**Compassion Satisfaction Score**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Compassion satisfaction is about the pleasure you derive from being able to do your work well. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or even the greater good of society.

Higher scores on this scale represent a greater satisfaction related to your ability to be an effective caregiver in your job. The average score is 50 (SD 10; alpha scale reliability .88). About 25% of people score higher than 57 and about 25% of people score below 43. If you are in the higher range, you probably derive a good deal of professional satisfaction from your position. If your scores are below 40, you may either find problems with your job, or there may be some other reason—for example, you might derive your satisfaction from activities other than your job.

**Burnout Score: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Most people have an intuitive idea of what burnout is. From the research perspective burnout is one of the elements of CF. It is associated with hopelessness and difficulties in dealing with work or in doing your job effectively. These feelings usually have a gradual onset. They can reflect the feeling that your efforts make no difference or they can be associated with a very heavy workload or a non-supportive work environment. Higher scores on this scale may mean that you are at a higher risk for burnout.

The average score on the burnout scale is 50. About 25% of people score above 57 and about 25% score below 43. If your score is below 40 this probably reflects positive feelings in your ability to be effective in your work. If you score above 57 you may wish to think about what in your work makes you think that you are not effective in your position. Your score may reflect your mood; maybe you are having a ‘bad day’ or are in need of some time off. If the high score persists or is not reflective of other worries, it may be a cause for concern.

**Secondary Traumatic Stress Score: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

The second component of Compassion Fatigue (CF) is secondary traumatic stress (STS). It is about your work related, secondary exposure to extremely or traumatically stressful events. Developing problems due to exposure to other’s trauma is somewhat rare but does happen to many people who care for those who have experienced extremely or traumatically stressful events. For example, you may repeatedly hear stories about the traumatic things that happen to other people, commonly called Vicarious Traumatization. If your work puts you directly in the path of danger, for example, field work in a war or area of civil violence, this is not secondary exposure; your exposure is primary. However, if you are exposed to others’ traumatic events as a result of your work, for example, as a therapist or an emergency worker, this is secondary exposure.

The symptoms of STS are usually rapid in onset and associated with a particular event. They may include being afraid, having difficulty sleeping, having images of the upsetting event pop into your mind, or avoiding things that remind you of the event. The average score on this scale is 50 (SD 10; alpha scale reliability .81). About 25% of people score below 43 and about 25% of people score above 57. If your score is above 57, you may want to take some time to think about what at work may be frightening to you or if there is some other reason for the elevated score. While higher scores do not mean that you have a problem, they are an indication that you may wish to examine how you feel about your work and your work environment. You may wish to discuss this with your supervisor, a colleague or a health care professional.