



Program for Awareness of Resiliency in Compassion Fatigue/Burnout (PARC)

Our committee is comprised of individuals from across every area of research and we have made it our goal to bring awareness to the growing issue of compassion fatigue/burnout that can come from working with animals in research.

Mission Statement

To assist all teammates in the animal research community with understanding and managing the issues of compassion fatigue and burnout.

Main Objectives

- Educate all animal research staff about compassion fatigue and burnout. While also educating managers/PIs about how to engage with and support their staff concerning compassion fatigue and burnout.
- Provide additional resources and support for anyone who may be suffering from compassion fatigue and/or burnout.
- Provide different activities to help relieve stress and promote resiliency.
- Host events that aid in building a community of support for one another.

**Look for this QR code
in research areas
on these campuses:**
Downtown, Main Hospital,
Clarkson and Charlotte



Compassion Fatigue

A state of physical, emotional, and psychological exhaustion that can occur when someone is repeatedly exposed to the pain or trauma of animals. It's also known as vicarious or secondary trauma.

Signs of Compassion Fatigue

- Emotional distress: Feeling helpless, hopeless, or powerless; also feelings of irritability, anger, sadness, or numbness.
- Physical stress: Physical exhaustion, headaches, nausea, dizziness, or upset stomach.
- Changes in sleep: Nightmares or trouble sleeping
- Behavioral: Neglect your own self-care, withdraw, isolation or self-medicating through substance abuse.
- Interpersonal: Increased conflict in your personal relationships, blaming others, complain with colleagues, or look for a new job.
- Change in values: Having negative intrusive thoughts, avoid things that remind you of the stressor, an increased startle response, diminished sense of personal accomplishment, a change in your worldview or personal beliefs.

**If left untreated, compassion fatigue can lead to mental health conditions like depression, anxiety, obsessive-compulsive disorders, and substance use disorders.*

Burnout

Means feeling empty and mentally exhausted, devoid of motivation, and beyond caring. People experiencing burnout often do not see any hope of positive change in their situations.

Signs of Burnout

- Emotional exhaustion: Feeling drained, overwhelmed, and tired
- Reduced performance: Having difficulty concentrating, being listless, and lacking creativity
- Changes in sleep: Having trouble sleeping or experiencing other sleep issues
- Changes in eating habits: Eating more or less than usual, or craving comfort foods
- Physical symptoms: Headaches, stomachaches, gastrointestinal problems, or other physical complaints
- Negative attitude: Being cynical or negative about your job, colleagues, or working conditions
- Alienation: Feeling disconnected from work-related activities or losing interest in them
- Changes in values: Seeing things differently, or becoming insensitive to others
- Withdrawal: Feeling like dealing with others is a burden, or becoming angry if criticized
- Substance use: Using more alcohol or other substances to self-medicate

**Burnout can develop alongside depression or anxiety, both of which can cause physical symptoms.*

Want to see upcoming events and valuable resources? Please visit this page, <https://wakehealth.sharepoint.com/teams/CTSIWebCollection/SitePages/PARC.aspx?ga=1>

If you'd like to share your story, please email us at PARC@wakehealth.edu