

## **REGISTRATION**

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### **EFFECTIVE SELF CARE STRATEGIES FOR SOCIAL WORKERS AND OTHER HUMAN SERVICES PROFESSIONALS:**

**ADDRESSING VICARIOUS TRAUMA AND COMPASSION FATIGUE TO AVOID BURNOUT**

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**THURSDAY, JULY 26, 2018**

**8:30AM – 3:30PM**

Delaware State University  
Wilmington Campus  
✧  
3931 Kirkwood Highway  
Wilmington, DE 19808



Feeling stressed?

Are you worn out from working with clients?

Do you take on their stress?

Do you find yourself struggling with physical symptoms because you are worn down?

Does your job take an emotional toll on you?

If you answered yes to any (or all!) of the above questions, then this workshop is for you!

**Registration Cost: \$35 per person**  
**Cost for 5 CEUs: \$10 per person**

**5 CEUs will be provided by Delaware State University, Department of Social Work for social workers**

**Space will be limited to the first 40 registrants. A waiting list will be established.**

### **Confirmed Speakers:**

**The Rev. Martha Kirkpatrick**, St. Barnabas' Episcopal Church, Wilmington DE

**Meredith McFadden**, MA, Owner, Pure Yoga Pilates Studio, Wilmington DE

**Dr. Julius Mullen**, Chief Clinical Officer, Children & Families First of Delaware

**Mary Naychieo**, MSW, Alberta Medical Services, Alberta Canada

**Janet Harper**, CMT, MLB Massage Plus Beauty & Wellness

**Dr. Maria D. Perez**, MD, Wilmington, DE

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**For more information contact:**

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# Effective Self Care Strategies for Social Workers and Other Human Service Professionals

Presented by Delaware State University  
Department of Social Work

## Workshop Description

**Vicarious Trauma:** Human service professionals such as Social Workers, psychologists, counselors, child welfare workers, case managers, nurses and other health care workers often experience vicarious trauma (VT). VT can be defined as “the emotional residue of exposure that [they] have from working with people as they hear their trauma stories and become witnesses to the pain, fear, and terror that trauma survivors have endured.” Signs and symptoms of VT can be physical or psychological and include emotional numbing, social withdrawal, work-related nightmares, feelings of despair and hopelessness, and a reduced level of care and respect for clients.

**Compassion Fatigue:** Vicarious trauma often leads to compassion fatigue, which refers to “a state experienced by those helping people or animals in distress; it is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper.” Common symptoms of compassion fatigue include chronic physical and emotional exhaustion, irritability, difficulty sleeping, headaches, and weight loss or gain; all of which can lead to “burnout”.

**Self-Care:** It is important for human services professionals to understand the importance of practicing regular Self-Care, which has been defined as “any necessary human regulatory function that is under individual control, deliberate and self-initiated, to lessen the impact of compassion fatigue and vicarious trauma.” Regularly practiced self-care includes an array of prevention and intervention strategies that have been shown to effectively address compassion fatigue and vicarious trauma in the personal and professional lives of human services professionals.

## Workshop Objectives

This workshop aims to help human service professionals to:

1. Better understand the deleterious effects of vicarious trauma and compassion fatigue on their bio-psycho-social-spiritual health.
2. Better understand the importance of regularly practicing self-care as a prevention strategy for vicarious trauma and compassion fatigue.
3. Learn specific assessment tools to assess the presence and magnitude of vicarious trauma and compassion fatigue in their individual lives.
4. Learn specific intervention strategies (e.g., physical exercise, counseling, yoga, meditation, massage therapy, prayer) that have been shown to prevent, reduce and/or alleviate vicarious trauma and compassion fatigue.
5. Develop a personal Self-Care Action Plan that contains measurable outcomes.

## Target Audience

Who should attend this training/workshop?

- Social Workers
- Psychologists
- Mental Health Practitioners
- Case Managers
- Child Welfare Workers
- Crisis Workers
- Supervisors of Human Services Workers
- Nurses
- Health Care Providers

## Program Agenda

8:30-9:00 AM	Registration (Breakfast on your own)
9:00-9:15 AM	Welcome and Remarks & Review of Workshop's Goals and Expected Outcomes - Dr. Sheridan Quarless Kingsberry
9:15-10:30 AM	Vicarious Trauma - Dr. Julius Mullen
10:40-11:40 AM	Compassion Fatigue - Mary Nyachieo, MSW, RSW
11:50-12:45 PM	Achieving Spiritual Balance - The Rev. Martha Kirkpatrick
12:45-1:30 PM	<b>Lunch</b> (provided)
1:30-2:15 PM	Benefits of Yoga and Meditation - Meredith McFadden, MA, LPCMH
2:25-3:00 PM	Benefits of Massage Therapy, Janet Harper, CMT
3:00-3:30 PM	Develop Your BPS-S Self Care Action Plan, Dr. Maria D. Perez, MD
3:30PM	Wrap up and Evaluation - Dr. Sheridan Quarless Kingsberry

## Presentations

### **Helping the Helper: Understanding Vicarious Trauma and What to do About it!**

**Presenter: Dr. Julius Mullen**

Helping professionals consistently encounter scenarios and symptoms of trauma in their respective roles and positions. There is evolving evidence that the impact of directly helping others through traumatic experiences goes beyond fatigue or burnout. The impact of witnessing intense human experiences and emotions can lead to a negative transformation of a helper's own sense of safety and purpose, competence and comfort. This workshop will provide participants with the opportunity to examine their own experience and become aware of the signs and symptoms of both vicarious trauma and vicarious growth.

Learning Objectives of Presentation:

- At the end of this presentation, participants should be able to:
- Describe the process of vicarious impact on helping professionals from working with people who have experienced trauma.
- Differentiate secondary stress, vicarious trauma and vicarious resilience.
- Identify key vulnerabilities and strengths in one's own practice as a helping professional.
- List strategies associated with vicarious resilience.



## **Compassion Fatigue**

**Presenter: Mary Nychieo, MSW, RSW**

Compassion Fatigue is the emotional and physical exhaustion created by the trauma of helping others in distress. It is simply a gradual erosion of all things that keep us connected to others; our empathy, our hope, and our compassion. Over time, helping professionals and caregivers develop compassion fatigue during service delivery, and this may lead to a reduced capacity for empathy toward suffering in their future work.

It might be tempting to dismiss feelings of stress, fatigue, alienation, dissatisfaction, negative self-esteem and numbness as just another bad day, but these feelings can be signs of a serious problem. Issues that begin as manageable, if left unaddressed, can develop into emotional and mental strain. This presentation is an effective and gentle way to help you recognize and alleviate any fatigue you may be experiencing.

This presentation will help you to:

- Understand the subtle differences between burnout, compassion fatigue and vicarious trauma.
- Understand our own warning signs of compassion fatigue.
- Help you identify your own red zone.
- Understand the need for building resilience to compassion fatigue.
- Identify strategies for building resilience to these occupational hazards that lead to compassion fatigue.

## **Obtaining Spiritual Balance**

**Presenter: The Rev. Martha Kirkpatrick**

What care-giving does a parish priest do? It can be sitting with the dying and his family. Or with a woman who has lost her job and is looking for a new direction to her life. Noticing that someone on Sunday morning doesn't seem to be quite "himself." Working with a man who is at the end of his rope and needs help with his electric bill. Helping someone who wants to learn how to pray. The context for care-giving in the life of a parish priest is wide and varied. Reverend Kirkpatrick will offer what she has learned over the years about how to care for herself so she can be available to others; how to recognize when she is over-stressed and what she does about it; and especially, how to achieve a sense of balance both within her work life and outside it.

## **Self Care for the Caretaker: Combatting Compassion Fatigue with Yoga + Meditation**

**Presenter: Meredith McFadden, MA, LPCMH**

Feeling stressed? Are you worn out from working with clients? Do you take on their stress? Do you find yourself struggling with physical symptoms of fatigue or headaches, even getting sick more often because you are worn down? Does your job take an emotional toll on you? If so, this presentation will address self care and combatting compassion fatigue from a former LPMHC and provide you an introduction to meditation, yoga and mindfulness techniques to decompress and fight compassion fatigue. The presentation will include:

- A discussion on the effects of compassion fatigue and how we hold stress in our bodies.
- An introduction to mindfulness and mediation and a brief overview of cognitive and emotional benefits.
- Techniques you can use in the workplace to help reduce stress.
- Basic guided mediation and progressive relaxation.
- Self care through gentle and restorative yoga that can be done in your office that will help to decompress and release tensions held in the body.

## **Benefits of Massage: Make it Part of Your Well-Being Routine**

**Presenter: Janet Harper, CMT**

Massage is increasingly considered part of complementary medicine. It is progressively being offered along with standard treatment for a wide range of medical conditions and situations. Studies of the benefits of massage demonstrate that it can be an effective treatment for reducing stress, pain, and muscle tension.

This presentation will show how massage therapy can:

- Reduce muscle pain
- Reduce chronic pain
- Increase flexibility
- Relieve Stress
- Relieve Tension and migraines
- Improve digestion
- Reduce fatigue
- Increase circulation
- Lower blood pressure
- Reduce anxiety
- Help victims of sexual and physical abuse mentally recover

## **The Importance of Having a Daily Self Care Plan**

**Presenter: Dr. Maria D. Perez, MD**

As a physician, I have treated hundreds of patients for work related stress, vicarious trauma and compassion fatigue over the years. And, I have encouraged them, as part of the treatment, to develop self-care plans that address as many domains of their lives as possible (physical, psychological, social, spiritual, etc.). This presentation will utilize the steps outlined in the Developing Your Self Care Plan by the University of Buffalo School of Social Work to help participants construct a plan that will work for them. Every individual is unique. Therefore, each plan will be different. However, each plan must have at least one activity that addresses each of the domain in the bio-psycho-social-spiritual model. Participants will be asked to complete a check list, an assessment, and a worksheet before developing their Self Care plans. Examples will be shared during the presentation. Remember, "Motivation is what gets you started, habit is what keeps you going."

## Speakers' Bios



### **Dr. Julius Mullen Sr., Chief Clinical Officer, Children & Families First of Delaware**

Leading, teaching, coaching and mentoring are among life's most precious gifts for Dr. Julius Mullen, Sr. Julius believes that it is simply an honor to inspire people of all walks of life to be who they wish to be regardless of any life circumstances.

Julius is the Chief Clinical Officer for Children & Families First of Delaware where he leads a team of program managers representing a number of professional disciplines including education, behavioral health and child welfare. Dr. Mullen prides himself with setting his team up for professional and personal excellence at the highest level. He is a passionate about leadership development where he designed a curriculum for aspiring leaders at Children & Families First. He enjoys presenting at leadership conferences across the United States and relishes mentoring up and coming managers as well as doctoral students. His love and expertise for brain science and trauma informed care have given him an extensive platform to share his knowledge throughout the state of Delaware. Dr. J can also be found on the campus of Wilmington University where he has taught psychology, counseling and education courses since 2004. He serves on several national and state boards advocating for leadership, youth development and professional diversity.

Julius is a proud graduate of the Executive Leadership Institute from University of Michigan School of Social Work, School of Business and the Alliance for Strong Families and Communities. He completed his doctoral studies from Wilmington University in Innovation and Leadership in 2004 and earned his master's degree in counseling in 1998. Being a national certified counselor and licensed professional counselor of mental health has given him the pleasure to practice in the state of Delaware where he is also trained in trauma focused cognitive behavioral therapy.

Dr. Mullen and his wife Tasha are both clinical mental health experts who also direct a grassroots youth leadership program in Western Sussex Delaware called IMPACT Delaware. They have been deserving recipients of many awards for their community advocacy and leadership but none greater than the fruits of their labor. 100% of their youth graduated from high school, 96% of whom were college graduates, college attendees, military enlistees or gainfully employed (IMPACT Outcome Study, 2016).

In Julius' spare time, he immerses himself in self-care spending time with his wife, kids (Julius Jr., Juwan, Jazmine and Jayla) and his "grandcharms" (Kyrie, King and Aria).





**Mary Nyachieo, MSW, RSW, Alberta Health Services, Alberta, Canada**

Mary Nyachieo has been a medical social worker at the Slave Lake Family Care Clinic in Slave Lake, Alberta Canada since 2012. Mary has a special interest in Compassion Fatigue as she sees, first hand, the need to help the helpless. She has involved herself with community work by organizing a movement to get clean water to a local community (Masaai) in Kenya that has improved the lives of the villagers. Mary has lived on three different continents, worked in five different countries and speaks seven different languages. Mary left Kenya in 1997 for the USA and since then has worked with people with various life issues while putting herself through college. She obtained BSW and MSW degrees from Delaware State University.



**The Rev. Martha Kirkpatrick, Rector, St. Barnabas' Episcopal Church, Wilmington, DE**

The Reverend Martha Kirkpatrick has served as the Rector of St. Barnabas' Episcopal Church in Wilmington, Delaware since June 2014. She previously served in the Diocese of Maine, where she was the Rector of St. Margaret's Church in the small coastal city of Belfast. Martha was an environmental lawyer before her ordination in 2007, and served as the Commissioner of the Maine Department of Environmental Protection from 1999 to 1993. Prior to that she was a staff attorney with US EPA in Washington DC. She has a Master of Divinity from Harvard Divinity School, a law degree from George Washington University, and a BA from Skidmore College. She is the Ecumenical and Interfaith Officer for the Episcopal Church in Delaware; she currently serves on the Episcopal Church Advisory Committee for Environmental Stewardship as the Province 3 representative; serves on the board of Delaware Interfaith Power and Light, and is involved in Delaware Churches for Middle East Peace.



**Meredith McFadden, MA, ADTR, LPCMH, RYT, Owner, Pure Yoga Pilates Studio, Wilmington, DE**

Meredith McFadden, M.A., ADTR, LPCMH, RYT is the owner and operator of Pure Yoga Pilates Studio and is a former licensed counselor, certified yoga teacher and registered movement therapist. A former professional dancer, she received her bachelor's in dance from the University of the Arts in 1993 and completed her Master's in Movement Therapy in 1996 from Hahnemann University.

In 2004, she entered a 200-hour yoga teacher-training program with Om Yoga Studio based in New York City and world-renowned teacher and author Cyndi Lee. She has participated in workshops with Frank Mauro, Rolf Gates, David and Ethan Nichtern and Beryl Bender Birch. She has also trained in using yoga as therapy with acclaimed teacher Doug Keller, one of the first Anasura certified teachers. In 2011, Meredith entered BASI Pilates certification (Body Arts & Science Institute).

She has over thirteen years of experience working in the mental health field utilizing movement therapy and counseling with individuals with behavioral and learning disorders and developmental disabilities. She has over 16 years of experience teaching yoga. She brings her exceptional ability to relate to children and adults with special needs and different abilities to her teaching style, approaching teaching with patience and a sense of warmth and enthusiasm.



**Janet Harper, CMT, MLB Massage Plus Beauty & Wellness**

Janet Harper has been a Certified Massage Technician at Hand & Stone Massage and Facial Spa in Wilmington, Delaware since August 2015. She also is the proprietor of MLB Massage Plus Beauty & Wellness Center located in Wilmington. When she's not giving massages, she spends her time traveling and shopping with her husband. Janet attended Harris School of Business in Wilmington, DE.





**Dr. Maria D. Perez, MD**

Who am I? I'm a sister, wife, mother and healer. In my role as healer, I have practiced the art and science of medicine in private practice, in addiction medicine and in occupational health. In all of these roles I have attempted to achieve improvement in wellness and function though I'm sure never perfectly. I have attempted to empower individuals to take responsibility for their physical, and psychosocial wellness even within the limits which we always find ourselves. "All the world 's a stage."

### **Workshop Planning Committee**



**Dr. Sheridan Quarless Kingsberry**  
Associate Professor  
Department of Social Work  
Delaware State University



**Dr. Chavon Dottin**  
Director of Field Instruction  
Department of Social Work  
Delaware State University

## Recommended Reading:

Brady, J. L., Guy, J. D., Poelstra, P. L., & Brokaw, B. F. (1999). Vicarious traumatization, spirituality, and the treatment of sexual abuse survivors: A national survey of women psychotherapists. *Professional Psychology: Research and Practice, 30*(4), 386-393.

Emerson, D., Shama, R., Chaudhry, S., & Turner, J. (2009). Trauma-Sensitive Yoga: Principles, Practice, and Research. *International Journal of Yoga Therapy, 19*(1), 123-128.

Field, T., Hernandez-Reif, M., Diego, M., Schanberg, S., & Kuhn, C. (2005). Cortisol Decreases and Serotonin and Dopamine Increase Following Massage Therapy. *International Journal of Neuroscience, 115*(10), 1397-1413.

Rothschild, B. (2006). Help for the helper: *The psychophysiology of compassion fatigue And vicarious trauma*. New York, NY, US: W. W. Norton & Co.

van Dernoot Lipsky, Laura. (2009). *Trauma stewardship*. San Francisco: Berrett-Koehler Publishers, Inc.

