Caring for Our People. Caring for Our Animals.
NA3RsC’s Compassion Fatigue Resiliency Initiative

Megan R. LaFollette, MS, PhD | Program Director
TODAY'S AGENDA

Megan LaFollette
Introduction & Program Overview

Sally Thompson-Iritani
Setting up a Program: Committee, Budgets, & Leadership Buy-In

Vanessa Lee
Guidance for managers, policies & procedures

Rhonda MacAllister
Activities to Support Staff

Sarah Thurston
Passive Learning Resources
We conduct research to answer questions, solve problems, and help people & animals.
We form bonds with animals in the laboratory.
We must design, approve, perform, or view stressful or painful procedures.

"Caring-harming paradox"

Perpetration-induced traumatic stress
We may experience **moral stress & emotional dissonance**.
Human & animal welfare are intertwined

LaFollette et al, 2020

Higher stress/pain = Higher compassion fatigue

Less enrichment frequency/diversity = Higher burnout

Desire for more enrichment = Higher compassion fatigue
Disenfranchised Grief
Lack of empathy
Lack of organizational support
Disrespect
(Palotta, 2019 & Marton et al. 2019)

Most of our bonds with animals are broken.
We may not feel supported or valued by family, friends, or society in our work. 

(LaFollette et al. 2020, Goñi-Balentziaga et al. 2021, Schlanser et al. 2021)
We may work long hours & in understaffed workplaces.
This can lead to **workplace stress**
Workplace stress has known negative effects in human medical professionals.

- Depression
- Exhaustion
- Relationship health

↓ Patient satisfaction
↓ Quality of care
↑ Medical mistakes

↑ Staff turnover
↑ Absenteeism
Workplace stress is part of professional quality of life

- Professional quality of life
  - Compassion Fatigue
  - Compassion Satisfaction
    - Burnout
    - Secondary traumatic stress
We all want to reduce workplace stress.
But wanting does not equal achieving
A- Want to do more, but not sure what

Evidence?  Impact?  Practicality?
B - Great idea, but run into roadblocks

- Time?
- People?
- Training?
C - Implemented, but little recognition & hard to share
NA3RsC was created by people who understand these issues firsthand.
NA3RsC mission is to **advance science, innovation, & research animal welfare.**

Refine.

Reduce.

Replace.
Our leadership displays these diverse connections

NA3RsC partners with you across the field.
NA3RsC’s strategy is to identify initiatives with

- Strong Evidence
- Big Impact
- Real-World Practicality
NA3RsC currently has six key 3Rs initiatives.

- Rodent Health Monitoring
- Microphysiological Systems
- Translational Digital Biomarkers
- Refinement
- 3Rs Certification Course
- Compassion Fatigue Resiliency
Our team = 29 individuals from 22 institutions

Alison Hayward, MIT
Beth Greenhough, Keble College, Oxford
Crystal Johnson, Georgetown University
Elizabeth Clemmons, Southwest NPRC
Emily Pearson, Cornell University
Fabienne Ferrara, Consultant
Francesca Perrotta, University of Washington
Heather Hersh, Thrive Well-Being
Jennifer McMillan, Emory University
Lace Lively, Texas Biomedical Research Institute
Lauren Healy, Bristol Myers Squib
Lauren Young, University of Guelph
Lisa Kelly, University of Georgia
Lisa Stanislawczyk, Bristol Myers Squib
Liv Brancato-Buentello, Colorado State University
Megan LaFollette, NA3RsC
Pat Frost, Texas Biomedical Research Institute
Preston Van Hooser, University of Washington
Raphael Malbrue, Nationwide Children's Hospital and The Ohio State University
Rhonda MacAllister, Oregon NPRC
Rita Bellanca, University of Washington
Sally Robinson, AstraZeneca
Sally Thompson-Iritani, University of Washington
Sarah Thurston, Charles River Laboratories
Tara Martin, University of Michigan
Taylor Carroll, Mass General
Temeri Wilder-Kofie, NIH/NIAID/CMB
Theresa Martin, University of Guelph
Vanessa Lee, Emory
We have created resources for institutional compassion fatigue resiliency programs.
We received a small pilot grant in Occupational Health & Safety
Our objectives are (1) to develop compassion fatigue resiliency resources for animal research institutions and (2) pilot this program, assessing its quality/effectiveness.
We built a comprehensive compassion fatigue resiliency program

- Longitudinal Survey
- Starter Pack & Resources
- Interactive Webinars
- Poster
We created a **mixed methods** online survey.

**Mixed Methods**

*Qualitative:* open-ended questions

*Quantitative:* close-ended questions

**Timing**

- Baseline
- 6 months
- 1 year
- 2 years
We replicated questionnaires from validated instruments where possible.

1. PROQOL: Burnout, STS, & Compassion Satisfaction
2. Perceived Stress Scale
3. Resiliency
4. Job Satisfaction Scale
5. Modified Nurse Retention Index
6. Qualitative
Caring for Our People. Caring for Our Animals.

Working with research animals can lead to compassion fatigue.

We know you care deeply for our research animals and advancing science. Your work can come with challenges:

- Euthanasia of animals
- Potential animal pain/distress
- Difficulty talking about your work publicly
- Difficulty connecting with others
- Feeling undervalued by society

All of this and more can lead to feeling stressed and burnt out.

Together we can support resiliency.

- Compassion fatigue awareness
- Culture of care
- Work/life balance
- Connections between staff
- The 3Rs & animal welfare
- Self-care including mindfulness & more

na3rsc.org/cf
We facilitated & recorded 5 months of targeted webinars

- Intro to Compassion Fatigue Resiliency
- Mindfulness for Everyday Life
- Culture of Care: Interactive Stories
- Great Work Relationships
- Making Meaning: Compassion Satisfaction
We created extensive support materials

Core Components Packet:
• Timeline
• Guidance on Forming & Maintaining a CF Resiliency Committee
  • Committee membership
  • Example agendas & charter
  • What to expectations
• Sample Budget
• Leadership Buy-in Advice
  • Companion editable slide deck
• A Manager’s Role in a Wellness Program
We created extensive support materials

• Learning Resource Packet:
  • Overview of CF
  • Self-Care
  • Handling Emotions
  • Gratitude

• Culture of Care Packet

• Activity Idea Packet
We’ve created an in-depth evidence-based resource hub.

Compassion Fatigue Resiliency
Caring for our People. Caring for our Animals.

Working with research animals can be challenging, leading to workplace stress, burnout, and compassion fatigue. But together we can support resiliency. We have a range of resources designed to promote resiliency for both individuals & institutions.

na3rsc.org/cf

Background

Professionals working with research animals want to help both people and animals. They care deeply for both the research animals and advancing science, but their work can come with many challenging. For example, most of their bonds with animals are broken at the end of the study. And during studies they may view animals in unavoidable distress. Furthermore, they may experience moral & emotional stress when internally held values or emotions conflict with those that are expressed. They also may not feel supported by society or even friends and family in our work since animal research can have social stigma and be undervalued.
This fall all our materials have been placed online. Access through pay what you can.
Organizational Culture/Factors were cited to make compassion fatigue worse by almost half of our study participants.

"Leadership issues. Leadership disconnect from staff making the staff feel unappreciated and overworked."

"Lack of support or understanding from coworkers."

"Poor work life balance, short weekends."
Compassion fatigue specific support was wanted by over one third of our study participants.

"Teaching employees how to recognize and deal with compassion fatigue."

“It may also help others not feel so alone knowing that most people experience compassion fatigue especially in a research environment."

“Meaningful and readily available resources.”
Sally Thompson-Iritani, DVM/PhD

Certified Compassion Fatigue Professional (CCFP)
Compassion Fatigue Educator (CFE)
Certified Human-Animal Bond Practitioner (AVMA)
We created extensive support materials

Core Components Packet:

- Timeline
- Guidance on Forming & Maintaining a CF Resiliency Committee
  - Committee membership
  - Example agendas & charter
  - What to expect
- Sample Budget
- Leadership Buy-in Advice
  - Companion editable slide deck

A Manager’s Role in a Wellness Program
Evaluate where you are at.
It is important to recognize what you are already doing that supports employee morale and encourages self-care.

• Employee engagement committee?
• Holiday parties?
• Recognition events?
• Work parties?
Putting a Committee together
Who Should be on the Committee?
Invite staff that may be interested in compassion fatigue resiliency or wellness.
Ideally, a committee should have 5-10 members from a variety of roles. More members may make the committee less efficient but should provide a diversity of perspectives.
This may include staff members in the following areas:

• veterinary and technical staff,

• facility managers, caretakers, oversight body members (e.g., IACUC),

• scientists, research staff & students,

• facility social worker or psychologist or occupational health, behavioral services,

• training department.
Have a kick-off meeting to get things started.
• What are you trying to accomplish?
Discuss committee set-up
   Regular monthly meeting time/day?
   Who is leading the committee? Taking notes? Taking action?
Communication mechanism
   Email, shared drive, instant messaging
Communication culture within the committee
• Confidentiality
• How to resolve disputes
Scope for program

Ex: animal care staff only vs including students in research which may have different needs).
To address the issue of compassion fatigue, including the subsequent mental & physical health issues and job-related concerns it can cause and to raise awareness of resilience and self-caring in animal research settings.

MISSION, VISION, VALUES AND OATH

DARE 2 CARE’S MISSION:
To assist all members of the research team to recognize compassion fatigue and raise awareness, provide tools, strategies and resources for managing human emotions in working with and caring for laboratory animals.

DARE 2 CARE’S VISION:
To encourage and implement not only a university-wide belief, but also a global acceptance that Compassion Fatigue In Laboratory Animal Professionals is prevalent and can be prevented through education, support systems, and self-care.

DARE 2 CARE’S VALUES:
- Dare 2 Care is committed to respect all, value diversity, and accept all people with equality.
- We recognize and value the the contribution and participation of all volunteer committee members, communities, and organizations.
- We strive for excellence of quality and sustainable strength through continuous improvement.

DARE 2 CARE’S OATH:
As a member of the University of Washington’s Dare 2 Care Compassion in Science Committee, I will uphold our committee’s professional and ethical standards of respect, integrity, and honesty towards my fellow laboratory animal professionals. I am equally committed to the ethical care, health, well-being and positive environment of our research animals. I will attempt to help personnel affected by compassion fatigue by providing resources and/or by listening with care to their concerns, and if I am unable to help, I will refer them to my fellow D2C members or to other UW resources as needed.
CARE Committee
Dare 2 Care: Compassion in Science
Dare 2 Care: Compassion Resiliency
Compassion Awareness Project
Care and Compassion Awareness Project
# Example Compassion Fatigue Resiliency Committee Charter

<table>
<thead>
<tr>
<th>Committee Name</th>
<th>Mission Statement</th>
<th>Members, Committee Roles, Emails</th>
<th>Logistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>NA3RsC Compassion Resiliency Project</td>
<td>• To address the need for a Compass Resiliency resource hub for the lab animal community.</td>
<td>List names, roles, &amp; emails of members here&lt;br&gt;• Possible roles: leader, notetaker, accountability tracker, scheduler, etc.</td>
<td>Monthly Meeting Day/Time&lt;br&gt;• Decide &amp; list monthly meeting day/time here&lt;br&gt;• Primary contact will be through email, MS teams, Slack, etc</td>
</tr>
</tbody>
</table>

## Main Objectives
• Provide resources to the community for Compass Resiliency and Compassion Satisfaction when working with animal models in research.

## Scope
Personnel who work with animals in a research setting.
What is the best way to avoid this?
Important to have an agenda for each meeting to keep everyone engaged.
Introductions (names, roles)
High/Low/Kudos Activity: Everyone says a “high” & “low” from the last week.

• **Members can then celebrate the highs and determine if there's anything they can do to help with the lows.** Everyone also says something positive or to acknowledge another committee member.
• How can committee members support themselves?
§ Prioritize tasks & objectives. Keep them SMART.
What To Expect....
When your committee gets going....

EXPECTATIONS
Anticipate a variety of emotions during the meetings.
Initial reactions may be strong and could vary.

Occasionally there may be anger/resistance- “why now?”, “why do we need this?”, “we’ve been fine without it...”, or “it’s too late for me”.

Some may be hesitant to discuss this topic and emotions associated with it.

Some people may respond with excitement/relief/interest
Committees face a natural progression

- Initially, there may be higher engagement/involvement
- After 6 months or so, it can be difficult to keep the momentum going. Don’t be discouraged if things slow down or you cannot move quickly.
Committee participation ebbs & flows.
We encourage dividing committee responsibilities, so they do not fall on one person. This can help prevent the slow down.
If you can only do one thing....

- We recommend planning monthly group activities for staff
- or choosing something from presentation on activities....
Don’t forget to support each other!
Let's talk about budget?
A budget for a compassion fatigue resiliency program is important to help support staff and the program itself.

Below are example expenses that you may want to take into consideration when developing a budget for your program.

- Materials – paper/posters/surveys
- Advertising/outreach within institution – website/other
- Activities – speakers/gatherings/team events on and off site
- Food for during activities to encourage attendance & participation
- Liaison or person to keep the program moving forward – update and refresh material/outreach
- Continuing education opportunities
- Counselor/therapy service specific for CF in this field contracted or in house
# Budget Example:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Example costs:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakroom areas with enrichment and information for care staff</td>
<td>$1-2K/year</td>
</tr>
<tr>
<td>Quarterly meetings/get togethers</td>
<td>Refreshments = $250-400/quarter</td>
</tr>
<tr>
<td></td>
<td>Activities = $30-50pp subsidy/year</td>
</tr>
<tr>
<td>Dedicated area to commemorate animals within facilities - Plaque or sculpture</td>
<td>$1-2K/site</td>
</tr>
<tr>
<td>Conferences/workshops/continuing education sessions</td>
<td>$2-4K/year</td>
</tr>
<tr>
<td>Send 1-2 people/year to conferences</td>
<td></td>
</tr>
</tbody>
</table>
| Bring in outside subject matter experts to speak OR virtual speaker honorariums | $1K/year
|                                                                          | $250/talk x 4 = $1k/year                                     |
| 2-5 individuals certified compassion fatigue professional               | $440-1000/year                                               |
| Branding and marketing materials to advertise and promote program internally Supplies, printing, posters, institutional CF email address, website | $500-$1000/year                                             |
| Part time or full-time person to keep the program running               | $20-65K/year                                                 |
| Outside consultant to conduct a needs assessment                         | $2-5k                                                        |
| Occupational health support specific for compassion fatigue             | The cost of this varies, it may involve training or hiring someone with this experience or contracting with an external specialist |
How do I get Leadership Buy-in?
Buy-in:

- Should occur at the highest levels of your organization.
- A separate task from managerial and supervisor support.
<table>
<thead>
<tr>
<th>What is important right now that will make this relevant?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Mental Health Awareness</td>
</tr>
<tr>
<td>• Diversity</td>
</tr>
<tr>
<td>• Equity</td>
</tr>
<tr>
<td>• Inclusion</td>
</tr>
<tr>
<td>• Pandemic Response</td>
</tr>
<tr>
<td>• Job Market</td>
</tr>
<tr>
<td>• Vaccine Hesitancy</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Do's</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus on the benefits – don’t dwell on problems.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What can you improve?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Attendance</td>
</tr>
<tr>
<td>• Morale</td>
</tr>
<tr>
<td>• Perceptions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What are your goals?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>
Don’t

Tell leadership they don’t care.
Remember that this is one of MANY things that they are dealing with.
Be overly dramatic – state the facts and the benefits.
Presentation:

• In most scenarios, you will have a limited time. Make your presentation concise and to the point (5-10 minutes maximum).

• What resources are required.
• Deliverables.
• Benefits to the Institution.
• Progress reports at least once a year.

• NA3RsC has an editable slide deck for you to use at your facility. We recommend you change this slide deck to your institution's colors & branding to maximize its impact.
Leadership Buy-in
Be one of the first; be one of the many – either way it is important!
A Manager’s Role in a Wellness Program

Vanessa Lee, DVM, DACLAM
Assistant Director, Division of Animal Resources
Emory University
Organizational culture/factors were cited to make compassion fatigue worse by almost half of our study participants.

“Leadership issues. Leadership disconnect from staff making the staff feel unappreciated and overworked.”

“Lack of support or understanding from coworkers.”

“Poor work life balance, short weekends.”
Managers have unique challenges and opportunities.

- Might interact more with people than animals
- Tasked with caring for staff regardless of personal stresses
- Experience and position allow for specific opportunities to help others
Managers have multiple areas of impact to best support themselves and others.

- Supporting Yourself
- Promoting Self-Care
- Promoting Support Systems
- Promoting Leadership
- Promoting Passion
Support yourself by prioritizing the basics of self-care.

Self-care will be unique to you
Determine your specific needs
You deserve your own oxygen
Support yourself by setting boundaries.

Determine and communicate your limitations

Have influence but not control

Highly individual
Support yourself with external resources.

Family and friends
Mental health professionals
Internet-based networks
Promote self-care by setting an example.

- Publicly participate in wellness activities
- Create a safe space
- Share your experiences
Promote self-care by prioritizing wellness opportunities.

- Advocate for a wellness CE budget
- Conduct events during work hours
- Explore non-traditional topics
Many wellness opportunities are available.

- Veterinary and lab animal community
- Counseling
- Stress management
- Burnout prevention
- Conflict management
- Knowing the purpose of the research
- Mindfulness training
Promote self-care by encouraging wellness roles.

Support advocate training
Distribute resources
Many resources are available to develop wellness advocates.

- AVMA
  - Train-the-Trainer Wellbeing Educator Program
  - Workplace Wellbeing Certificate
- Certified Compassion Fatigue Professional
- Green Cross Academy of Traumatology
- Association for Pet Loss and Bereavement
Promote social support with an organizational wellness program.
Promote social support by encouraging connection.

Allow during workday
Create after hours opportunities
Distribute resources
Promote social support by showing appreciation.

Verbal and visual appreciation
External awards
Internal recognition programs
Promote passion by encouraging special interests.

Allow staff to develop specialized skills/knowledge

Create special interest committees

Discuss in social forum
Promote passion by encouraging engagement with committees.

- Internal: IACUC, animal resources specific
- Wellness specific
- External lab animal groups
Promote passion by allowing for autonomy
Demonstrate leadership with the basics of good management.

Communication

Workload planning systems

Foster a positive work environment that embraces diversity, equity and inclusion

<table>
<thead>
<tr>
<th>Cost Center</th>
<th>Final Calc CD/FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agnatha: Hagfish per 100 gal tank-PI Mgd</td>
<td>78.00</td>
</tr>
<tr>
<td>Agnatha: Lamprey (colony bin 80-150)</td>
<td>49.00</td>
</tr>
<tr>
<td>Amphibian/each</td>
<td>200.00</td>
</tr>
<tr>
<td>Guinea Pig</td>
<td>220.00</td>
</tr>
<tr>
<td>Guinea Pig: ABSL2</td>
<td>125.00</td>
</tr>
<tr>
<td>Mouse: ABSL2</td>
<td>685.00</td>
</tr>
<tr>
<td>Mouse: ABSL3</td>
<td>615.00</td>
</tr>
<tr>
<td>Mouse-Microisolator</td>
<td>770.00</td>
</tr>
<tr>
<td>Mouse-Microisolator/Auto Water</td>
<td>975.00</td>
</tr>
<tr>
<td>Mouse-Quarantine</td>
<td>513.75</td>
</tr>
<tr>
<td>Mouse-Sterile Housing</td>
<td>560.00</td>
</tr>
<tr>
<td>Pen Housed Livestock, Pig per head</td>
<td>55.00</td>
</tr>
<tr>
<td>Pen Housed Livestock, Sheep per head</td>
<td>55.00</td>
</tr>
<tr>
<td>Rabbit</td>
<td>67.00</td>
</tr>
<tr>
<td>Rat</td>
<td>845.00</td>
</tr>
</tbody>
</table>
Focus on leadership training and development.

- Formal leadership training
- Situation based informal coaching
- Upward and anonymous feedback
Many leadership training options are available.

- Institute for Laboratory Animal Management (ILAM)
- LinkedIn Learning Courses
- Crucial conversations/crucial accountability
- Institution specific
Demonstrate leadership by developing relationships

Ask:
How are you doing?
How can I help?
Acknowledgments

NA3rC Compassion Fatigue Team
Amy Dryman
Activities to Support Staff

RHONDA MACALLISTER, DVM
OREGON NATIONAL PRIMATE RESEARCH CENTER
OREGON HEALTH AND SCIENCE UNIVERSITY
<table>
<thead>
<tr>
<th>Activity Name</th>
<th>Approximate Time</th>
<th>Purpose</th>
<th>Notes</th>
<th>Description</th>
<th>Any links or sources</th>
</tr>
</thead>
</table>

[https://www.na3rsc.org/compassion-fatigue/](https://www.na3rsc.org/compassion-fatigue/)
INTROVERT

WARNING
AnNex Mouse Exchange Toolkit

**Approximate Time:** 30 – 90 minutes

**Purpose:** The purpose of this activity is to provide an opportunity for people to work together in a creative environment. Provide understanding of care and the important role of the animal model in the scientific process. It also emphasizes personal responsibility and ownership. When people have created their animal, they are invested in its care.

**Notes:** Can be done regularly. Designed for mice and could be expanded to other species.

**Description:** This activity is an opportunity for people to gather and join in a creative activity. Each person is given a felt mouse that they then add ears, nose, whiskers, tails, etc. The conversation at the table when people are involved in a joint creative activity shifts the focus and people also need to work together to make their mouse ("please pass the scissors", "can I have the glue", etc.). Participants also have the opportunity to complement their colleagues in their creative endeavors. When the mouse (or other animal) is completed then they have responsibility for preparing a cage card = naming their mouse, clarifying what care their mouse requires, defining what study/protocol the mouse is involved with and how it is contributing to scientific and biomedical advances. There are several ideas that could branch out from here like housing the mice and rewarding people who identify if the mice are being properly cared for.

**Source:** [The Mouse Exchange – Crafting Mice Together](#)
Grounding Gaze

**Approximate Time:** 15 minutes

**Purpose:** Grounding exercise for participants. Goal is to leave behind all to do lists, and bring focus on their body, mind and energy in this moment.

**Notes:** Is free; can be socially distanced.

**Description of Activity:** Team Leads lead participants through a grounding exercise in order to bring them into the present moment. Participants are invited to sit comfortably, with eyes open or closed. Leads can read (or play a pre-recorded video) from one of the many grounding meditation exercises found online. A recommended resource: [https://mindfulnessexercises.com/free-guided-meditation-scripts/](https://mindfulnessexercises.com/free-guided-meditation-scripts/)
Activities can take many forms

- Focus on Team Building
- Self-care
- Improving Animal Welfare
- Light Hearted to Bring People Together
- Variety of Lengths
Stressor Identification and Management*

Develop an Individual Self-Care Plan*

Polarity Mapping*

Discussion on Compassion Fatigue Resiliency*

Pause

* Part of current NA3RsC Group Activity Ideas
Ice breaker as warm up
Link activity to passive resource
Emotional cool-down
Acknowledge
- Short staffing
- Unbalanced Work/life culture

Meet staff where they are at

Optional participation
Principal Investigator Presentation

Quick Tip

- Why am I doing this?
- Why am I here?

Two to three things staff could take home to their families and friends.
Animal Tribute*

Memorial

Remembrance Day

Adoption Gallery Wall*

* Part of current NA3RsC Group Activity Ideas
Enrichment Hour*

Iron Enrichment Chef*

Enrichment Contest

Show the animals using it or let them give to animals themselves

* Part of current NA3RSC Group Activity Ideas
Positive Energy/Attitude

Rose, Bud, Thorn*
Ask favorite fruit, vegetable, season, etc.

Play upbeat music

Pitfall – 30 seconds can be a long time
1. With someone seated near you, take three to four minutes to discuss your favorite vegetable*

2. Exchange contact information, if you want to

3. Now you all have additional support for you and your programs!

*can also sit in your seat and pretend did not hear what I said
Activities
Acceleration

Create a Hope Box*
Self-Compassion Break*
Johari Square*
Painting

* Part of current NA3RsC Group Activity Ideas
Resource of the week or month

- Make into charades
- Introduce it with music
- Interpretative dance

Tuesday Trivia
Raffle
Care-full Stories*

Surprise another Unit/Group

Animal Themed Coloring Circle*

Journal Club

Drawing Dash*

One thing about you

RESILIENCE & COMPASSION IN RESEARCH JOURNAL CLUB

OUR JOB IS TOUGH.
Come learn more about recognizing compassion fatigue and building resilience!

WHAT
Short overview of a peer-reviewed research article followed by discussion in a safe space.
*No need to read article ahead of time*

WHEN
We will work with your schedule to determine the most convenient time to meet.

WHERE
DCM Commons conference room

SIGN UP
Email by October 28th...
If you’re interested in independent review of the articles, we are happy to provide paper or electronic copies.

* Part of current NA3RsC Group Activity Ideas
Tower time
Tours of new areas
Watch a surgery

Tidbit to Put Into Two Back Pockets
Comfort Animals

Wellness & Resources Corkboard*

Staff help pick inside/outside speakers

Pet channel/bulletin board

Time Capsule

* Part of current NA3RsC Group Activity Ideas
Nature

Walking Meeting
Morning Exercises
Closing Quick Tips

- No matter what you do someone will complain
- Good time to go outside the box
- Get the buy in (not always who you think it is)
- Stop and look at what you have already done
- Ask staff for activity suggestions and then ask them again
Acknowledgements

- NA3RC Compassion Fatigue Initiative
- Activities Subcommittee
  Theresa Martin
  Pat Frost
  Heather Hersh
  Lisa Kelly

- KRIS COLEMAN

- RESILIENCE AND COMPASSION IN RESEARCH COMMITTEE AT ONPRC
Passive Learning Resources

Sarah Thurston
Coordinator, Animal Behavior and Welfare Management Programs
Charles River Laboratories
What are passive resources?

Resources that can be accessed and utilized in the participants own time rather than in a group setting.
Goal of passive resources = Reach different audiences
Criteria
Engaging
Scientifically Sound
Practical
Universal
Process

Sub-committee formed

Resources curated

Resources focused on self-care\(^1\), gratitude\(^2\), and professional quality of life\(^3\)

Passive Learning Resource Packet
What is Compassion Fatigue?
What is Self-Care?

Mental
Physical
Spiritual
Social
Emotional
10 Ways to Handle Emotions

- Reframe the story you are telling yourself
- Practice self-acceptance
- Mindful, slow breathing
10 Ways to be More Grateful

- Keep a gratitude journal
- Use visual reminders
- Practice mindfulness

Professional Quality of Life Scale

- Burnout
- Secondary Traumatic Stress
- Compassion Satisfaction
What will you do for self-care?

List 5 actions to implement self-care into your everyday life

Pick 2-3 to implement immediately

Remain aware of your needs and adjust
Future Directions

The packet is a live document and will be updated based on feedback from site participants.
Compassion Fatigue Resiliency

Caring for our People. Caring for our Animals.

Working with research animals can be challenging, leading to workplace stress, burnout, and compassion fatigue. But together we can support resiliency. We have a range of resources designed to promote resiliency for both individuals & institutions.

https://www.na3rsc.org/compassion-fatigue
Acknowledgements

- Liv Brancato-Buentello
- NA3RC Compassion Fatigue Initiative
- Passive Resources Subcommittee
  - Jen McMillan, Rita Bellanca
Questions?