

Table Overview of Burnout, Compassion Fatigue and Vicarious Traumatization

BURNOUT	COMPASSION FATIGUE	VICARIOUS TRAUMATIZATION
<p>HALLMARK SIGNS</p> <ul style="list-style-type: none"> • Anger & frustration • Fatigue • Negative reactions towards others • Cynicism • Negativity • Withdrawal 	<p>HALLMARK SIGNS</p> <ul style="list-style-type: none"> • Sadness & grief • Nightmares • Avoidance • Addiction • Somatic complaints • Increased psychological arousal • Changes in beliefs, expectations, assumptions • ‘witness guilt’ • Detachment • Decreased intimacy 	<p>HALLMARK SIGNS</p> <ul style="list-style-type: none"> • Anxiety, sadness, confusion, apathy • Intrusive imagery • Somatic complaints • Loss of control, trust & independence • Decreased capacity for intimacy • Relational disturbances (crossover to personal life)
<p>SYMPTOMS</p> <ul style="list-style-type: none"> • Physical • Psychological • Cognitive • Relational disturbances 	<p>SYMPTOMS (mirror PTSD)</p> <ul style="list-style-type: none"> • Physical • Psychological distress • Cognitive shifts • Relational disturbances 	<p>SYMPTOMS (mirror PTSD)</p> <ul style="list-style-type: none"> • Physical • Psychological distress • Cognitive shifts • Relational disturbances • **permanent alteration in individual’s cognitive schema
<p>KEY TRIGGERS</p> <ul style="list-style-type: none"> • Personal characteristics • Work-related attributes • Work/organizational characteristics 	<p>KEY TRIGGERS</p> <ul style="list-style-type: none"> • Personal characteristics • Previous exposure to trauma • Empathy & emotional energy • Prolonged exposure to trauma material of clients • Response to stressor • Work environment • Work-related attitudes 	<p>KEY TRIGGERS</p> <ul style="list-style-type: none"> • Personal characteristics • Previous exposure to trauma • Type of therapy • Organizational context • Healthcare structure • Resources • Re-enactment