

Compassion Fatigue in Clinical Leadership: Prevention and Intervention Strategies

Respondents: 74

	Average	5 – Strongly Agree	4 – Somewhat Agree	3 – Neither Agree Nor Disagree	2 – Somewhat Disagree	1 – Strongly Disagree
Indicate your level of agreement with the following statement: Overall, this session met my educational needs.	4.85	64	9	1	0	0
	Average	5 – Strongly Agree	4 – Somewhat Agree	3 – Neither Agree Nor Disagree	2 – Somewhat Disagree	1 – Strongly Disagree
Indicate your level of agreement with the following statement: There was enough time spent on the subject matter.	4.89	67	6	1	0	0
	Average	5 – Strongly Agree	4 – Somewhat Agree	3 – Neither Agree Nor Disagree	2 – Somewhat Disagree	1 – Strongly Disagree
Indicate your level of agreement with the following statement: The speakers were informative and kept my attention.	4.92	68	6	0	0	0

	Average	5 – Excellent	4 – Very Good	3 – Good	2 – Fair	1 – Poor
Rate the extent to which the course met the learning objective: Identify early signs of compassion fatigue in clinical staff and leaders.	4.88	67	5	2	0	0
	Average	5 – Excellent	4 – Very Good	3 – Good	2 – Fair	1 – Poor
Rate the extent to which the course met the learning objective: Implement Code Lavender protocols to offer rapid, meaningful support during times of emotional exhaustion.	4.64	57	8	8	1	0
	Average	5 – Excellent	4 – Very Good	3 – Good	2 – Fair	1 – Poor
Rate the extent to which the course met the learning objective: Develop a structured approach to team debriefings, affirmations, and mindfulness practices that reinforce staff resilience and reduce turnover.	4.72	60	8	5	1	0

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	Average	5 – Excellent	4 – Very Good	3 – Good	2 – Fair	1 – Poor
Rate the presenter's competence and effectiveness: Celeste Nevarez, MC, MPH, LPC-S, Chief of Clinical Services, Emergence Health Network	4.85	65	7	2	0	0

Please describe how your knowledge has changed regarding the objectives listed.	Great work
	she was very informative and kept the audience interested.
	Really liked the comparison of balance vs rhythm.
	Great!
	everything being a priority = nothing is a priority. Golden!!
	is not the load its how I carry it.
	it was very introspective
	I have to make a move and try to give myself self care
	Being busy doesn't mean being productive
	will ask more questions to my staff regarding their needs.
	Increased awareness of compassion fatigue in self and others. Increased knowledge of tools/strategies to cope with compassion fatigue.
	Self-care is super important and we need to make time for it
	good tips for managing burnout
	Have actionable steps to take to prevent burnout in myself and others.
	Celeste was amazing and made some great points!
	Challenge the team and myself to identify small luxuries
	Celeste taught a bunch of valuable takeaways and was a good reminder on some things I knew.
	Great presentation
	the three questions to ask staff for compassionate fatigue
	Amazing presentation
	Making self care clinical based
	Compassion fatigue is such a crucial thing for us to talk about and keep talking about
	being able to better identify signs and strategies to implement in response
	Helped change the way of thinking about the topic and more so based on leaders vs clinicians
	Learning to take care of self and other employees
	The focus on the topic from the perspective of leaderships
	The idea of infrastructure instead of endurance
	Great material that I will use in future meetings
	very helpful will encourage at work.
	Changed, no so much but gave me some new things to do in supervisions
	I've got a much better understanding of the difference between burnout and compassion fatigue
	Don't say you're fine when you're not
	I am more aware of the signs of compassion fatigue.
	Thank you for the perspective on balance

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	More self awareness
	Applicable ways to practice more clinical self care in my supervisory role.
	I have learned new ways to prevent burnout that I don't currently use. I have learned new signs of burnout in myself
	Self awareness
	Recognizing burnout
	Giving thought to how these ideas can be implemented in our current clinical consultation group.
	Better self care
	Focus on small opportunities to find balance
	Recognizing burnout
	it's a rhythm not a balance.
	Presentation and speaker was great!
	Understanding it's ok to have burnout.
	Hoping to implement focus time
	The presenter was very engaging, informative and real. Gave some very great takeaways!
	Increased awareness of burnout, how to spot it, and how to address it.
	i will definitely be thinking about how to ensure i structure my time well.
	I didn't really learn anything new. However, she reinforced the importance of being deliberate so as to avoid burnout
	Provided insight about burn out and compassion fatigue from a different perspective.
	Focus on myself to be a better leader for my team
	Making sure to take care of self and others around.
	Speaker was absolutely amazing. Kept me engaged the whole time. I learned a lot of valuable information that I plan to implement in my personal and work life.
	This course reminded me of the importance to assess my supervisors level of compassion fatigue regularly.
	Excellent speaker. Great information
	It allowed me to put my leadership in perspective.
	Made me realize I may have compassion fatigue.
	I think it brought more of an awareness of how much leaders and staff need to focus on wellness and balance in the work of mental health.
	Understanding that burnout turns into performance issues
	very informative
	It reinforced the fact that self care and routine is important to implement
	More awareness
	Reinforced need for culture change in leadership, recognition of burn out signs, identifying what needs leadership time
	Many of the fatigue signs spoke to me as a leader. I will definitely stop jumping from dumpster fire to fire and breathe so I can be a better leader.
	This was helpful
	I encouraged me to provide more support to our team leads within our agency
	Increased knowledge of what it means

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As a result of attending this activity, what new skill or idea will you implement into your job or practice within the next six months?	Any
	listen to myself
	Adjusting how we talk about this to staff
	More supervision
	compassion fatigue survey for staff
	self check ins
	no sure, just processing
	Drinking water and moving more throughout the day
	Schedule focus time
	creating structures for my staff to help prevent burnout
	Gratitude journaling
	Increase self-care
	Wellness strategies
	Blocking time, regular meetings
	Implementing focus time
	I will begin to complete monthly reflections of my own performance and seek review with leadership
	delegating or changing of systems
	talk more about compassion fatigue with staff
	All
	Start small and always be grateful
	Self-care continued work and recognition
	including the 3 questions in supervision sessions
	Implementing some of the techniques that were suggested.
	regular check ins
	Implementing some of the techniques described during the presentation
	infrastructure
	being real about compassion fatigue
	wellness Wednesday at work
	Asking three questions of what do you need more of, less off, and needs
	I would like to share a lot of the practices in the presentation with my staff and other professions
	More check in for myself and my staff
	Focus time
	I hope to be better at recognizing compassion fatigue in myself and my coworkers.
	Mindfulness
	I feel like I just answered these questions and they are repeating.
	Focus time and celebrating small wins. Also recalibrating when I feel overwhelmed.
	changing the way I do supervision with my staff
	Mindfulness
	Implement strategies to help staff be successful in managing burnout
	Practice self care
	Altering agenda of clinical consultation groups. consider starting a peer consultation group for non-licensed folks.
	Take more short breaks, walks, deep breaths

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	Self care
	start small. move. everyone needs supervision
	how to press pause on certain situations and reflect self care
	Seek help, self care and focus on what is causing your burnout.
	Focus time
	I will make some small goals to change for my better work life balance and check in with my team differently in these areas. Delegating is a challenge but some very great information was shared about it.
	Be more intentional when asking Staff how they are doing.
	Setting tim aside in my calendar to reflect and regroup
	Self-care through my own check ins and time to organize my own mind
	Self-care, do check ins with myself and set time to organize my mind
	Making to sure to take time
	self care , taking intentional breaks, practicing gratitude more
	I will ensure to take the time to meet with each supervisor more frequently.
	Self care
	Setting better expectations for myself and my time. Developing a better self care practices.
	it's okay yo say no
	I will implement more consistent and small strategies to practice self care.
	More supervision and check ins for staff with burn out
	setting aside time to check in
	No. I'm not providing direct care
	High level vs in the weeds
	scheduling my people that ask do you have just 5 minutes
	All of it
	Monthly call w team leads
	Continue to check in on staff and myself

What topics would you like to see presented at future activities?	Any
	organization techniques
	unsure
	Schizophrenia long term solutions/care from care managers
	Emotional intelligence, trauma informed care
	strategies on policy changes to help create self care infrastructure on self care
	stress management
	Meditation techniques
	Anything she is willing to present on
	like compassion fatigue and burnout talks. nice to hear about leadership struggles
	more ways to practice self care
	Any
	More topics on compassion fatigue in clinical settings
	Personality disorders. We serve many individuals with dual diagnosis and historically personality disorders are the most

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	difficult to work with and can lead to an increased rate with staff burnout and turnover.
	More support for leadership staff.
	More for leadership, maybe more particularly for leaders who support other managers
	infrastructure
	self care vs self comfort
	activities to help with burnout
	Treating clients that have crisis after crisis but want no ongoing care
	Crucial conversations
	More concrete ways to break down compassion fatigue within staff like the surveys the speaker spoke about
	This is the third time I'm answering these questions.
	Crucial conversations
	Ethics and AI
	More on compassion fatigue
	trauma-informed facilities, environments, office spaces.
	crisis situations
	Any
	More HR topics, like FMLA, FLSA, ADA. Training topics like how to be a better presenter, speaker, trainer. Best practices on policies and procedures.
	Time management when carrying a small caseload
	Ethics
	imposter syndrome in clinical leadership roles
	A course on developing the emotional intelligence of our teams.
	Same
	continued leadership training
	unsure
	More interactive discussions amongst peer leaders on the topics of care and wellness.
	More on burnout
	Myths mental health
	A variety

Comments	She did amazing! She kept everyone engaged and information was relevant.
	small, physical self-care is not enough and should be highlighted less
	Great presentation. very playful and informative!
	Celeste, thank you for your nature use of humor and sharing from your experience. One of the best presentations on compassion fatigue I have attended in 30 years.
	See initial response.
	Excellent Presenter.
	I would love to attend another sessions with this speaker.
	Thanks