

NC Department of Health and Human Services

NC Home Care Aide Curriculum

Module 23 – Stress Management

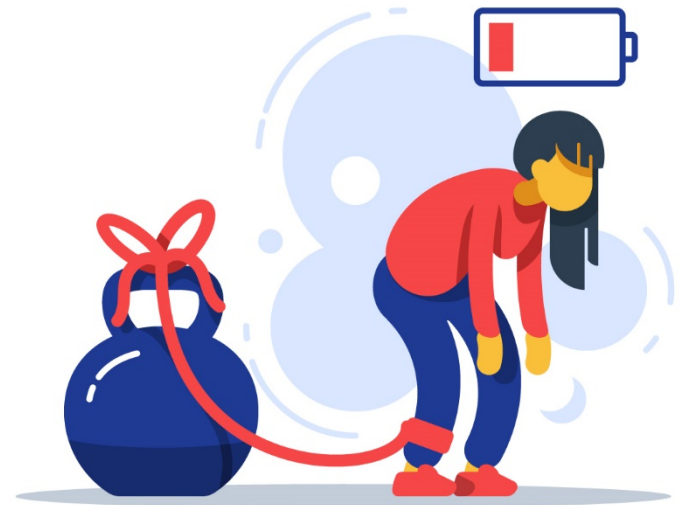
July 2021

OBJECTIVES

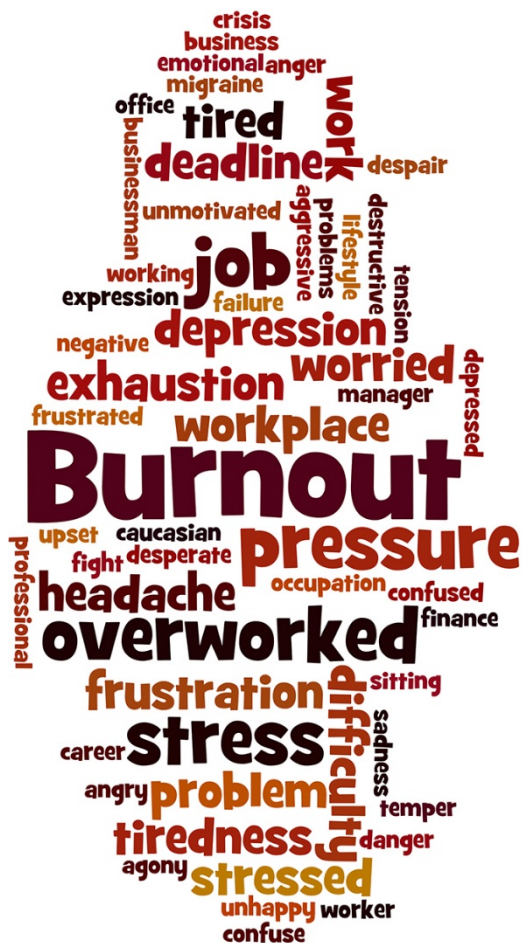
- 1. Explain why home care aides might experience stress**
- 2. Identify symptoms of burnout or compassion fatigue**
- 3. List several stress reduction techniques**

Stressors for the Home Care Aide

- **Being in a care giving profession such as a home care aide can have many sources of stress**
- **Caring for someone else can be physically challenging**



Burnout and Compassion Fatigue



- Burnout and compassion fatigue are more than feelings of stress at work
- They encompass the physical, emotional, and/or spiritual exhaustion that can seem to take over a person

HANDOUT #1

Symptoms of Burnout



SYMPTOMS OF BURNOUT (1)

- **High absenteeism**
- **Inability to work in teams or groups**
- **Desire to break company rules**
- **Outbursts of aggression**
- **Inability to complete assignments**
- **Lack of flexibility**



SYMPTOMS OF BURNOUT (2)

- **Inability to respect other staff or meet deadlines**
- **Negativism toward workplace or management**
- **Reluctance toward change**
- **Lack of positive vision for the future**



WHO IS AT RISK FOR BURNOUT?

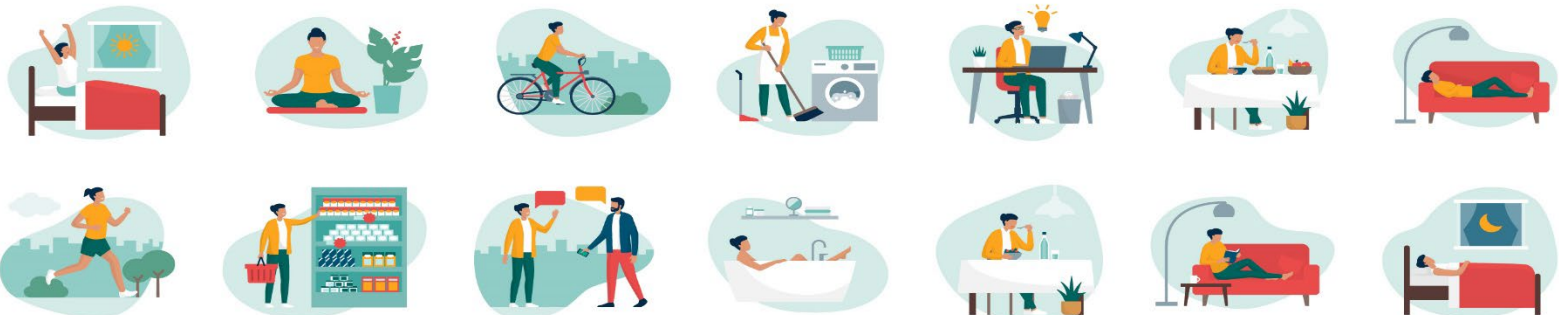
- Who is most at risk of developing burnout or compassion fatigue?

ANYONE



TAKE CARE OF YOURSELF

- Home care aides often times do not take the time for themselves that they truly need and deserve
- Getting help with burnout or compassion fatigue will give you the physical and emotional energy needed to do your daily activities – both personally and professionally



HANDOUT #2

Stress Reduction



ACTIVITY #1

PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL) Compassion Satisfaction and Fatigue





Be sure to voice any concerns or stressful issues/situations to your supervisor. You do not need to carry a burden by yourself, and perhaps your supervisor will be able to give you guidance and help with your stressful situation.