

Compassion Satisfaction/Fatigue Self-Test for Helpers

Adapted with permission from Figley, C.R., (1995). Compassion Fatigue, New York: Brunner/Mazel.
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Helping others puts you in direct contact with other people's lives. As you probably have experienced, your compassion for those you help has both positive and negative aspects. This self -test helps you estimate your compassion status: This includes your risk of burnout, compassion fatigue and satisfaction with helping others. Consider each of the following characteristics about you and your current situation. Print a copy of this test so that you can fill out the numbers and keep them for your use. Using a pen or pencil, write in the number that honestly reflects how frequently you experienced these characteristics **in the last work week**. Then follow the scoring directions at the end of the self-test.

0 Never	1 Rarely	2 A Few Times	3 Somewhat Often	4 Often	5 Very Often
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Items About You

- ___ 1. I am happy.
- ___ 2. I find my life satisfying.
- ___ 3. I have beliefs that sustain me.
- ___ 4. I feel estranged from others.
- ___ 5. I find that I learn new things from those I care for.
- ___ 6. I force myself to avoid certain thoughts or feelings that remind me of a frightening experience.
- ___ 7. I find myself avoiding certain activities or situations because they remind me of a frightening experience.
- ___ 8. I have gaps in my memory about frightening events.
- ___ 9. I feel connected to others.
- ___ 10. I feel calm.
- ___ 11. I believe that I have a good balance between my work and my free time.
- ___ 12. I have difficulty falling or staying asleep.
- ___ 13. I have outburst of anger or irritability with little provocation
- ___ 14. I am the person I always wanted to be.
- ___ 15. I startle easily.
- ___ 16. While working with a victim, I thought about violence against the perpetrator.
- ___ 17. I am a sensitive person.
- ___ 18. I have flashbacks connected to those I help.
- ___ 19. I have good peer support when I need to work through a highly stressful experience.
- ___ 20. I have had first-hand experience with traumatic events in my adult life.
- ___ 21. I have had first-hand experience with traumatic events in my childhood.
- ___ 22. I think that I need to "work through" a traumatic experience in my life.
- ___ 23. I think that I need more close friends.
- ___ 24. I think that there is no one to talk with about highly stressful experiences.
- ___ 25. I have concluded that I work too hard for my own good.
- ___ 26. Working with those I help brings me a great deal of satisfaction.
- ___ 27. I feel invigorated after working with those I help.

Compassion Satisfaction/Fatigue Self-Test for Helpers - CONTINUED

0 Never	1 Rarely	2 A Few Times	3 Somewhat Often	4 Often	5 Very Often
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- ___ 28. I am frightened of things a person I helped has said or done to me.
- ___ 29. I experience troubling dreams similar to those I help.
- ___ 30. I have happy thoughts about those I help and how I could help them.
- ___ 31. I experienced intrusive thoughts of times with especially difficult people I helped.
- ___ 32. I have suddenly and involuntarily recalled a frightening experience while working with a person I helped.
- ___ 33. I am preoccupied with more than one person I help.
- ___ 34. I am losing sleep over a person I help's traumatic experiences.
- ___ 35. I have joyful feelings about how I can help the victims I work with.
- ___ 36. I think that I might have been "infected" by the traumatic stress of those I help.
- ___ 37. I think that I might be positively "inoculated" by the traumatic stress of those I help.
- ___ 38. I remind myself to be less concerned about the well being of those I help.
- ___ 39. I have felt trapped by my work as a helper.
- ___ 40. I have a sense of hopelessness associated with working with those I help.
- ___ 41. I have felt "on edge" about various things and I attribute this to working with certain people I help.
- ___ 42. I wish that I could avoid working with some people I help.
- ___ 43. Some people I help are particularly enjoyable to work with.
- ___ 44. I have been in danger working with people I help.
- ___ 45. I feel that some people I help dislike me personally.

Items About Being a Helper and Your Helping Environment

- ___ 46. I like my work as a helper.
- ___ 47. I feel like I have the tools and resources that I need to do my work as a helper.
- ___ 48. I have felt weak, tired, run down as a result of my work as helper.
- ___ 49. I have felt depressed as a result of my work as a helper.
- ___ 50. I have thoughts that I am a "success" as a helper.
- ___ 51. I am unsuccessful at separating helping from personal life.
- ___ 52. I enjoy my co-workers.
- ___ 53. I depend on my co-workers to help me when I need it.
- ___ 54. My co-workers can depend on me for help when they need it.
- ___ 55. I trust my co-workers.
- ___ 56. I feel little compassion toward most of my co-workers
- ___ 57. I am pleased with how I am able to keep up with helping technology.
- ___ 58. I feel I am working more for the money/prestige than for personal fulfillment.
- ___ 59. Although I have to do paperwork that I don't like, I still have time to work with those help.
- ___ 60. I find it difficult separating my personal life from my helper life.
- ___ 61. I am pleased with how I am able to keep up with helping techniques and protocols.
- ___ 62. I have a sense of worthlessness/disillusionment/resentment associated with my role as a helper.
- ___ 63. I have thoughts that I am a "failure" as a helper.
- ___ 64. I have thoughts that I am not succeeding at achieving my life goals.
- ___ 65. I have to deal with bureaucratic, unimportant tasks in my work as a helper.
- ___ 66. I plan to be a helper for a long time.

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Name: _____

Date: _____

This questionnaire is designed to measure the way you feel about the amount of personal stress that you experience. It is not a test, so there are no right or wrong answers. Answer each item as carefully and as accurately as you can by placing a number beside each one as follows:

- 1=None of the time
 - 2=Very little
 - 3=A little of the time
 - 4=Some of the time
 - 5=A good part of the time
 - 6=Most of the time
 - 7=All of the time
-

1. _____ I feel extremely tense.
 2. _____ I feel very jittery.
 3. _____ I feel like I want to scream.
 4. _____ I feel overwhelmed.
 5. _____ I feel very relaxed.
 6. _____ I feel so anxious I want to cry.
 7. _____ I feel so stressed that I would like to hit something.
 8. _____ I feel very calm and peaceful.
 9. _____ I feel like I am stretched to the breaking point.
 10. _____ It is very hard for me to relax.
 11. _____ It is very easy for me to fall asleep at night.
 12. _____ I feel an enormous sense of pressure on me.
 13. _____ I feel like my life is going very smoothly.
 14. _____ I feel very panicked.
 15. _____ I feel like I am on the verge of total collapse.
 16. _____ I feel like I am losing control of my life.
 17. _____ I feel that I am near the breaking point.
 18. _____ I feel wound up like a coiled spring.
 19. _____ I feel that I can't keep up with the demands on me.
 20. _____ I feel very much behind in my work.
 21. _____ I feel tense and angry with those around me.
 22. _____ I feel I must race from one task to the next.
 23. _____ I feel that I just can't keep up with everything.
 24. _____ I feel as tight as a drum.
 25. _____ I feel very much on edge.
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Score: _____

COMPASSION FATIGUE ASSESSMENT PROFILE

1. Compassion Satisfaction/Fatigue Self Test (Stamm & Figley, 1998, 1995)

Measures

- ◆ Compassion Satisfaction
- ◆ Compassion Fatigue
- ◆ Burnout

Scoring

- ◆ Circle the following 23 items: 4, 6-8, 12-13, 15-16, 18, 20-22, 28-29, 31-34, 36, 38-40, 44.
- ◆ Put a check by the following 16 items: 17, 23-25, 41-42, 45, 48, 49, 51, 56, 58, 60, 62-65.
- ◆ Put an "X" by the following 26 items: 1-3, 5, 9-11, 14, 19, 26-27, 30, 35, 37, 43, 46-47, 50, 52-55, 57, 59, 61, 66.
- ◆ (Add the numbers you wrote next to the items for each set of items and note:)
- ◆ Add all circled numbers for your *Compassion Fatigue risk factor*: TOTAL = _____
26 or less=extremely low risk; 27-30=low risk; 31-35=moderate risk; 36-40=high risk; 41 or more=extremely high risk.
- ◆ Add all numbers with checks beside them for your *Burnout risk*: TOTAL = _____
36 or less=extremely low risk; 37-50=moderate risk; 51-75=high risk; 76-85=extremely high risk.
- ◆ Total numbers marked "X" for *Compassion Satisfaction factor*: TOTAL= _____
118 and above=extremely high potential; 100-117=high potential; 82-99=good potential; 64-81=modest potential; below 63-0=low potential.

FURTHER INTERPRETATION (Figley, In Press)

Distinguish between changing jobs & changing ways: Look at your 3 sub-scores and the various combinations:

Score	Burnout Level	ComFat* Level	ComSat** Level
High	High Burnout	High CF	High Satisfaction
Medium	Mod Burnout	Mod CF	Mod Satisfaction
Low	Low Burnout	Low CF	Low Satisfaction

Change Careers: High Burnout, High CF, Low Satisfaction
Change Jobs: High Burnout, Low CF, High Satisfaction
Stay & Manage Stress: Low Burnout, High CF, Mod Satisfaction
Change Client: Low Burnout, Low CF, Low Satisfaction

*ComFat: Compassion Fatigue Level

** ComSat: Compassion Satisfaction Level

Index of Clinical Stress (Abel, 1991)

Measures

Subjective individual stress

Scoring

- ◆ Reverse scores for Items 5, 8, 11, 13
- ◆ Add Reversed Item scores then add Remaining Item scores to get the Total Score

$$\frac{\text{(Reversed Items)}}{\text{(Reversed Items)}} + \frac{\text{(Remaining Items)}}{\text{(Remaining Items)}} = \frac{\text{(Total Score)}}{\text{(Total Score)}}$$

- ◆ Subtract total # completed items (25 on scale) from Total Score to get Item Score

$$\frac{\text{(Total Score)}}{\text{(Total Score)}} - \frac{\text{(#items complete)}}{\text{(#items complete)}} = \frac{\text{(Item Score)}}{\text{(Item Score)}}$$

- ◆ Multiply Item Score by 100 to get Adjusted Score

$$\frac{\text{(Item Score)}}{\text{(Item Score)}} \times \frac{100}{100} = \frac{\text{(Adjusted Score)}}{\text{(Adjusted Score)}}$$

- ◆ Multiply # of completed items (25 on scale) by 6 to get Divisor

$$\frac{\text{(#items complete)}}{\text{(#items complete)}} \times \frac{6}{6} = \frac{\text{(Divisor)}}{\text{(Divisor)}}$$

- ◆ The Adjusted Total is divided by the Divisor to get the Total ICS Score

$$\frac{\text{(Adjusted Total)}}{\text{(Adjusted Total)}} / \frac{\text{(Divisor)}}{\text{(Divisor)}} = \frac{\text{(Total ICS Score)}}{\text{(Total ICS Score)}}$$

- ◆ Total ICS Score should range between 0-100
Scores > 30 = significant stress