PROFESSIONAL SELFCARE IN ADDICTION SERVICES:
ETHICAL PRACTICE, COMPASSION FATIGUE & WORKFORCE SUSTAINABILITY

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INTRODUCTION

ADDICTION PROFESSIONALS:

❑ **WHO ARE WE?**

❑ **WHO IS SOMEONE NEEDING ADDICTION SERVICES?**

❑ **WHAT IS YOUR GOAL AS AN ADDICTIVE PROFESSIONAL?**
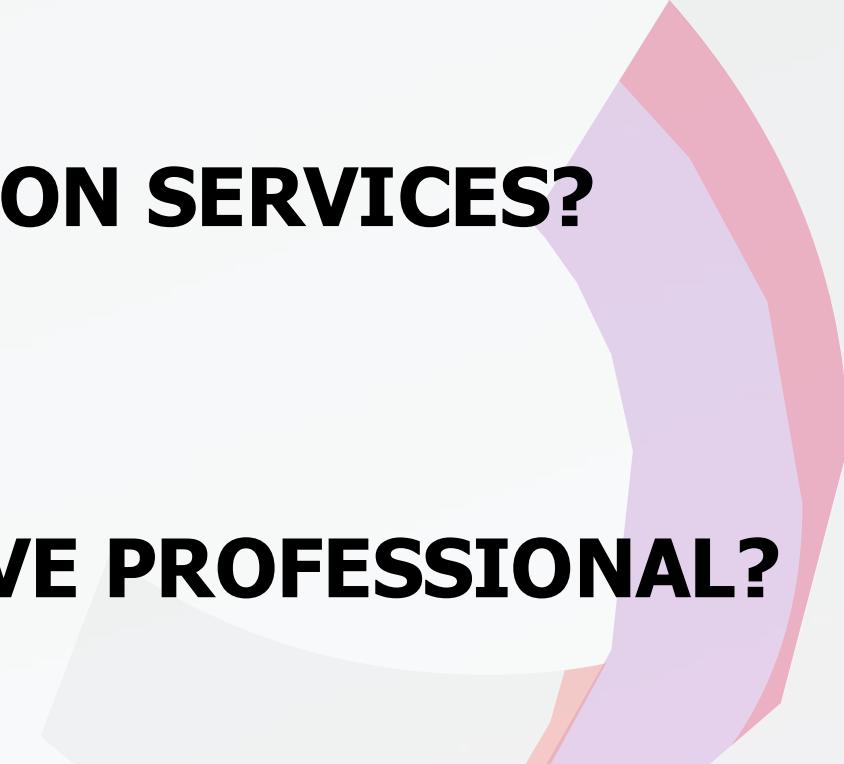
KEY RESPONSIBILITIES OF AN ADDICTIONS WORKER

01 Developing Recovery Plans

02 Crisis Intervention

03 Addiction Recovery Support

04 Mental Health Support

05 Community Outreach

06 Family Support

07 Child and Youth Care

Sundance college

What Do Addictions and Community Health Professionals Do?
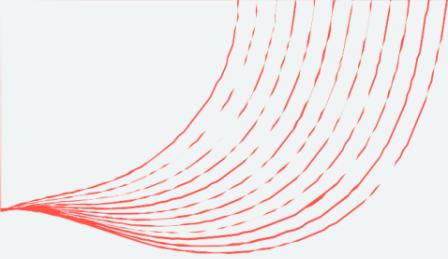
EXPECTATIONS AND ASSUMPTIONS

EXPECTATIONS

ETHICAL PRACTICE

DISCHARGE RESPONSIBILITIES

ASSUMPTIONS

AWARE OF EXPECTATIONS

STATE OF MIND AND COMPLIANT

OCCUPATIONAL HAZARDS

OCCUPATIONAL STRESSORS

❑ LONG AND IRREGULAR HOURS

❑ SHIFT WORK & FATIGUE

❑ TIME PRESSURES & COGNITIVE LOAD

❑ JOB INSECURITY

❑ CONFLICTS WITH CO-WORKERS OR BOSSES

SYMPTOMS

❑ DROP IN WORK PERFORMANCE

❑ DEPRESSION

❑ ANXIETY

❑ SLEEP DIFFICULTY

❑ BURN OUT
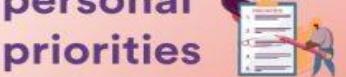
Signs of
Burnout

Exhaustion

Dreading work

Trouble sleeping

Depression

"Drowning"

Short temper

No time for non-work-related things

COMPASSION FATIGUE

❑ Emotional and physical exhaustion from prolonged exposure to suffering.

❑ Common in addiction and trauma-informed care.

❑ Distinct from burnout but often co-occurs.

SIGNS AND IMPACT

❑ Emotional numbness, irritability, reduced empathy.

❑ Decreased job satisfaction and effectiveness.

❑ Increased errors, absenteeism, and turnover.

SELFCARE

Selfcare is the **ability** of individuals, families, and communities to **promote** health, **prevent** disease, **maintain** health, and **cope** with illness and disability **with or without** the **support** of a health worker. **(WHO,2022)**

SEVEN PILLARS OF SELF-CARE

1 Knowledge & Health Literacy

2 Mental wellbeing

3 Physical Activity

4 Healthy Eating

5 Risk avoidance

6 Good hygiene

7 Rational use of products & services
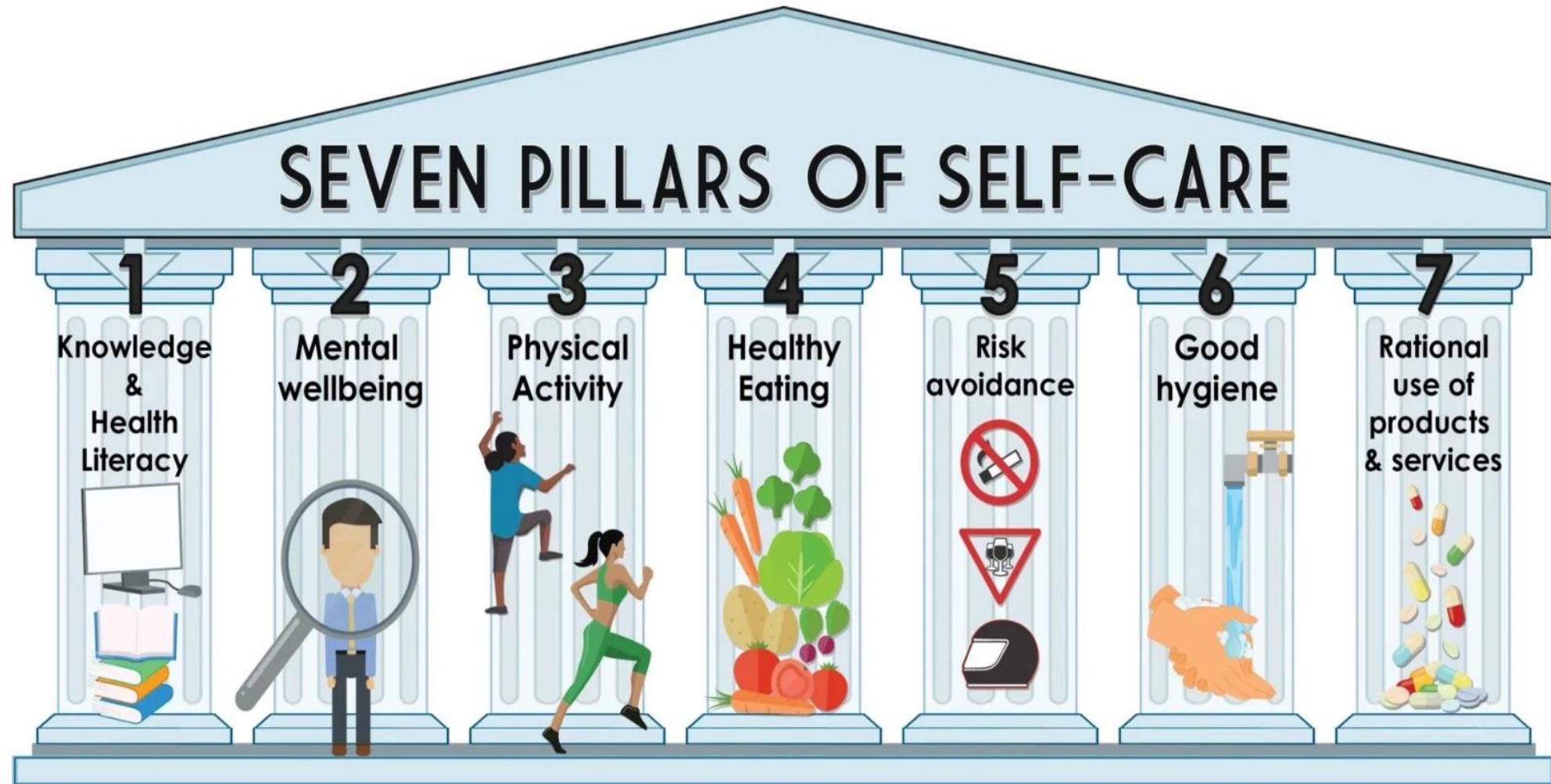
Promoting Well-Being by Showing the Path to a Healthier, More Vibrant Lifestyle

Source: International Selfcare Foundation
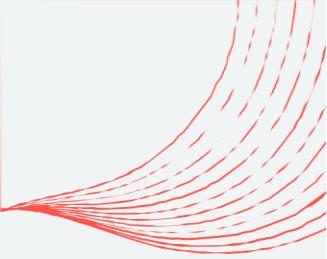
25 SEPTEMBER 2025 - NEW YORK CITY, UNITED STATES OF AMERICA

GSCF Statement at Multistakeholder Panel: Reshaping and strengthening health systems and all forms of financing to meet the needs of people living with and at risk of noncommunicable diseases and mental health conditions

The Global Self Care Federation welcomes the recommendations of the Political Declaration on the *Prevention*
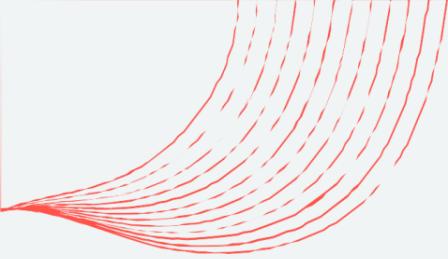
Evidence-based self-care interventions —including responsible use of non-prescription medicines, health technologies, lifestyle practices, and preventive actions—enables people to prevent and manage conditions such as cardiovascular disease, diabetes, respiratory illness, cancer, oral health conditions, and mental health challenges. These everyday actions complement formal healthcare services and extend care beyond clinical settings while contributing to the reduction of key NCD risk factors, including tobacco use.

Evidence shows self-care combined with the use of non-prescription medicines already contributes $119 billion in global healthcare savings annually and frees 1.8 billion physician hours. With proper investment and

PRACTICAL SELFCARE STRATEGIES

Daily Personal Practices

❑ Prioritize 7–9 hrs sleep per day

❑ Short mindfulness breaks between shifts

❑ Balanced meals & hydration

❑ Quick eye/body stretches during duty rests

❑ Journaling or stress tracking

❑ Breathing exercises

❑ Talking with colleagues or mental health professionals
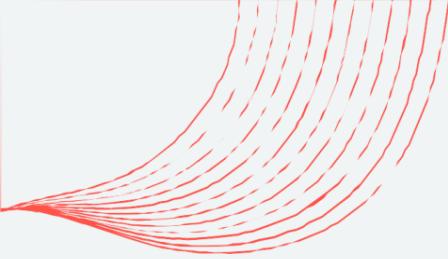
ORGANIZATIONAL ROLE

❑ Creating mental health awareness programs

❑ Normalizing support-seeking behaviour

❑ Offering structured rest periods

❑ Providing wellness resources (EAPs, Counseling)

Well-supported staff are safer, more engaged, and more productive.
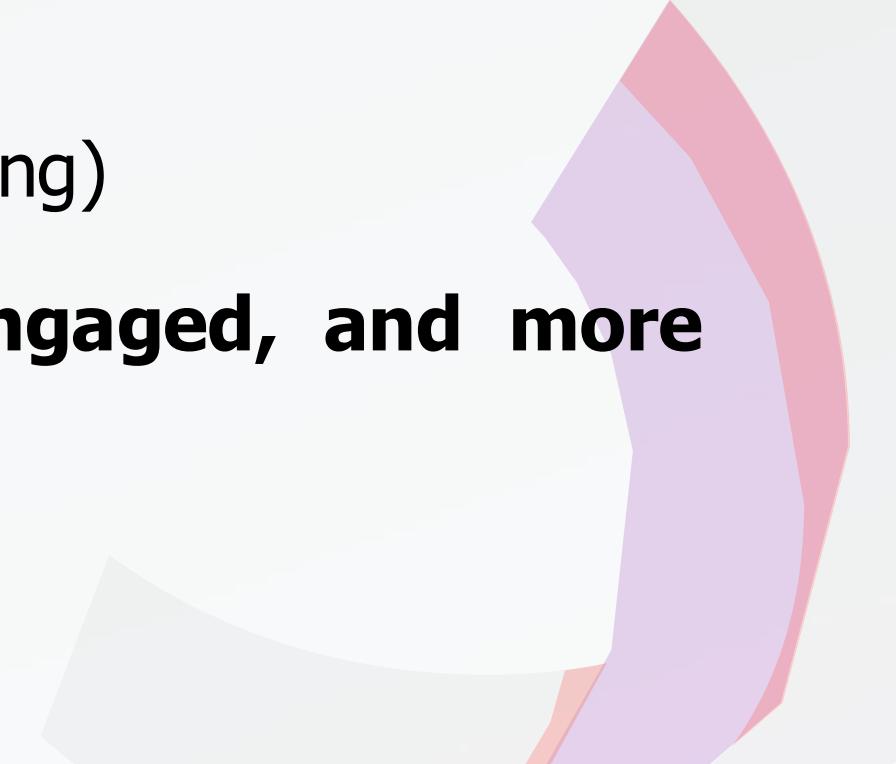
PROFESSIONAL SELFCARE STRATEGIES

❑ Clinical supervision and peer support.

❑ Clear boundaries and manageable caseloads.

❑ Ongoing training and reflective practice.

ORGANIZATIONAL RESPONSIBILITY

❑ Supportive leadership and ethical workplace culture.

❑ Access to mental health resources.

PROFESSIONAL SELF-CARE IDEAS

Set Clear Work Boundaries

Take Regular Breaks
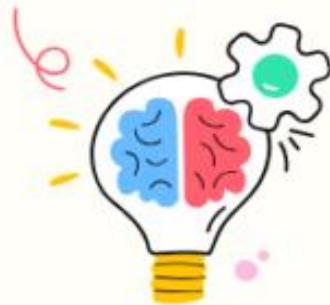
Learn New Skills

Create a Comfortable Workspace

Practice Saying "No"

Limit Multitasking

Prioritize Tasks

Celebrate Progress

seeking balance

WORKFORCE SUSTAINABILITY

❑ Healthy professionals provide higher-quality care.

❑ Selfcare reduces burnout and staff turnover.

❑ Sustains long-term service delivery and impact.

KEY TAKEAWAYS

❑ Selfcare is an ethical and professional obligation.

❑ Address compassion fatigue early.

❑ Shared responsibility between individuals and organizations.

_____IGNACIO_____'s Self Care Plan!

MEDITATE TAKE LOTS OF BREAKS

MUSIC **Mind**

FUN! LIFE-LONG LEARNING

TEA NOURISHING FOOD

EXERCISE **Body** SLEEP EIGHT HOURS

EVERYTHING IN MODERATION

Supportive People In My Life:
GRETCHEN
MOM
MI VIEJO
ALBERTO
LYNNE
CAROLINE
REED
DEBORAH

MEDITATE
SELF-REFLECTION
HUMAN CONNECTIONS
Spirit
FULFILLMENT THOUGH USING MY AWESOME SKILLS

I want to accomplish:
PEACE
SERENITY
CONTROL
HAPPINESS
GOOD WORK
BE A GOOD PERSON

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