

***This is a draft version of the workbook
and is subject to further change.
Please do not circulate beyond your
team.***



Compassionate Employers

CHAPTER 1- Worksheet: team conversation

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Worksheet: team conversation

Supporting compassion satisfaction: team and organisation strategies

This activity is designed to open discussions around compassion fatigue and discuss team-level action in supporting compassion satisfaction and reducing organisational risks of compassion fatigue.

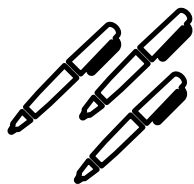
For more information on risk factors of compassion fatigue and how we can support compassion satisfaction, please see the workbook chapter.

Important note!

Group reflection guidance

To facilitate this activity safely ensure that:

- Participation is voluntary.
- No one is expected to disclose personal trauma, bereavement, mental health experiences or private circumstances.
- Confidentiality expectations are agreed at the start.
- Managers do not use reflective worksheets as performance management evidence.
- Teams agree what can remain within the group and what may need to be escalated for safety or support.
- A facilitator is identified for more sensitive discussions.



Group reflection: How can we as a team better...

Mitigate organisational risk factors of compassion fatigue

E.g. prioritise engaging in supervision, allow breaks after exposure to distressing situations, realistic workload, support for lone-working individuals.

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Support compassion satisfaction (work competency and happiness)

E.g. consider practical needs of the team (e.g. working printer), assess team resources and capacity, training opportunities for staff.

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Mitigate personal risk factors of compassion fatigue

E.g. reflection spaces staff can use, integrate mindfulness into the working day, accessibility of organisation wellbeing support such as Employee Assistance Programmes.

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Support compassion satisfaction (personal integrity and happiness)

E.g. celebrating small successes as a team, consider peer support opportunities, wider professional development goals, build strong cross-team working relationships, identify team values.

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Examples adapted from Papadatou¹, Mathieu², Gustafsson and Hemberg³, Van der Kolk⁴, Balideh, Nejati, Torkaman⁵

References

1. Papadatou D. In the face of death: professionals who care for the dying and the bereaved. New York: Springer Pub.; 2009
2. Mathieu F. The compassion fatigue workbook: creative tools for transforming compassion fatigue and vicarious traumatization. New York: Routledge; 2012
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4. Van der Kolk B. The body keeps the score: brain, mind, and body in the healing of trauma. New York: Penguin Books; 2015
5. Balideh D, Nejati F, Torkaman M. Emotional regulation training for nursing students: effects on emotional adjustment and psychological distress. *BMC Nurs*. 2025; 24(1):1379. doi: 10.1186/s12912-025-04029-1