pattern Analysis

Professional Quality of Life (ProQOL-5)

Compassion Satisfaction Score	High (57 or more) <i>You probably derive a great deal of professional satisfaction from your position</i>	Moderate (around 50)	Low (43 or less) <i>You may either find problems with your job, or maybe you derive satisfaction from non-job related activities</i>
Burnout Score	Low (43 or less) <i>You have positive feelings about your ability to be effective in your work</i>	Moderate (around 50)	High (57 or more) <i>You may wish to think about what at work makes you feel like you are not effective in your position</i>
Secondary Traumatic Stress Score (Compassion Fatigue)	Low (43 or less)	Moderate (around 50)	High (57 or more) <i>You may want to take some time to think about what at work may be frightening you</i>

How vulnerable are you to stress?

Excellent Resistance	Some Vulnerability	Serious Vulnerability
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Dr. Sutherland's Score Pattern Analysis

Secondary Traumatic Stress Scale

Just like you did on Compassion Satisfaction, copy your rating on each of these questions on to this table and add them up. When you have added them up the right.

2.	4
5.	3
7.	2
9.	3
11.	3
13.	1
14.	1
23.	1
25.	1
28.	1
Total:	20

The sum of my Secondary Trauma question is	So my Score Equals	And my Secondary Traumatic Stress level is
22 or less	43 or less	Low
Between 23 and 41	Around 50	Average
42 or more	57 or more	High




Dr. Sutherland's Score Pattern Analysis

Secondary Traumatic Stress. 43

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other's trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others' traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure. The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event.

The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores do not mean that you do have a problem, they are an indication that you may want to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague, or a health care professional.



Dr. Sutherland's Score Pattern Analysis

Professional Quality of Life (ProQOL-5)			
Compassion Satisfaction Score	High (57 or more) <i>You probably derive a great deal of professional satisfaction from your position</i>	Moderate (around 50)	Low (43 or less) <i>You may either find problems with your job, or maybe you derive satisfaction from non-job related activities</i>
Burnout Score	Low (43 or less) <i>You have positive feelings about your ability to be effective in your work</i>	Moderate (around 50)	High (57 or more) <i>You may wish to think about what at work makes you feel like you are not effective in your position</i>
Secondary Traumatic Stress Score (Compassion Fatigue)	Low (43 or less)	Moderate (around 50)	High (57 or more) <i>You may want to take some time to think about what at work may be frightening you</i>
How vulnerable are you to stress?	Excellent Resistance	Some Vulnerability	Serious Vulnerability



Social Readjustment Scale

	0 - 150 ≤ 37% Chance of stress related disorder occurring	151 - 299 40% chance of stress related disorder occurring	300+ 80% chance of stress related disorder occurring
Enter Your Score Here		255	
Professional Quality of Life (ProQOL-5)			
Compassion Satisfaction Score	High (57 or more) <i>You probably derive a great deal of professional satisfaction from your position</i>	Moderate (around 50)	Low (43 or less) <i>You may either find problems with your job, or maybe you derive satisfaction from non-job related activities</i>
Burnout Score	Low (43 or less) <i>You have positive feelings about your ability to be effective in your work</i>	Moderate (around 50)	High (57 or more) <i>You may wish to think about what at work makes you feel like you are not effective in your position</i>
Secondary Traumatic Stress Score (Compassion Fatigue)	Low (43 or less)	Moderate (around 50)	High (57 or more) <i>You may want to take some time to think about what at work may be frightening you</i>
How vulnerable are you to stress?	Excellent Resistance	Some Vulnerability	Serious Vulnerability

Questions?



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Creating a Self-Care Plan



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Self-Care/Prevention Plan Development

1. Choose & complete any 3 sections the Self-Care Assessment.
Are you surprised by what you saw?
2. Develop/Select a goal for each category you chose.




Group Discussion

- Were you surprised by what you saw was true for you in your Self-Care Assessment?
- Based on what you saw, what goals did you select for yourself and why?




Prevention Plan Development

3. Do the rest on your own, including using the Maintenance Worksheet.
4. Analyze the resources for and resistances to achieving goal
5. Discuss goal and implementation plan with support person




Prevention Plan Development

6. Activate plan
7. Evaluate plan weekly, monthly, yearly with support person
8. Notice and appreciate the changes
9. Repeat as needed






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Self-Care Plan:
Strengthening Coping Strategies



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Compassion Stress Management Techniques – Self Directed

- ✓ Breath Work
- ✓ Breathing Meditation





Compassion Stress Management Techniques – Self Directed

- ✓ Visualization





Tips for Managing Compassion Fatigue & Burnout

Do:

- Find someone to talk to. ☐
- Understand that the pain you feel is normal. ☐
- Exercise and eat properly. ☒
- Get enough sleep. ☐
- Take some time off. ☐
- Develop interests outside of counseling. ☐
- Identify what's important to you. ☐






Tips for Managing Compassion Fatigue & Burnout

Don't:

- Blame others.
- Look for a new job, buy a new car, get a divorce or have an affair.
- Fall into the habit of complaining with your colleagues.
- Hire a lawyer.
- Work harder and longer.
- Self-medicate.
- Neglect your own needs and interests.





Source: Landstuhl Regional Medical Center

Other Methods:

- ✓ Journaling
- ✓ Art Therapy
- ✓ Poetry Therapy
- ✓ Music and Other Creative Therapies
- ✓ Dance and Other Kinesthetic Treatments






Questions?



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