

Compassion Satisfaction and Fatigue (CSF) Test

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 of others. Consider each of the following characteristics about you and your **current** situation. Write in 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

X			1. I am happy.
X			2. I find my life satisfying.
X			3. I have beliefs that sustain me.
	O		4. I feel estranged from others.
X			5. I find that I learn new things from those for whom I care.
	O		6. I force myself to avoid certain thoughts or feelings that remind me of a frightening experience.
	O		7. I find myself avoiding certain activities or situations because they remind me of a frightening experience.
	O		8. I have gaps in my memory about frightening events.
X			9. I feel connected to others.
X			10. I feel calm.
X			11. I believe that I have a good balance between my work and my free time.
	O		12. I have difficulty falling or staying asleep.
	O		13. I have outbursts of anger or irritability with little provocation.
X			14. I am the person I always wanted to be.
	O		15. I startle easily.
	O		16. While working with a victim, I thought about violence against the perpetrator.
	V		17. I am a sensitive person.
	O		18. I have flashbacks connected to those I help.
X			19. I have good peer support when I need to work through a highly stressful experience.
	O		20. I have had first-hand experience with traumatic events in my adult life.
	O		21. I have had first-hand experience with traumatic events in my childhood.
	O		22. I think that I need to "work through" a traumatic experience in my life.
	V		23. I think that I need more close friends.
	V		24. I think that there is no one to talk with about highly stressful experiences.
	V		25. I have concluded that I work too hard for my own good.
X			26. Working with those I help brings me a great deal of satisfaction.
X			27. I feel invigorated after working with those I help.
	O		28. I am frightened of things a person I helped has said or done to me.
	O		29. I experience troubling dreams similar of the people that I help.
X			30. I have happy thoughts about those I help and how I could help them.
	O		31. I have experienced intrusive thoughts at times with especially difficult people I helped.

	O		32. I have suddenly and involuntarily recalled a frightening experience while working with a person I helped.
	O		33. I am pre-occupied with more than one person I help.
	O		34. I am losing sleep over the traumatic experiences of people I help.
X			35. I have joyful feelings about how I can help the people I work with.
	O		36. I think that I might have been "infected" by the traumatic stress of those I help.
X			37. I think that I might be positively "inoculated" by the traumatic stress of those I help.
	O		38. I remind myself to be less concerned about the well being of those I help.
	O		39. I have felt trapped by my work as a helper.
	O		40. I have a sense of hopelessness associated with working with those I help.
		V	41. I have felt "on edge" about various things and I attribute this to working with certain people I help.
		V	42. I wish that I could avoid working with some people I help.
X			43. Some people I help are particularly enjoyable to work with.
	O		44. I have been in danger working with people I help.
		V	45. I feel that some people I help dislike me personally.
X			46. I like my work as a helper.
X			47. I feel like I have the tools and resources that I need to do my work as a helper.
		V	48. I have felt weak, tired, run down as a result of my work as helper.
		V	49. I have felt depressed as a result of my work as a helper.
X			50. I have thoughts that I am a "success" as a helper.
		V	51. I am unsuccessful at separating helping from personal life.
X			52. I enjoy my co-workers.
X			53. I depend on my co-workers to help me when I need it.
X			54. My co-workers can depend on me for help when they need it.
X			55. I trust my co-workers.
		V	56. I feel little compassion toward most of my co-workers.
X			57. I am pleased with how I am able to keep up with helping technology.
		V	58. I feel I am working more for the money/prestige than for personal fulfillment.
X			59. Although I have to do paperwork that I don't like, I still have time to work with those I help.
		V	60. I find it difficult separating my personal life from my helper life.
X			61. I am pleased with how I am able to keep up with helping techniques and protocols.
	O		62. I have a sense of worthlessness/disillusionment/resentment associated with my role as a helper.
		V	63. I have thoughts that I am a "failure" as a helper.
		V	64. I have thoughts that I am not succeeding at achieving my life goals.
		V	65. I have to deal with bureaucratic, unimportant tasks in my work as a helper.
X			66. I plan to be a helper for a long time.

Scoring Instructions

Please note that research is ongoing on this scale and the following scores should be used as a guide, not as confirmatory information. Be certain you respond to all items.

1. Total the numbers you wrote beside each “X” _____
2. Total the numbers you wrote beside each “V” _____
3. Total the numbers you wrote beside each “O” _____

“X” measures Potential for Compassion Satisfaction: Do you derive satisfaction from being a caregiver?

- 118 and above = extremely high potential
- 100-117 = high potential
- 82-99 = good potential
- 64-81 = modest potential
- Below 63 = low potential

These 26 items (1-3, 5, 9-11, 14, 19, 26-27, 30, 35, 37, 43, 46-47, 50, 52-55, 57, 59, 61, 66) measure your Potential for Compassion Satisfaction.

“V” measures your Risk for Burnout: Burnout is described as stress on the job in any place one works, not necessarily in a caregiving job.

- 36 or less = extremely low risk
- 37-50 = moderate risk
- 51-75 = high risk
- 76-85 = extremely high risk

These 16 items (17, 23-25, 41, 42, 45, 48, 49, 51, 56, 58, 60, 62-65) measure your Risk for Burnout.

“O” measures your Risk for Compassion Fatigue:

- 26 or less = extremely low risk
- 27-30 = low risk
- 31-35 = moderate risk;
- 36-40 = high risk;
- 41 or more = extremely high risk

These 23 items (4, 6-8, 12, 13, 15, 16, 18, 20-22, 28, 29, 31-34, 36, 38-40, 44) measure your Risk for Compassion Fatigue.

Note your scores in each category and your reactions to your scores! What are the implications for you and your work?