

# Compassion Fatigue

## Taking Care of Nurses Health

### What is Compassion Fatigue?

Compassion fatigue (CF) is a natural response that results from an inability to protect or heal a patient, creating stress and self blaming

It will effects up to 85% of nurses at some point in their career

It contributes to up to 20% of nurses leaving the profession, with new nurses being at the highest risk

The Canadian Nursing Association states that in 2022 Canada will suffer from a nursing shortage of 60,000 workers



Nurses who suffer from CF are more likely to make clinical errors



CF causes high risks to patient safety and leads to increased length of stay in hospitals



CF effects not only nurses but patients and healthcare organizations due to absenteeism & increase staff turnover

### Why does it matter?

#### Some effects on nurse include:

- Anxiety at work
- Errors in judgement
- Apathy
- Difficulty sleeping
- High blood pressure
- Decreased quality of care
- Emotional & physical exhaustion
- Helplessness
- Social isolation

### What can we do?

#### Education

CF is so unknown and often mixed up with other conditions, such as burn out. Education is the best way for nurses to be aware of the risks for CF so they can recognize them & start.

#### Compassion Satisfaction

Employers & nurses must work together to create compassion satisfaction a priority in their workplace

#### Creating Connections

Creating mentorship programs can help nurses at every level prevent CF from occurring. It also provides an educational platform to teach about CF & different coping mechanisms

Many nurses perceive CF as part of their jobs & do not fully appreciate the consequences of fatigue

Nurses who have suffered from CF called it

**"emotionally devastating"**

### 7 Antecedents to Compassion Satisfaction

Although there is still a lot of work to do to try & prevent CF from occurring, it is theorized that for nurses to achieve compassion satisfaction they must have these 7 antecedents

1

Perception of caregiving as a calling

2

An empathetic caregiving relationships with patients

3

Achievement of work-life balance with adequate social support

4

Exposure to stress with collegial support

5

Development of resilience

6

Practice of self care

7

Development of coping mechanisms

Are you or someone you know suffering from CF?  
Reach out today to ###-####