

# BACP Supervisors Conference 2022

## Workshop on self care, preventing burnout and vicarious trauma



David Lloyd-Brown

Postgrad Diploma in Counselling (Consultative Supervision)





**“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet”.**

—Dr R. Remen, Kitchen Table Wisdom

# Effective self-care & Resilience

Group one question



**Working to professional standards**



**How do you ensure that your wellbeing is sufficient to sustain the quality of your work?**

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Group two question



**Working to professional standards**



**How do you demonstrate your capacity to work with clients without being diminished by their concerns?**



## Definition of Burnout

**“Becoming exhausted by making excessive demands on energy, strength and resources”.**

—Freudenberger, 1974



## Definition of Burnout

**“A psychological syndrome involving emotional exhaustion, depersonalization and a diminished sense of personal accomplishment that occurred among various professionals who work with other people in challenging situations”.**

—C. Maslach, 2009



## Definition of Burnout

**“Resulting from chronic workplace stress that has not been successfully managed. It is characterized. By three dimensions -feelings of energy depletion or exhaustion, increased mental distance from one’s job or feelings of negativism or cynicism related to one’s job”.**

—ICD11, 2019

# Group Exercise: Supervisors Vulnerability

Group one question



**What type of supervisor might be more susceptible to developing Burnout?**

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Group two question



**What working conditions might put a supervisor more at risk of developing burnout?**

# The Signs of Burnout



**Emotional**

**Depletion**

**Emotional  
blunting**

**Tension,  
headaches,  
gastric  
problems,  
Exhaustion**

**Irritability**

**Helplessness**

**Behavioural  
withdrawal**

**Cynicism**

**Neglecting  
personal needs**

**Loss of  
motivation**



# Freudenberger's 5 stages of Burnout

**1**

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**The  
honeymoon  
phase**

**2**

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**Onset of  
stress phase**

**3**

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**Chronic  
stress phase**

**4**

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**Burnout  
phase**

**5**

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**Habitual  
burnout  
phase**

## Group Question:



**Please discuss if you recognise yourself or a fellow supervisor ever to have been in one of the 5 groups and discuss how you might tackle it.**

**If nobody can recognise themselves or anybody else in any of the categories, please pick one and discuss how you might overcome it and what resources you might use (Personal and External).**

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**The  
honeymoon  
phase**

**Onset of  
stress phase**

**Chronic  
stress phase**

**Burnout  
phase**

**Habitual  
burnout  
phase**



A comprehensive and clear definition comes from Hernandez et al. (2010), who state...

**“Vicarious trauma refers to the cumulative effect of working with traumatized client’s; interference with the therapist’s feelings, cognitive schemas, memories, self esteem, and /or sense of safety”.**

—Hernandez, Engstrom and Gangsei (2010)

# **Signs of vicarious trauma can include**

**Difficulty in managing emotions**

**A change in appetite and or sleeping patterns**

**Headaches and other aches and pains**

**Becoming easily distracted**

**Feeling numb**

**Over reliance on caffeine, alcohol, or other substance misuse**

**Relationship problems with family, friends, and colleagues**

**A change in a person view of the world, and or trust in it including doubts regarding spirituality**

# **A supervisor's increased vulnerability to Vicarious Trauma**

**A personal  
history of  
trauma.**

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**Current life  
circumstances  
such as a  
relationship  
breakup, financial  
worries, or  
moving house.**

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**Inadequate  
supervision.**

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**Lack of a  
proper self-  
care regime  
and work life  
balance.**

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# Group Exercise

Group one question



**How do you protect yourself in your daily work as a supervisor from Vicarious Trauma?**

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Group two question



**Does current supervision training address the potential occupational hazards?**

# Group Exercise: Future Supervision Practice

Group question



**What new measures do you intend to implement in your work as a supervisor to help prevent you developing Burnout or Vicarious Trauma?**

Thank  
you

**Please feel free to contact me if you have any questions or require a reading list:  
[delloydbrown@hotmail.co.uk](mailto:delloydbrown@hotmail.co.uk)**