

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

- _____ 1. I am happy.
- _____ 2. I am preoccupied with more than one person I *[help]*.
- _____ 3. I get satisfaction from being able to *[help]* people.
- _____ 4. I feel connected to others.
- _____ 5. I jump or am startled by unexpected sounds.
- _____ 6. I feel invigorated after working with those I *[help]*.
- _____ 7. I find it difficult to separate my personal life from my life as a *[helper]*.
- _____ 8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I *[help]*.
- _____ 9. I think that I might have been affected by the traumatic stress of those I *[help]*.
- _____ 10. I feel trapped by my job as a *[helper]*.
- _____ 11. Because of my *[helping]*, I have felt "on edge" about various things.
- _____ 12. I like my work as a *[helper]*.
- _____ 13. I feel depressed because of the traumatic experiences of the people I *[help]*.
- _____ 14. I feel as though I am experiencing the trauma of someone I have *[helped]*.
- _____ 15. I have beliefs that sustain me.
- _____ 16. I am pleased with how I am able to keep up with *[helping]* techniques and protocols.
- _____ 17. I am the person I always wanted to be.
- _____ 18. My work makes me feel satisfied.
- _____ 19. I feel worn out because of my work as a *[helper]*.
- _____ 20. I have happy thoughts and feelings about those I *[help]* and how I could help them.
- _____ 21. I feel overwhelmed because my case *[work]* load seems endless.
- _____ 22. I believe I can make a difference through my work.
- _____ 23. I avoid certain activities or situations because they remind me of frightening experiences of the people I *[help]*.
- _____ 24. I am proud of what I can do to *[help]*.
- _____ 25. As a result of my *[helping]*, I have intrusive, frightening thoughts.
- _____ 26. I feel "bogged down" by the system.
- _____ 27. I have thoughts that I am a "success" as a *[helper]*.
- _____ 28. I can't recall important parts of my work with trauma victims.
- _____ 29. I am a very caring person.
- _____ 30. I am happy that I chose to do this work.

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YOUR SCORES ON THE PROQL: 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 _____

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.

Burnout _____

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 you 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.

Secondary Traumatic Stress _____

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.

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. _____
 6. _____
 12. _____
 16. _____
 18. _____
 20. _____
 22. _____
 24. _____
 27. _____
 30. _____

Total: _____

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

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 though they can tell us more about their negative form. For example, question 1. "I am happy" tells us more about

- *1. _____ = _____
 *4. _____ = _____
 8. _____
 10. _____
 *15. _____ = _____
 *17. _____ = _____
 19. _____
 21. _____
 26. _____
 *29. _____ = _____

Total: _____

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

You Wrote	Change to
	5
2	4
3	3
4	2
5	1

the effects of helping when you are *not* happy so you reverse the score

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 you can find your score on the table to the right.

2. _____
 5. _____
 7. _____
 9. _____
 11. _____
 13. _____
 14. _____
 23. _____
 25. _____
 28. _____

Total: _____

The sum of my Secondary Trauma questions 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

SYMPTOMS OF COMPASSION FATIGUE

Physical Symptoms

- I have had increased absenteeism “sick days”
- I have been feeling physically ill
- I have been feeling fatigued
- I have been feeling keyed-up and nervous
- I am doing less rather than more exercise
- Normal sleep has been more difficult for me
- I have lost enjoyment in intimate and sexual activities

Psychological Symptoms

- I have noticed myself being more cynical and pessimistic
- I noticed that I was trying to avoid feelings by numbing or shutting down
- I have had work-related nightmares/bad dreams
- I have lost interest and enjoyment in activities
- I have difficulty in making decisions or making poor decisions
- I feel like I have lost some of my self esteem

Emotional Symptoms

- I have anger directed toward my supervisors or co-workers
- I have been feeling flat, depressed, and hopeless more than I used to
- I have been more angry and irritable than normal
- I have moments of dread when thinking about going to work
- I am having trouble finding hope
- I am less connected to my spiritual and religious beliefs than I used to be
- I have felt overwhelmed more than three times the past week

Spiritual Symptoms

- I have been avoiding spending time with my friends and family
- I fear for the safety of myself and my loved ones
- I have engaged less rather than more in activities that used to bring me pleasure
- I have had a lack of time for self
- I find it difficult to trust others
- I have feelings of despair and hopelessness

Professional Symptoms


- I have been unable to get work or something specific to work out of my head
- I have had unwanted memories pop up in my head of past events from work
- My productivity at work has been reduced
- I have felt like quitting my job more than once
- I find paperwork and menial tasks getting in the way of my enjoyment of work

Five or more checked could indicate that you may be suffering from compassion fatigue symptoms

Symptoms of Secondary Traumatic Stress

Intrusive Symptoms
<ul style="list-style-type: none"> • Thoughts and images associated with patient's traumatic experiences and/or suffering • Obsessive and compulsive desire to help certain patients • Patient/work issues encroaching upon personal time • Inability to "let go" of work-related matters • Perception of patients as fragile and needing the assistance of caregiver ("savior") • Thoughts and feelings of inadequacy as a care provider • Sense of entitlement or special-ness • Perception of the world in terms of victims and perpetrators • Personal activities interrupted by work-related issues
Avoidance Symptoms
<ul style="list-style-type: none"> • Silencing Response (avoiding hearing/witnessing client's traumatic material) • Loss of enjoyment in activities/cessation of self care activities • Loss of energy • Loss of hope/sense of dread working with certain patients • Loss of sense of competence/potency • Isolation • Secretive self-medication/addiction (alcohol, drugs, work, sex, food, spending, etc) • Relational difficulties
Arousal Symptoms
<ul style="list-style-type: none"> • Increased anxiety • Impulsivity/reactivity • Increased perception of demand/threat (in both job and environment) • Increased frustration/anger • Sleep disturbance • Difficulty concentrating • Change in weight/appetite • Somatic symptoms

**Compassion Fatigue:
Prevention for Professionals Who Work with
Grief and Trauma**



J. Eric Gentry, PhD, LMHC, FAAETS

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**Effectiveness
and
Limitations**

The first half of this presentation is an exposition on Compassion Fatigue—its causes, symptoms, and course. This part of the presentation is simple a discussion of the development of the construct of compassion fatigue and how it is articulated in the literature and understood by the primary contributors.

Sinclair et al., (2017) argue that the constructs of Compassion Fatigue—Secondary Traumatic Stress and Burnout (as measured by the Oro-QOL 5)—fail to capture and explain the breadth of the phenomenon of work-related stress across helping professions

2

2

**Effectiveness
and
Limitations**

The second half of the presentation explores the trademarked resilience skills of the Forward-Facing® Professional Resilience workshop. This workshop has 11 peer-reviewed journal articles—published between 2001 and 2017—that detail the effectiveness of this program in lessening Compassion Fatigue Symptoms (e.g., Secondary Traumatic Stress and Burnout) and enhancing Resilience and Compassion Satisfaction/Professional Quality of Life.

While the application of these skills have demonstrated effectiveness across samples of diverse populations of professionals (e.g., physicians, nurses, mental health professionals, faith leaders, animal care professionals and law enforcement officers), there are—to date—no current randomized controlled trials to establish efficacy.

3

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