

Compassion Satisfaction/Fatigue Self-Test for Helpers⁷

Helping others puts you in direct contact with other people's lives. As you probably have experienced, your compassion for those you help has both positive and negative aspects. This self-test helps you estimate your compassion status: How much at risk you are of burnout and compassion fatigue and also the degree of satisfaction with your helping others. Consider each of the following characteristics about you and your **current** situation. Write the number that honestly reflects how frequently you experienced these characteristics in the last week. Then follow the scoring directions at the end of the self-test.

0=Never 1=Rarely 2=A Few Times 3=Somewhat Often 4=Often 5=Very Often	
Items About You	
1.	I am happy.
2.	I find my life satisfying.
3.	I have beliefs that sustain me.
4.	I feel estranged from others.
5.	I find that I learn new things from those I care for.
6.	I force myself to avoid certain thoughts or feelings that remind me of a frightening experience.
7.	I find myself avoiding certain activities or situations because they remind me of a frightening experience.
8.	I have gaps in my memory about frightening events
9.	I feel connected to others.
10.	I feel calm.
11.	I believe that I have a good balance between my work and my free time.
12.	I have difficulty falling or staying asleep.
13.	I have outburst of anger or irritability with little provocation.
14.	I am the person I always wanted to be.
15.	I startle easily.
16.	While working with a victim, I thought about violence against the perpetrator.
17.	I am a sensitive person.
18.	I have flashbacks connected to those I help.
19.	I have good peer support when I need to work through a highly stressful experience.
20.	I have had first-hand experience with traumatic events in my adult life.
21.	I have had first-hand experience with traumatic events in my childhood.
22.	I think that I need to "work through" a traumatic experience in my life.
23.	I think that I need more close friends.
24.	I think that there is no one to talk with about highly stressful experiences.
25.	I have concluded that I work too hard for my own good.
26.	Working with those I help brings me a great deal of satisfaction.
27.	I feel invigorated after working with those I help.
28.	I am frightened of things a person I helped has said or done to me.
29.	I experience troubling dreams similar to those I help.
30.	I have happy thoughts about those I help and how I could help them.
31.	I have experienced intrusive thoughts of times with especially difficult people I helped.
32.	I have suddenly and involuntarily recalled a frightening experience while working with a person I helped.

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	33. I am pre-occupied with more than one person I help.
	34. I am losing sleep over a person I help's traumatic experiences.
	35. I have joyful feelings about how I can help the victims I work with.
	36. I think that I might have been "infected" by the traumatic stress of those I help.
	37. I think that I might be positively "inoculated" by the traumatic stress of those I help.
	38. I remind myself to be less concerned about the well being of those I help.
	39. I have felt trapped by my work as a helper.
	40. I have a sense of hopelessness associated with working with those I help.
	41. I have felt "on edge" about various things and I attribute this to working with certain people I help.
	42. I wish that I could avoid working with some people I help.
	43. Some people I help are particularly enjoyable to work with.
	44. I have been in danger working with people I help.
	45. I feel that Some people I help dislike me personally.
Items About Being a Helper and Your Helping Environment	
	46. I like my work as a helper.
	47. I feel like I have the tools and resources that I need to do my work as a helper.
	48. I have felt weak, tired, run down as a result of my work as a helper.
	49. I have felt depressed as a result of my work as a helper.
	50. I have thoughts that I am a "success" as a helper.
	51. I am unsuccessful at separating helping from personal life.
	52. I enjoy my co-workers.
	53. I depend on my co-workers to help me when I need it.
	54. My co-workers can depend on me for help when they need it.
	55. I trust my co-workers.
	56. I feel little compassion toward most of my co-workers.
	57. I am pleased with how I am able to keep up with helping technology.
	58. I feel I am working more for the money/prestige than for personal fulfillment.
	59. Although I have to do paperwork that I don't like, I still have time to work with those I help.
	60. I find it difficult separating my personal life from my helper life.
	61. I am pleased with how I am able to keep up with helping techniques and protocols.
	62. I have a sense of worthlessness/disillusionment/resentment associated with my role as a helper.
	63. I have thoughts that I am a "failure" as a helper.
	64. I have thoughts that I am not succeeding at achieving my life goals.
	65. I have to deal with bureaucratic, unimportant tasks in my work as a helper.
	66. I plan to be a helper for a long time.

7 Adopted by B. Stamm and included in a chapter in C.R. Figley (Ed.)(in press), *Treating Compassion Fatigue*. Philadelphia: Brunner/Mazel. This form may be freely copied as long as (a) authors are credited, (b) no changes are made, & (c) it is not sold.

Self-Test Scoring Instructions

Please note that research is ongoing on this scale and the following scores should be used as a guide. Look within to determine if the results fit with your experiences and intuitions, and check with others to determine if their experience of you.

1. Be certain you respond to all items.
2. Mark the items for scoring:
 - a. Put an X by the following 26 items:
1-3, 5, 9-11, 14, 19, 26-27, 30, 35, 37, 43, 46-47, 50, 52-55, 57, 59, 61, 66.
 - b. Put a check by the following 16 items:
17, 23-25, 41, 42, 45, 48, 49, 51, 56, 58, 60, 62-65.
 - c. Circle the following 23 items:
4, 6-8, 12, 13, 15, 16, 18, 20-22, 28, 29, 31-34, 36, 38-40, and 44.
3. Add the numbers you wrote next to the items for each set of items and note:

Your risk for Compassion Fatigue (circle):

118 and above = extremely high potential

100 - 117 = high potential

82 - 99 = good potential

64 - 81 = modest potential

below 63 = low potential

Your risk for Burnout (check):

36 or less = extremely low risk

37 - 50 = moderate risk

51 - 75 = high risk

76 - 85 = extremely high risk

Your potential for Compassion Satisfaction (x):

26 or less = extremely low risk

27 - 30 = low risk

31 - 35 = moderate risk

36 - 40 = high risk

41 or more = extremely high risk

4. Chart your scores by circling the appropriate score categories in the table below:

Level of Risk	Burnout Level	Compassion Fatigue (CF) Level	Satisfaction Level
High	51 or more	36 or more	82 or more
Moderate	37 - 50	31 - 35	64 - 81
Low	36 or less	30 or less	63 or less

5. Look at the combination of scores and determine in which category your profile fits.

Low Burnout, Low Compassion Fatigue, High Satisfaction:

Enjoy Your Job!

High Burnout, High Compassion Fatigue, Low Satisfaction:

Change Careers

High Burnout, Low Compassion Fatigue, High Satisfaction:

Change Jobs

Low Burnout, High Compassion Fatigue, High Satisfaction:

Stay and manage the Emotional Toll of the Work

Low Burnout, Low Compassion Fatigue, Low Satisfaction:

Change Population Served

