



UNDERSTANDING COMPASSION FATIGUE IN YOUR LIBRARY

A 90-minute Webinar

“Compassion Fatigue” ~ What is it? What brings it about? _____

What else might contribute to or “aggravate” **your** compassion fatigue? _____

Let’s Take a Quick Look at “Emotional Intelligence” ~ Self-Awareness

is...**your ability to recognize your own emotions as they happen and understand your tendencies** in various conditions.

- What are some aspects of self-awareness?
 - a) Knowing which emotions I’m feeling and _____
 - b) Realizing the connection between my feelings and what I _____, _____, and _____

Self-management

is...when you act – or don’t act – on your emotions. It’s **your ability to use your awareness of your emotions to manage your own behavior in a positive way**. In other words, it’s managing your emotional reactions to situations and people.

- Some aspects of self-management are:
 - a) Managing _____ emotions and impulses
 - b) Staying _____ in upsetting situations.

POPULAR SANGUINE STRENGTHS

Loves fun

High energy

People person

Positive

Storyteller

Not shy

Sense of humor

STRUGGLES

all fun

too “bouncy”

forgets details

“rose-colored glasses”

embellishes

pushy

sarcastic

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If you are a “Popular Sanguine,” how might dealing with “needy patrons” be affecting YOU?

POWERFUL CHOLERIC

STRENGTHS

- Born leader
- Sees the big picture
- Decisive
- Confident
- Likes change
- Unemotional
- Independent

STRUGGLES

- bulldozer
- ignores details
- my way or the highway
- arrogant
- makes change
- seems uncaring
- aloof

If you are a “Powerful Choleric,” how might dealing with “needy patrons” be affecting YOU?

PERFECT MELANCHOLY

STRENGTHS

- Genius prone
- Detail-oriented
- Self-sacrificing
- Appreciates quiet
- Sensitive
- Meticulous
- Analytical

STRUGGLES

- lacks common sense
- no focus on people
- martyr
- shhhhhh!
- pouts
- obsessive
- analysis paralysis

If you are a “Perfect Melancholy,” how might dealing with “needy patrons” be affecting YOU?

PEACEFUL PHLEGMATIC

STRENGTHS

- Easygoing
- Quiet

STRUGGLES

- pushover
- can appear aloof

Finds the easy way

Able to hide emotion

Patient

Witty

Happily reconciled to life

lazy

no input

no sense of urgency

can be sarcastic

“whatever”

If you are a “Peaceful Phlegmatic,” how might dealing with “needy patrons” be affecting YOU?

How might this information affect how I interact with patrons and respond/react to their needs?

*What are some ways I can **deal** with compassion fatigue considering **my** personality?*

Popular: _____

Powerful: _____

Perfect: _____

Peaceful: _____

INTROVERTS AND EXTROVERTS – TIPS FOR EACH

- 1) It's important to be aware of our tendencies, since some scientists consider where we fall on the introversion/extroversion spectrum the single most important aspect of _____.
- 2) Introverts and extroverts require very different levels of _____ to operate at their best.
_____.”
- 3) One of the primary differences between introverts and extroverts is what gives them _____.
Introverts: _____
Extroverts: _____
- 4) Another difference is how they process decisions, problem solving, life situations, etc.:
Introverts: _____
Extroverts _____

Do you consider yourself an introvert or an extrovert? _____

What have you learned today about introverts and extroverts that will help you deal with fatigue?

WAYS I CAN DEAL WITH MY COMPASSION FATIGUE USING SELF-CARE

1. Listen to my body. _____

2. Exercise. _____

3. Sleep! _____

4. Eat well. _____

5. Get some sun. _____

6. Find quiet time – or not. _____

7. Organize my time – and my “stuff.” _____

8. Leave my work at work. _____

9. Develop outside interests/hobbies. _____

10. Develop my relationship with my supervisor. _____

11. Avoid negative co-workers. _____

12. Make sure I have control over my finances. _____

13. Acquire new skills. _____

14. Identify a friend. _____

15. Delegate. _____

16. Make time for myself – daily. _____

17. Create a “transition ritual.” _____

18. Learn to say “no.” _____

19. Limit my “trauma inputs.” _____

20. Know my own boundaries. _____

21. Find ways to encourage my co-workers. _____

What other ideas can we collect for self-care? _____

How can I increase awareness and build understanding about compassion fatigue in my library?

Resources:

www.thepersonalities.com

Emotional Intelligence, Daniel Goleman

The Emotional Intelligence Quick Book and *Emotional Intelligence 2.0*, Travis Bradberry and Jean Greaves

Quiet, by Susan Cain

The Highly Sensitive Person, by Elaine Aron