SELF-CARE IN ADDICTION TREATMENT: ADDRESSING BURNOUT AND VICARIOUS TRAUMA

Presented by

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1

COURSE OBJECTIVES

SELF-CARE

Examine practical application for the 8 domains of self-care in systems of addiction treatment and recovery settings

VICARIOUS TRAUMA

Create an individualized vicarious trauma prevention toolbox that will include prevention skills, intervention strategies, and recovery steps

STRATEGIES

Describe best practices for self-care as an addiction professional

This is **real** recovery℠

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WHAT YOU ARE FEELING IS REAL

1 Experiencing burnout doesn't mean there's something wrong with you

2 You are not crazy...we really do have a workforce shortage and mental health crisis happening at the same time

3 Patients are entering treatment with higher acuity

4 Many of these illicitly produced synthetic opioids are more potent than morphine and heroin

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Remember your why; your passion fuels you in times of adversity

Passion without a plan can be harmful, especially in times of stress

Self-care starts with self-awareness

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WHAT IS SELF-CARE?

Self-care is the act of engaging in different activities to gain or maintain an optimal level of overall health that can add to your well-being. Self-care requires intentional actions that build into fulfilling habits, leveraged as a deliberate way of life to ensure overall contentment and balance.

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Reconceptualizing Self-Care as a Multidimensional Concept

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Photo by **Bluewater Sweden** on **Unsplash**

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ENVIRONMENTAL
Self-Care

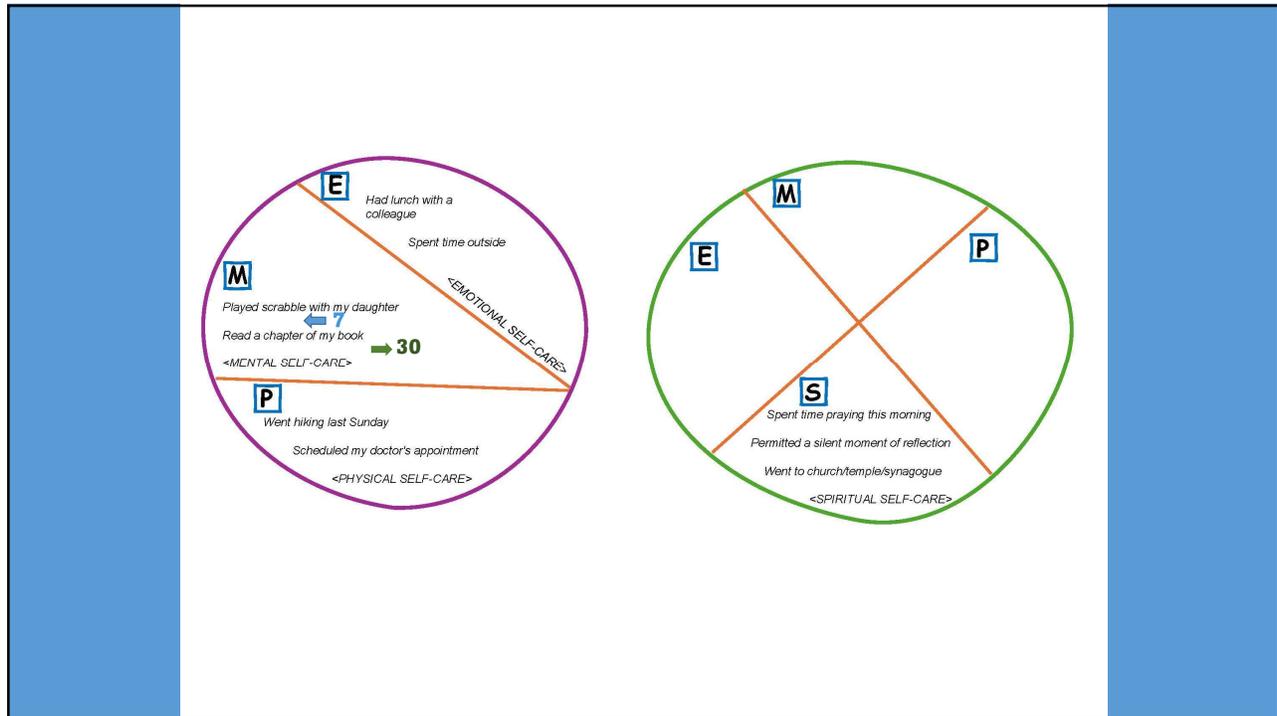How do you maintain and check-in regularly on your connection to your environment? Whether that means inside your home office, a coffee shop, or a peaceful place of seclusion in nature – how is your *environmental gauge* doing?

- Traveling for a change in scenery

- Decluttering a wardrobe or workspace

- Scheduling a therapy walk or hike

- Gardening, biking, walk at the park

11

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Photo by Annie Spratt on Unsplash

LOVE YOURSELF

SELF is composed of many different parts and each part must be **NURTURED** everyday for us to be **CONTENT** and **FULFILLED.**

- Virginia Satir

12

2   PHYSICAL Self-Care

Photo by Stefan Scheepmaker on Unsplash

The most critical self-care area because when there is no routine or balance in physical self-care, it will affect all the other domains.
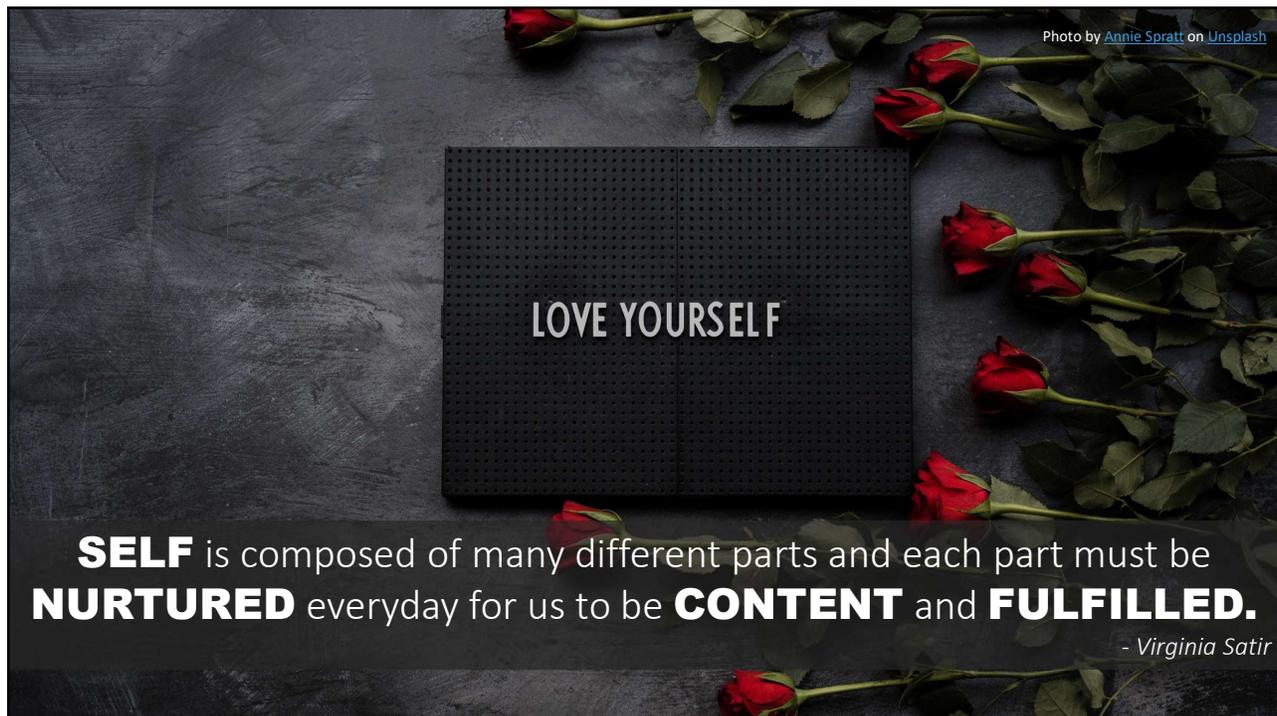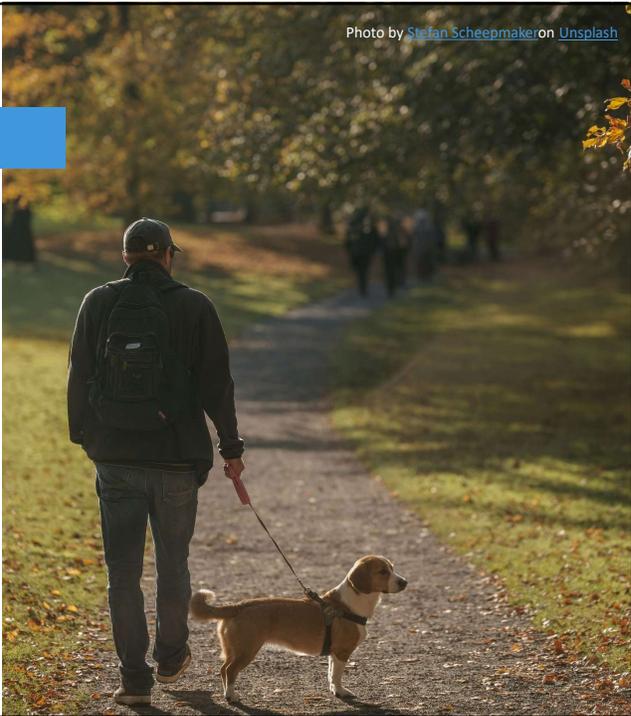
- Eating healthy and nourishing foods

- Moving your body daily, either by walking, running or working out

- Staying consistent with hydration

- Connecting with domain 1, environmental, and getting some vitamin D regularly

- Getting 7 – 9 hours of good sleep

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13

3   SOCIAL / RELATIONAL Self-Care

Photo by Ian Schneider on Unsplash

Spending adequate time by yourself is important for self-care, but just as important is paying attention to our instincts for connection. Social or relational self-care is about our ability to build and maintain healthy interpersonal relationships with others. Similar to physical self-care, maintaining healthy relationships takes tremendous work, balance, and consistency.

- Exercise forming new personal and professional relationships
- Connecting with important people in your life
- Asking for help when necessary
- Setting healthy boundaries
- Ending relationships with toxic people

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4 COGNITIVE / INTELLECTUAL Self-Care

Photo by Thought Catalog on Pexels

Some call this domain mental, cognitive, or intellectual self-care: it is about your psychological and cognitive thinking, your mind's ability to understand and process information / experiences.

- Learning a new skill or language
- Being intentional about setting new goals
- Reading or journaling
- Engaging in a game of chess or similar cognitively stimulating activity

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5 EMOTIONAL Self-Care

Photo by Tima Miroshnichenko on Pexels

Counselors have feelings too; counselors need counselors too. Emotional self-care involves valuing your feelings and giving consistent space to learn more about your feelings. Understanding yourself deeper through emotional self-care allows you to grow in self-acceptance and self-love.

- Returning to your recovery group, re-engage with your own individual therapist
- Spending time by yourself with no distractions
- Journaling / speaking about your feelings
- Giving yourself permission for a good cry
- Clinical supervision

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SPIRITUAL Self-Care

While the other areas of self-care are focused on nurturing your mind and body, spiritual self-care aims to nourish the soul. Spiritual self-care practices allows you to tap into your inner self searching for deeper purpose or meaning in life.

- Meditating or breathwork

- Yoga or mindfulness practices

- Going to a place of worship

- Spending time in nature or in prayer

- Dedicated time in self-reflection or solace

- Participating in a recovery support group

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17

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FINANCIAL Self-Care

Feeling triggered? Then, you DEFINITELY need to look into your financial self-care. Cultivating a healthy relationship with money is essential for our overall wellbeing, as it eliminates stress and anxiety, while building empowerment and freedom.

- Investing in your future

- Setting or achieving a long-term financial goal or short-term financial objective

- Finishing your budget

- Dealing with debt

- Starting or adding to your savings

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18

FLOW

A state in which people are so involved in an activity that **NOTHING ELSE SEEMS TO MATTER**; the experience itself is so enjoyable that people will do it even at great cost.

- Mihaly Csikszentmihalyi, author of Flow

19
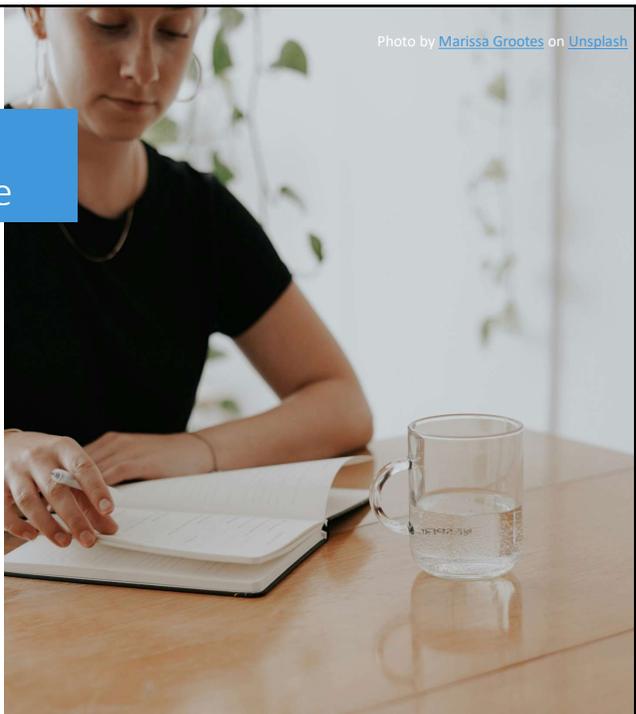
8 OCCUPATIONAL / APTITUDINAL Self-Care

Some call this domain occupational or aptitudinal self-care: any action you take to support your life's work. Every small or big way that you leverage your strengths can have a big impact on your health, especially in your perspective of your place in the world.

- Finding creative and consistent ways to use your skills and talents
- Volunteering for a mission that uses your strengths
- Working with a career coach or talent coach to build your strength
- Using your vacation time to get better at your strength

20

9? BONUS / FUN OR RECREATIONAL Self-Care

Some self-care models prioritize this domain, whereas others blend it into several other domains.
Recreational self-care (or your *fun gauge*)means taking out time for FUN! This encourages you to tap into your inner child by taking part in hobbies that don't require too much brain power. It's all about enjoying moments that simply bring you joy!

- Playing in the park, on the beach, video game(s) or playing with your kid/pet/partner/friend
- Traveling by yourself or with others
- Having a pamper day
- Watching Netflix, comedy, going to a show or game

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21

Complete self-care maintenance plan

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EMOTIONAL
How we express ourselves.

SPIRITUAL
How we illuminate our inner truth.

PHYSICAL
How we eat, move and rest.

FINANCIAL
How we allocate our resources.

8 DIMENSIONS OF SELF-CARE

ENVIROMENTAL
How we harmonize with nature.

COGNITIVE
How we think.

RELATIONAL
How we connect with others.

APTITUDINAL
How we contribute to the world.
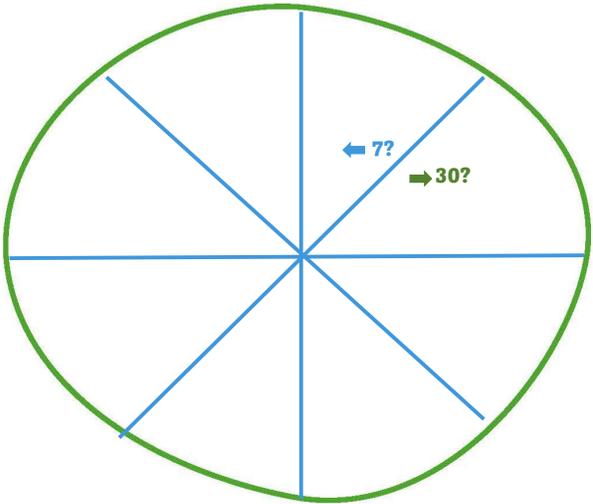
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Burnout, Compassion Fatigue, and Vicarious Trauma

23

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WHAT IS BURNOUT?

Burnout is a psychological syndrome characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment. A continual pattern of expending energy without paying attention to personal limits or boundaries. A serious and widespread problem in all helping professions. Burnout affects helping professional well-being, as well as the extent to which communities in need can engage in, benefit from, and even access qualified professional help.

Yang, Y., & Hayes, J. A. (2020). Causes and consequences of burnout among mental health professionals: A practice-oriented review of recent empirical literature. *Psychotherapy*, *57*(3), 426.   2 4

24

Understanding Burnout

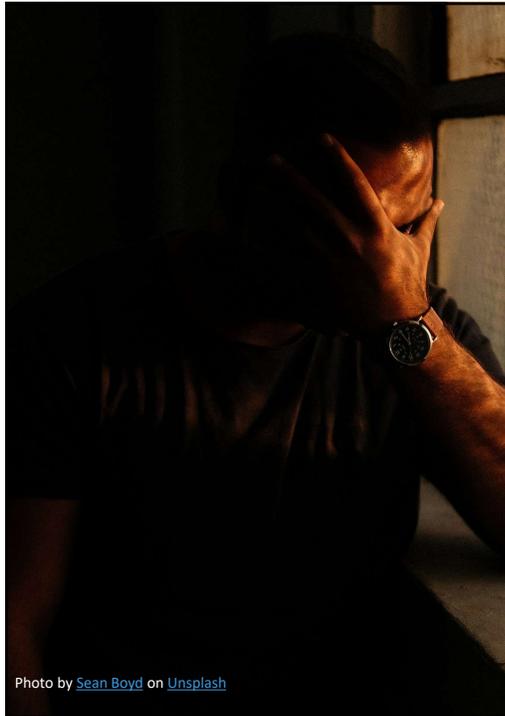Photo by Sean Boyd on Unsplash

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➤ **ICD-10**: *state of vital exhaustion*

➤ **ICD-11**: *a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed*

➤ How is this diagnosed/assessed:

 ➤ **Maslach Burnout Inventory (MBI)***: 22-item survey that covers 3 areas (emotional, depersonalization, and low sense of personal accomplishment)*

 ➤ **Copenhagen Burnout Inventory (CBI)***: 19-item survey with positively and negatively framed questions that cover 3 areas (personal, work-related, and client-related)*

 ➤ **Oldenburg Burnout Inventory (OLBI)***: 16-item scale designed to measure burnout across various occupational settings*

National Academy of Medicine. (2020). Valid and reliable survey instruments to measure burnout, well-being, and other work-related dimensions.

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25

Oldenburg Burnout Inventory (OLBI)

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What is the OLBI?

- Measures exhaustion and disengagement dimensions
- Designed for use in various professions
- 16-item self-report tool for burnout assessment

Benefits of Using the OLBI?

- Validated across diverse populations
- Captures both emotional and cognitive burnout
- Quick and easy to administer

Why it's Ethical to Use the OLBI regularly as a part of your practice, policies, or procedures?

- Helps identify burnout early
- Prioritizes counselor well-being and self-care
- Supports high standards of patient care

Let's Practice: Take the OLBI
https://www.mdapp.co/oldenburg-burnout-inventory-olbi-calculator-606/

Tipa, R. O., Tudose, C., & Pucarea, V. L. (2019). Measuring burnout among psychiatric residents using the Oldenburg burnout inventory (OLBI) instrument. Journal of medicine and life, 12(4), 354.

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Top 7 Signs of Burnout

1. Expressed helplessness
2. Increased cynicism
3. Repeated sense of failure or self-doubt
4. Feeling detached or alone
5. Loss of motivation
6. Heightened sensitivity and reactivity to feedback
7. Easily irritable

Photo by Nubelson Fernandes on Unsplash

Bridgeman, P. J., Bridgeman, M. B., & Barone, J. (2018). Burnout syndrome among healthcare professionals. The Bulletin of the American Society of Hospital Pharmacists, 75(3), 147-152.

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27

WHAT IS VICARIOUS TRAUMA?

The emotional residue of exposure to traumatic stories and experiences of others; witnessing fear, pain, and terror that others have experienced; a pre-occupation with traumatic stories that were shared with a helping professional. Sometimes referred to as "secondary trauma, secondary stress disorder, or insidious trauma" and included in the DSM-5 as part of the cluster of "trauma and stressor-related disorders"

Sutton, L., Rowe, S., Hammerton, G., & Billings, J. (2022). The contribution of organizational factors to vicarious trauma in mental health professionals: A systematic review and narrative synthesis. European Journal of Psychotraumatology, 13(1), 2022278.

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28

Important Info about Vicarious Trauma

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- First identified in the 1980s as the "cost of caring" (Figley, 1982)

- In the 1990s it sometimes was referred to as "compassion fatigue" (Perlman & Saakvitne, 1995)

- There is a high co-occurrence of trauma-related disorders and substance use disorders, so the likelihood of vicarious trauma in the addiction profession is high (Salston & Figley, 2003)

- Helping professionals with their own trauma history show significantly higher secondary trauma symptoms than those with no trauma history (Folette, Polusny, & Milbeck, 1994)

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29

Recognize Signs and Symptoms of Vicarious Trauma

- Changes in work performance and engagement

- Triggered feelings when working with patients or when working with a specific patient

- Significant change in one's emotional regulation, such as a pattern of increased irritability, explosive outbursts, feeling emotionally numb, decreased satisfaction

- Excessive worrying, feeling vulnerable, or being easily distracted

- Increase in relationship problems

- Changes in how you see yourself and treat yourself

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30

How?

1. Commit to continued learning on this topic - build burnout awareness

2. Prioritize and strategize self-care maintenance plans

3. Allow adaptability and flexibility for self-care maintenance plan RESILIENCE

4. Commit to periodically re-evaluating self-care maintenance plan

5. Create an open environment to discuss vicarious trauma

31

Additional Resources on Burnout

EVIDENCE-BASED RESOURCE GUIDE SERIES

Addressing Burnout in the Behavioral Health Workforce Through Organizational Strategies

Managing People's Relationships with Their Jobs

THE BURNOUT CHALLENGE

Christina Maslach and Michael P. Leiter

https://www.samhsa.gov/resource/ebp/addressing-burnout-behavioral-health-workforce-organizational-strategies

https://www.hup.harvard.edu/books/9780674251014

32

The ABC's of Addressing Vicarious Trauma

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AWARENESS

A willingness and commitment to listening and assessing oneself. Giving yourself permission to hear your needs, limits, feelings, and resources/strengths.

*Awareness is not just **LISTENING** to yourself but also **RESPONDING** to your needs in all domains.*

Awareness practices acceptance.

BALANCE

Prioritizing care for self as a part of the mission to care for others. Specifically, maintaining a balance among activities, especially work, play and rest.

*Mindfulness practices can be a core element of balance, **allowing inner attention to all domains of self-care.***

CONNECTION

Connection to yourself, your community, and something larger (mission/calling).

Connection acknowledges the domains of self-care, and that we are hard-wired to connect with OTHERS.

Connection with others offset isolation and increases validation and hope.

Adapted from Saakvitne, K. & Pearlman, L. (1996). Transforming the Pain: A Workbook on Vicarious Traumatization for Helping Professionals who Work with Traumatized Clients. New York, New York: W.W. Norton and Company.

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33

Vicarious Trauma Prevention Toolbox

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☐ **Self-awareness**:
  - ✓ Journaling practices for reflections on impactful counseling relationships/encounters
  - ✓ Self-assessment tools
  - ✓ Regular check-ins with a supervisor or peer group to discuss emotional reactions

☐ **Boundaries**:
  - ✓ Personalized checklist for clearly defined professional boundaries (tailored to individual risk factors)
  - ✓ Techniques for managing emotional enmeshment with clients (grounding or mindfulness exercises)
  - ✓ Boundary-setting scripts and role-play exercises with supervisor or peers

☐ **Self-Care**:
  - ✓ Personalized self-care plan, reviewed annual and reflective of a multi-dimensional framework
  - ✓ Regular breaks built into the workday (i.e., mindfulness moment, physical stretching, short walks)
  - ✓ Regular health check-ins (i.e., annual physical, quarterly dental, monthly counseling, weekly group, etc.)

☐ **Professional Support, Supervision, Education and Skill-Building:**
  - ✓ Maintain an active/accessible list of professional help (i.e., EAP, mental health, recovery group, psychiatric)
  - ✓ Regular participation in continuing education on vicarious trauma
  - ✓ Learning new therapeutic approaches

3 4

34

QUESTIONS?

THANK YOU

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35

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36