**Burnout**A prolonged response to chronic emotional and interpersonal stressors on the job. It manifests as physical, emotional, and mental exhaustion, cynicism, and diminished professional efficacy.

**Compassion fatigue**  
The decreased ability to respond to the suffering of others with empathy. It consists of the feeling of having nothing left to give. It makes it difficult to find the compassion necessary to serve people. If professionals continually offer support and compassion to others—but are not able to take of themselves—they can feel depleted of inner resources. Compassion fatigue can drain energy, vitality, and optimism. Includes both *burnout* and *trauma exposure*.

**Compassion satisfaction**  
Describes the positive feelings derived from competent performance as a trauma supporter. It is characterized by positive relationships with colleagues and the conviction that one’s efforts contribute in a meaningful way

**Trauma exposure**Can be experienced as a consequence of our work and as a reality of our personal lives. Both can cause PTSD. Includes individual, organizational, and structural/institutional trauma.

* Primary: trauma we have encountered ourselves.
* Secondary: trauma we have been exposed to.
* Examples: homelessness, assault, sexual violence, structural violence ( such as institutionalized sexism, racism, homophobia), natural disasters, abuse, etc.

**Trauma exposure response**The transformation that takes place within us as a result of exposure to suffering of other living beings or the planet. It can result from deliberate or inadvertent exposure, formal or informal contact, paid or volunteer work. It is the ways in which the world looks and feels like a different place to you as a result of your work.

**Trauma stewardship**The daily practice through which individuals and organizations tend to the hardship, pain, or trauma experienced by humans, other living beings, or our planet itself. The entire conversation about how we come to do this work, how we are affected by it, and how we make sense of and learn from our experiences. Can occur at individual, organizational, and societal levels.

*Sources: OSHA, Joyful Heart Foundation, National Center on Safe Supportive Learning, Trauma Stewardship*

| Stress vs. Burnout | |
| --- | --- |
| Stress | Burnout |
| Characterized by over-engagement | Characterized by disengagement |
| Emotions are overreactive | Emotions are blunted |
| Produces urgency and hyperactivity | Produces helplessness and hopelessness |
| Loss of energy | Loss of motivation, ideals, and hope |
| Leads to anxiety disorders | Leads to detachment and depression |
| Primary damage is physical | Primary damage is emotional |
| May kill you prematurely | May make life seem not worth living |
| Source: *Stress and Burnout in Ministry* | |

**Quotes About *Trauma Stewardship* by Laura van Dernoot Lipsky:**

As stewards, we create space for and honor others’ hardship and suffering, and yet we do not assume their pain as our own. We develop and maintain long-term safety that enables us to remain whole and helpful, even amid great challenges.

Our stewardship involves but is not limited to our intention in choosing the work we do, our philosophy of what it means to help others, the tone our caregiving takes, and our daily decision about how we live our lives.

When we arrive at a frightening place, we want to slow down enough to be curious about what is happening within ourselves.