

MARY PENDER GREENE, LCSW-R

Compassion Fatigue Assessment Tool for Organizations

Is Your Organization Experiencing the Negative Impact of **Compassion Fatigue**?

Compassion Fatigue refers to the physical, emotional and spiritual fatigue or exhaustion that can overwhelm staff and cause a decline in both morale and productivity. Over time, the constant outputting of emotional energy typical in the healing professions can lead to excessive compassion fatigue within the management and the staff. When compassion fatigue is experienced in the workplace, the organization suffers under many far-reaching symptoms of stress: friction among co-workers, staff-management tension, increased absenteeism, excessive medial issues, high turnover and rising Workers' Compensation costs. Addressing compassion fatigue within an organization requires time, patience, understanding and a renewed vision for the future. Losing your vision can further stress and incapacitate staff. Creating a plan for positive change will motivate employees and energize the entire organization.

Adapted from the Compassion Fatigue Awareness Project
<http://www.compassionfatigue.org/pages/symptoms.html>

Instructions:

- 1) For each question, check the box in the column that most applies to the symptoms your organization experiences.
- 2) Add up your column scores according to the point values indicated.
- 3) Add the column subtotals to get your total score.
- 4) Check your result using the score interpretation table on page 2.

#	QUESTION	Not at all (1 Pt.)	Rarely (2 Pts.)	Sometimes (3 Pts.)	Often (4 Pts.)	Very Often (5 Pts.)
1	High rates of absenteeism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Constant friction in co-workers relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Inability for teams to work effectively together	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Rule breaking among staff members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Aggressive behaviors among staff members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Inability of staff to complete their tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Inability of staff to meet deadlines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Inflexibility among staff members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Negative attitudes among staff toward management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Strong reluctance among staff to change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Inability of staff to believe positive change is possible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	There is a lack of a vision for the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	COLUMN SUBTOTALS					
	Add column subtotals to find your total score.					
	TOTAL SCORE:					

SCORE INTERPRETATION TABLE

SCORE	COMMENT
>20	Little sign of compassion fatigue.
20-30	Little sign of compassion fatigue, unless some factors are particularly severe.
31-40	Be careful. Your organization may be at risk of compassion fatigue, particularly if several scores are high.
41-50	Your employees may be at severe risk of compassion fatigue. Do something about this urgently.
51-60	You employees may be at very severe risk of compassion fatigue. Do something about this now.