

TENSION TIDINESS

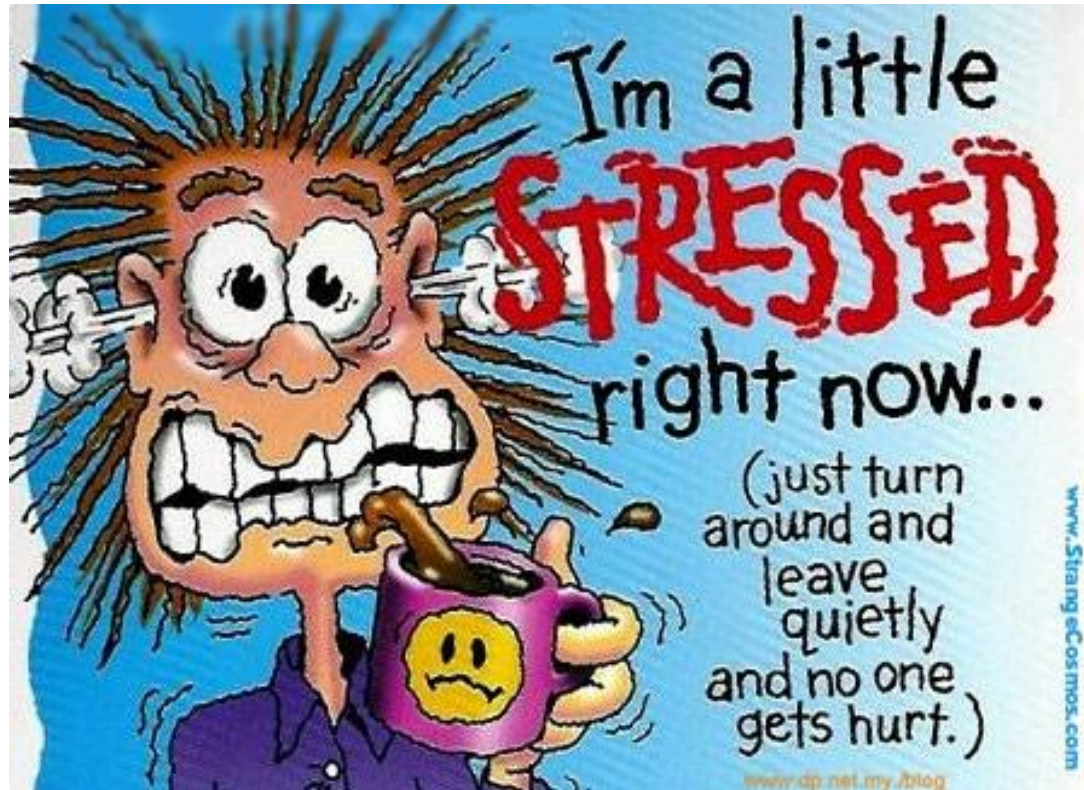
Cathy DeVore, MSSW
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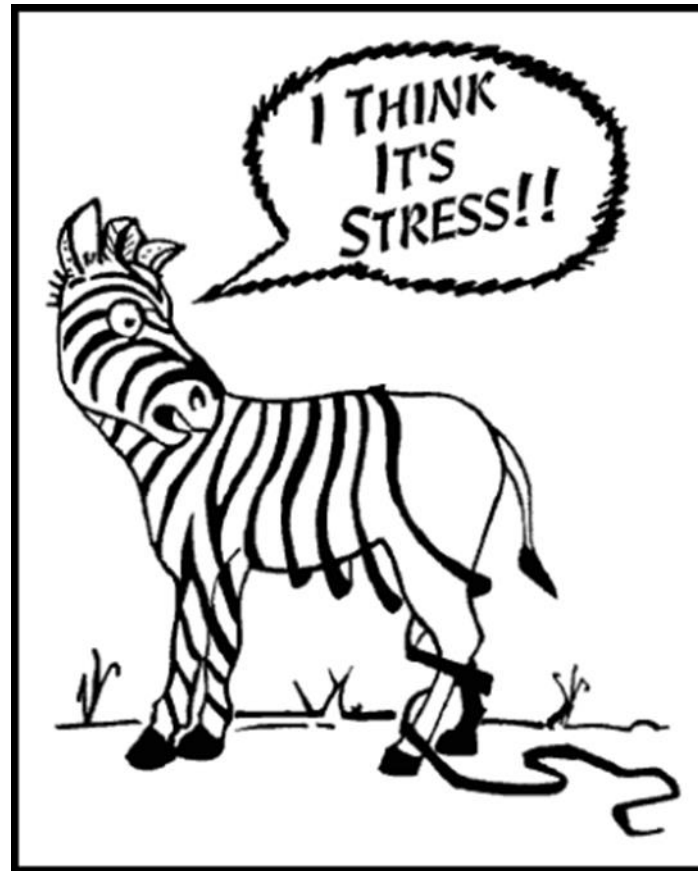
WHAT DOES YOUR TENSION LOOK LIKE?



OR THIS?



OR THIS?

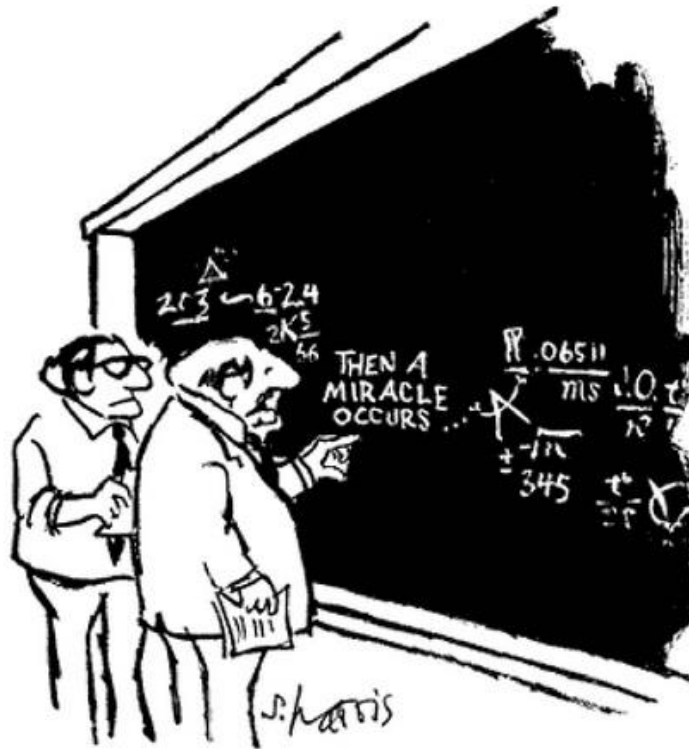


WHAT IT REALLY LOOKS LIKE

It looks like us



WORK LIFE ENERGY THEORY OR THE THEORY OF OOMPH



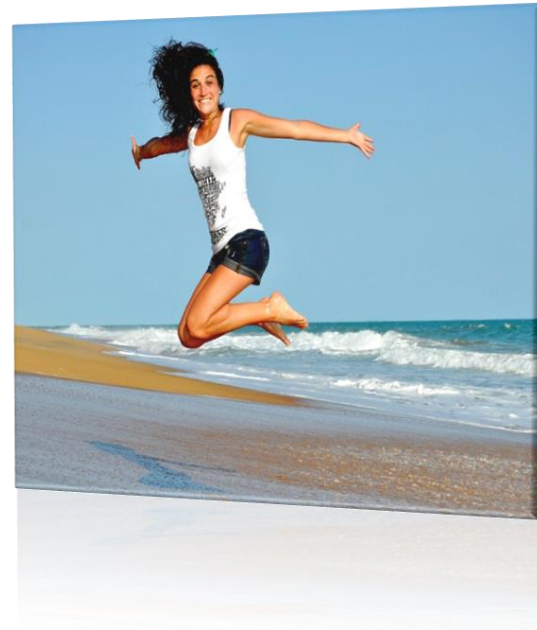
"I think you should be more explicit here in step two."



STAGE 1 OF OOMPH

Let's Go
Conquer!!

“Fresh Meat”



STAGE 2

One more cup

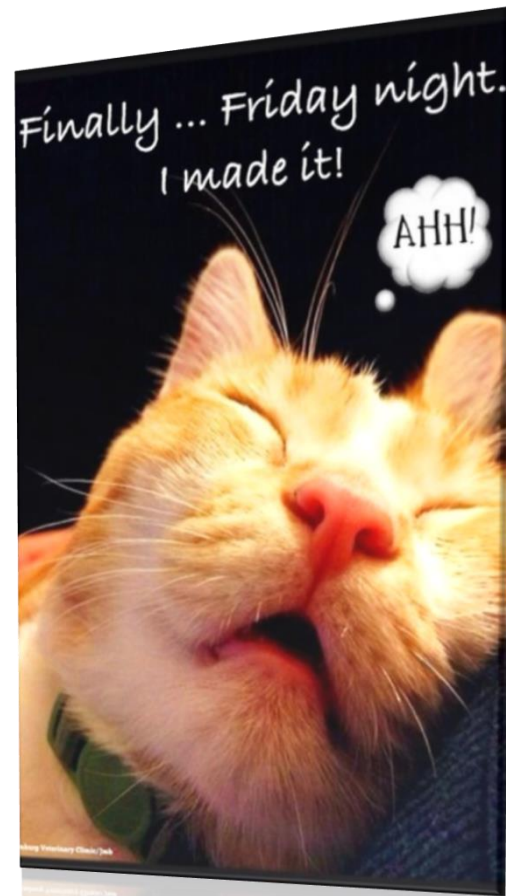
“Big Swig”



STAGE 3

TGIF!

“Do not be standing in my way!”



STAGE 4

Good intentions

“@#\$\$^\$%@
% the
machine”



STAGE 5

Nah....Not going to happen

“Old, burned out and have no empathy”



EXHAUSTION

- World is an exhausting place
- Unrelenting and constant state of weariness and exhaustion lasts longer than regular tiredness, is more profound and isn't relieved by rest.
- Fatigue at this level impacts everything we do



COMPASSION FATIGUE

Compassion fatigue is a physical and emotional exhaustion

Decline in compassion and internalizing emotions of others.

A result of being focused on providing care to others and NOT providing care to themselves

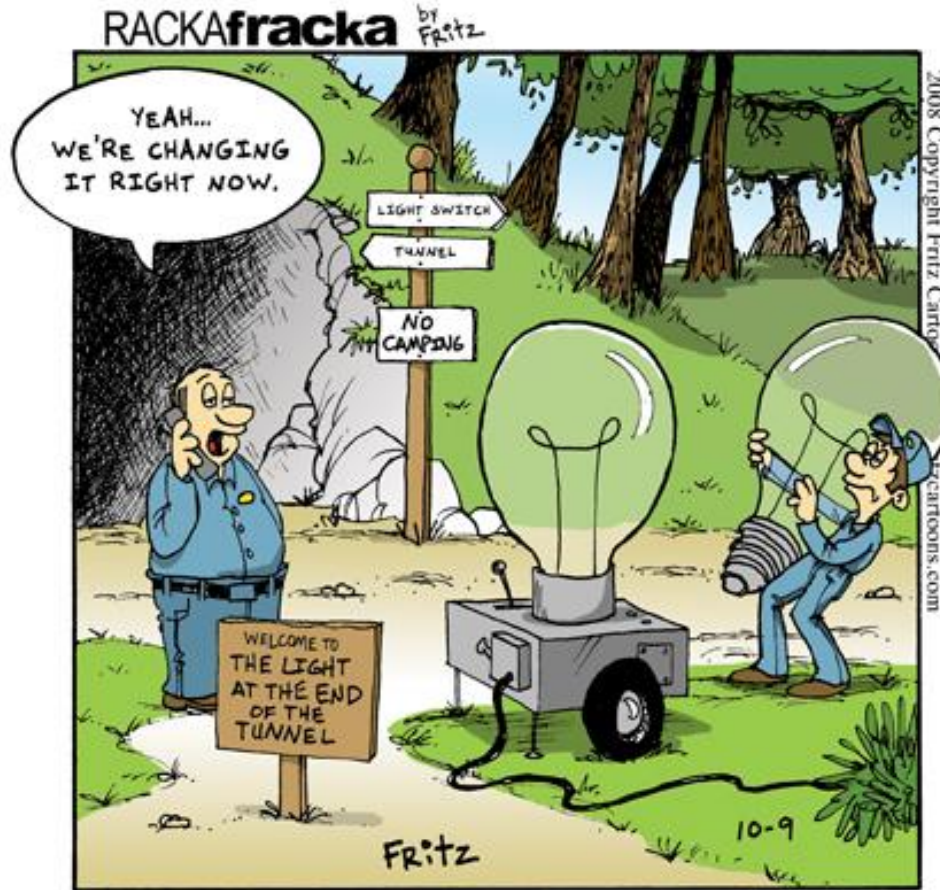


Warning signs related to compassion fatigue

Emotional	Work Behaviors	Physical
<ul style="list-style-type: none">•apathy•frustration•hopelessness•irritability•poor concentration•boredom•anxiety•depression•isolation	<ul style="list-style-type: none">•tardiness/ absenteeism increasing•error rate an issue•more critical of team members•record keeping a challenge•cynical attitude towards work	<ul style="list-style-type: none">•insomnia•increased susceptibility to illness•short term memory issues•fatigue•weight changes•personal use of chemicals increasing



WE'RE GETTING THERE...



TOP TEN CAUSES OF TENSION

Increase in financial obligations

Divorce

Getting married

Moving to a new home

Chronic illness

Death of a loved one

Traumatic event

Emotional problems

Fired from job

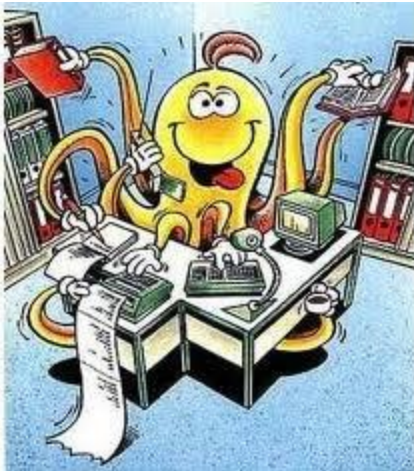
Taking care of elderly/sick Family member



WHAT'S MISSING?

Your Job

- Workloads
- Poor Management
- Staff absences/retention
- Bureaucratic Procedures/Constant Change
- Lack of resources
- Paperwork
- Being Valued by the employer



A SIGNIFICANT COMPONENT

Clients

- Medically Compromised
- Social Issues
- Mental Health issues, i.e. personality disorders
- Client resistance
- Nonrealistic approach
- Angry
- Violent Behaviors
- Deaths



WHY ARE WE DIFFERENT?

- We are a compassionate and resilient group of people engaged in a highly demanding, difficult and occasional violent profession.
- Don't just turn it off when you have people's lives in your hands



OUR DIFFERENCE

We walk through the
world of “wrong”



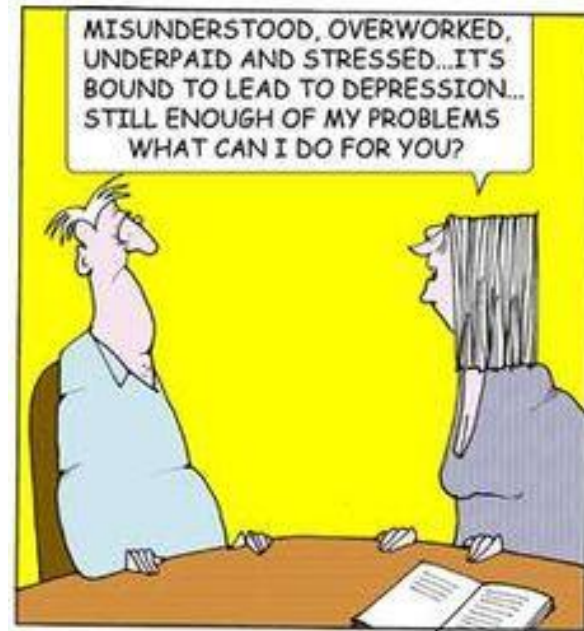
HOW WE ARE UNIQUE

- Women - abuse
- Men - Father ETOH and Psychiatric
- Report that Work is “moderately stressful”



WHAT HAPPENS TO US

- 90% report special emotional problems due to work
- 82% Relationship problems
- 1st year of work – 73% report Anxiety
- 58% Serious Depression
- 11% Substance Abuse
- Suicide Rate – Protective Services is #1
- Increase in lack of sleep



FIX IT

- Self-care can be a weird, elusive idea to us.
- It's not so simple to understand emotionally for us.
 - We don't know how
- We've slipped into unworkable lives
- We have become pathologically selfless
 - We have lost our support
- We have forgotten our own value

**I have come to believe
that caring for myself is
not self-indulgent.
Caring for myself is an
act of survival.**

-Audre Lorde

abeautifulmessinside.com



WHAT DO THE EXPERTS IN STRESS MANAGEMENT TELL US?

- Exercise
- Nutrition
- Relax (Accept your stress, restrain your emotions, learn to prioritize, develop an invisible shield between you and stress, turn off your phone, avoid toxic personalities, spend time with people, calm yourself with water)





Ummm... No.



HELP IS A-COMING!!!



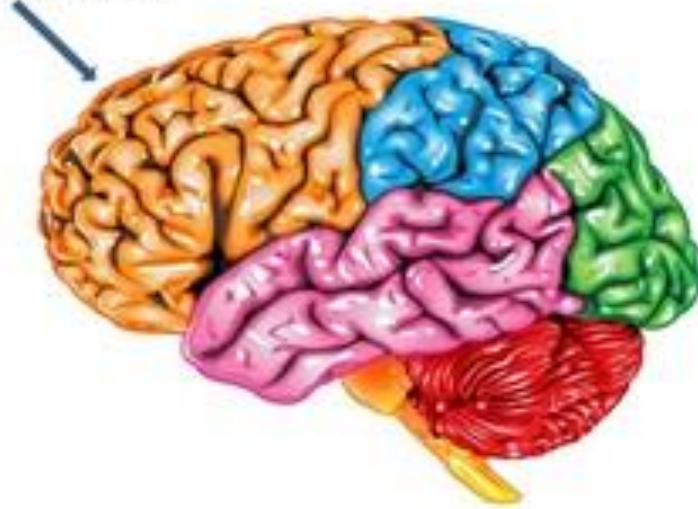
REAL TENSION TIDINESS

- Rest the frontal lobes
- Get things off your mind
- Retrieve Some Energy
 - Energy Vampires
- Create More Energy
- Extend your weekend/vacation
- Your Evil Twin
- Be Assertive
- Practice Saying No
- Sloth Time
- And Laugh!!!



REST THE FRONTAL LOBES

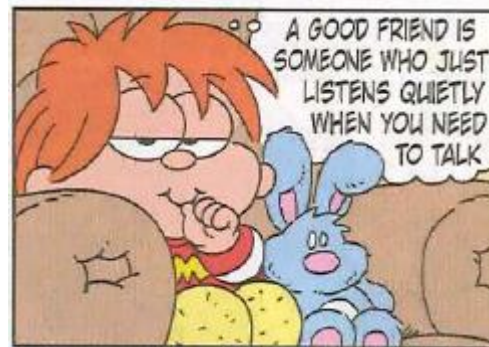
Frontal Lobe



“LET IT GO” (GET IT OFF YOUR MIND)



As Marvin Says..



RETRIEVE SOME ENERGY



ENERGY VAMPIRES

- The blamer
- The guilt trippers
- Jealous bees
- The insecure ones
- The fun haters
- The bullies
- The Debbie downers



GETTING RID OF THEM!

1. Take a deep breath and let it go!
2. Recognize when their words or actions are unacceptable.
3. Keep things light and change the focus.
4. Remind yourself of the purpose of your bond or connection and know that you are allowed to walk away.
5. Take a step back by putting their words or actions into perspective.
6. Visualize a protective light around you, like an energy shield.
7. **Affirm your self-worth.**

Don't let

negative & toxic people
rent space in your head.

**Raise the rent &
kick them out.**



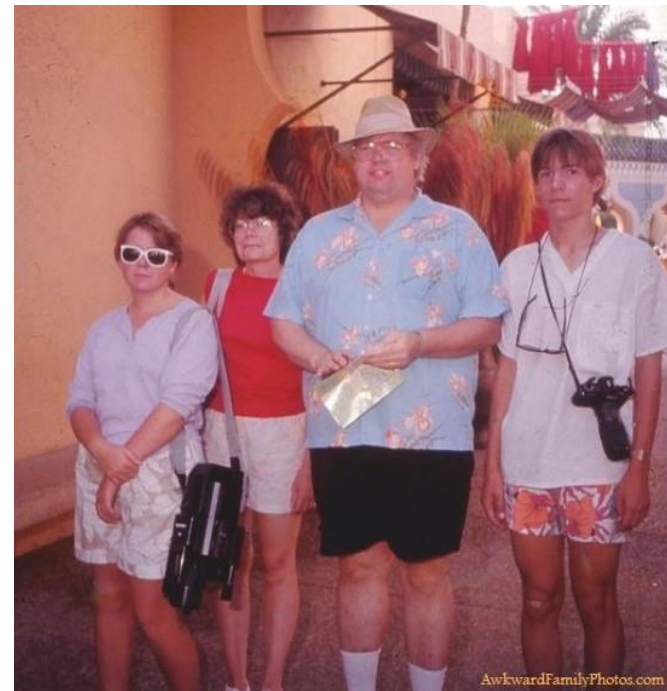
CREATE MORE ENERGY

THE JOY OF

PLAY



EXTEND YOUR WEEKEND/VACATION



MAKE PLACE FOR YOUR EVIL TWIN



BE ASSERTIVE



JUST SAY NO

Tidak

Nai

Nage

Nein

Nei

Niet

Nil

No

nie

Nej

Aniyo

Nu

Não

Non



1. During a meeting one of your colleagues says something that discredits your work unfairly in front of your boss. You:

- Let them carry on. They don't mean to upset you
- Manage to mention in the meeting that your colleague spends a lot of time on personal calls at work...
- Ask your colleague to explain to everyone how they would have done things differently
- Scowl; inside you're calling your colleague every name under the sun

2. An overly critical relative that you see regularly tends to throw veiled insults at you.

Eventually you:

- Try to get on that relative's "good side" so you'll be left alone.
- Address the comments with, "Wow, that was a little rude, wasn't it?" or avoid this relative.
- Get into the practice of pointing out her flaws as well. Fight fire with fire.
- Avoid this relative, and be sure the rest of the family knows why.

3. You run into your friend's boyfriend in the street and there's a very pretty woman on his arm. You:

- Can't help being a bit rude with him next time you see him
- Don't say a word - it's their business
- Tell your friend and suggest she dumps him
- Don't like being around him any more



EMBRACE YOUR EMOTIONS



THINGS CAN BE HARD



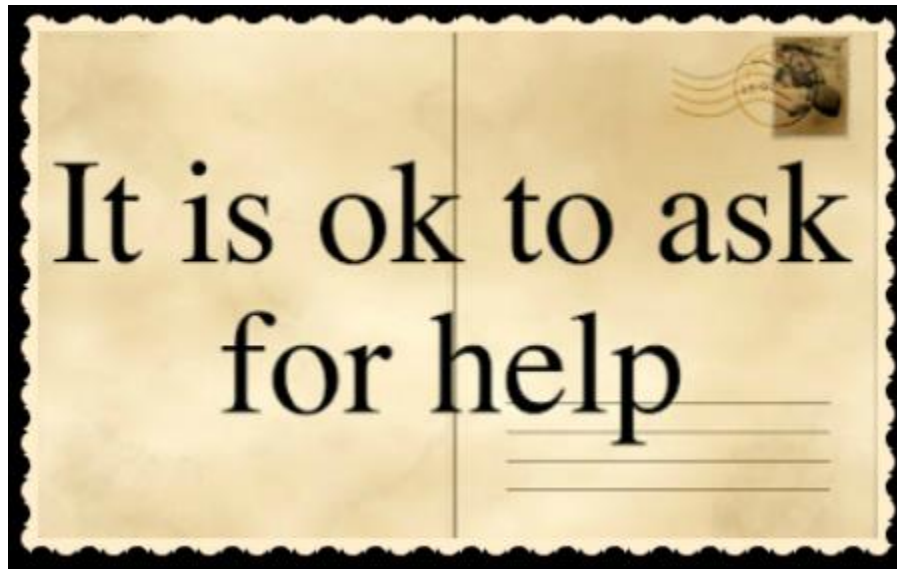
EMBRACE SLOTH



SLOW DOWN & BE STILL

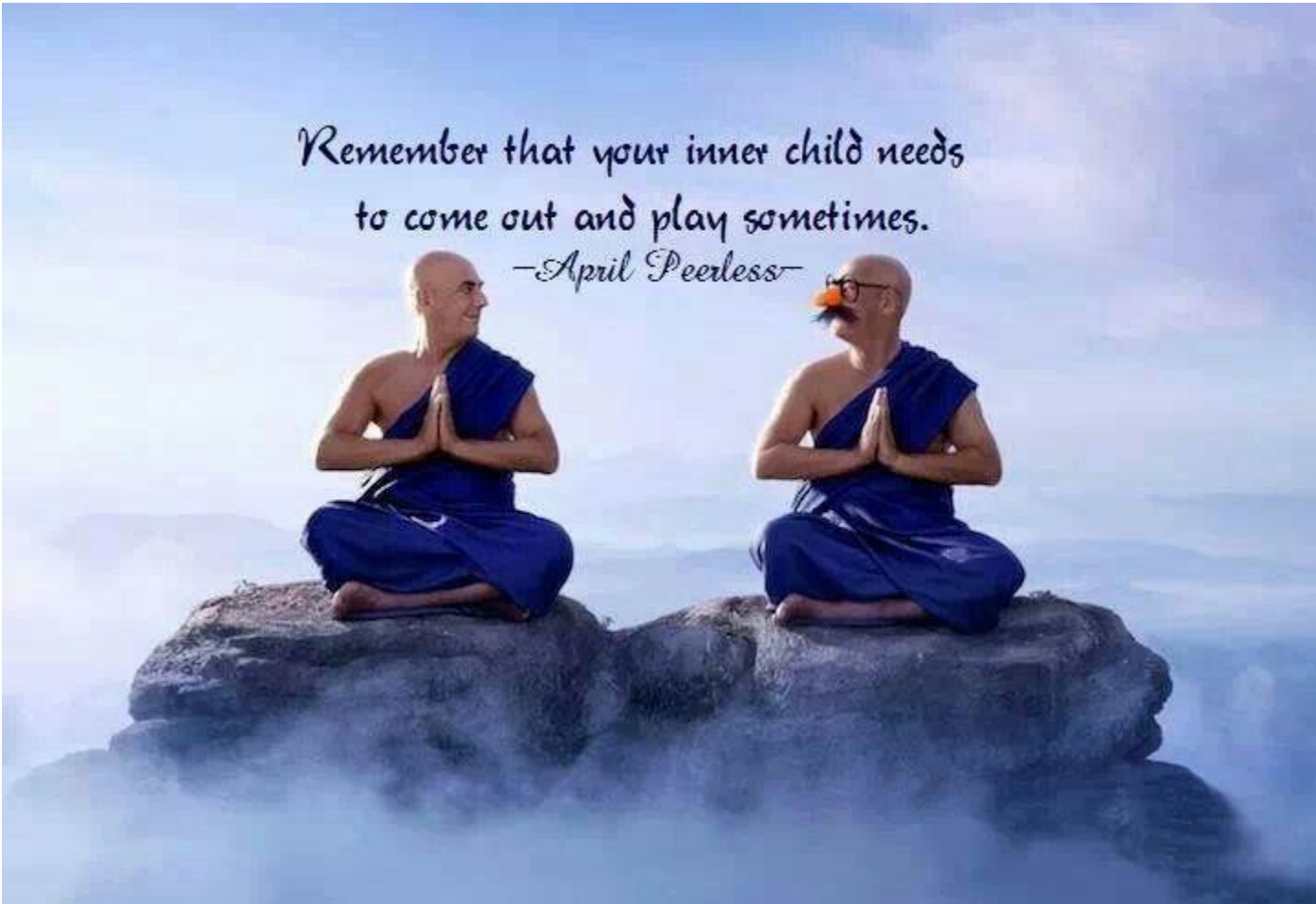


YOU CAN ASK FOR HELP



MOST IMPORTANT

Remember that your inner child needs
to come out and play sometimes.
—April Peerless—



LAST THOUGHT

Handle every stressful situation
like a dog.
If you can't eat it or play with it,
Just pee on it and walk away.





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