

*Daniel Champer, LCPC*



# The Harder Side of Helping



**2025**



# The Harder Side of Helping – Abbreviated Version

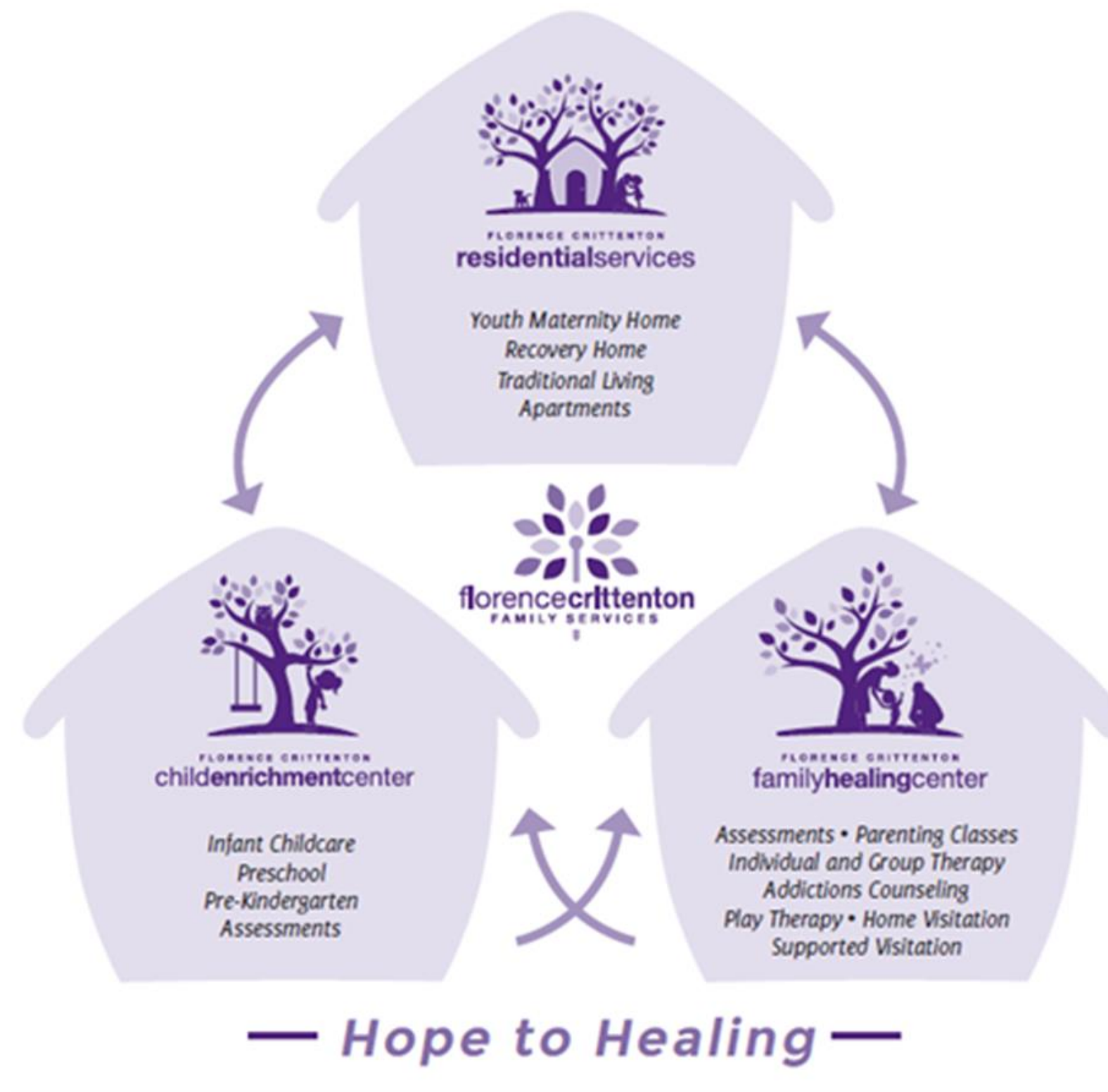
Daniel Champer, LCPC

Director of Clinical and Residential Services

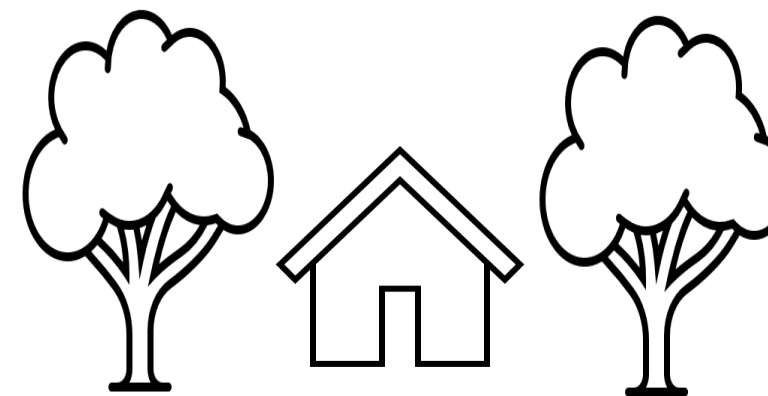
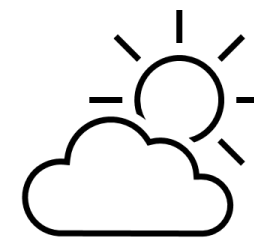
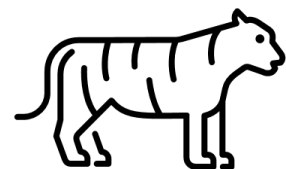
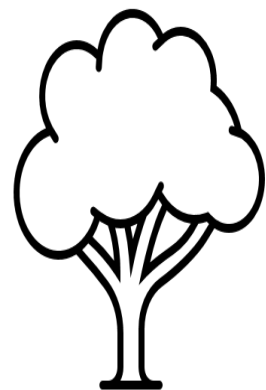
Florence Crittenton Family Services

Where compassion meets action





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# Why?

- We often get into the field to “save the world” (and sometimes to save ourselves)



- There are very few colleges / graduate / medical schools that prepare students for the stories of trauma they will intersect or the personal toll that the stories will take

# Why?

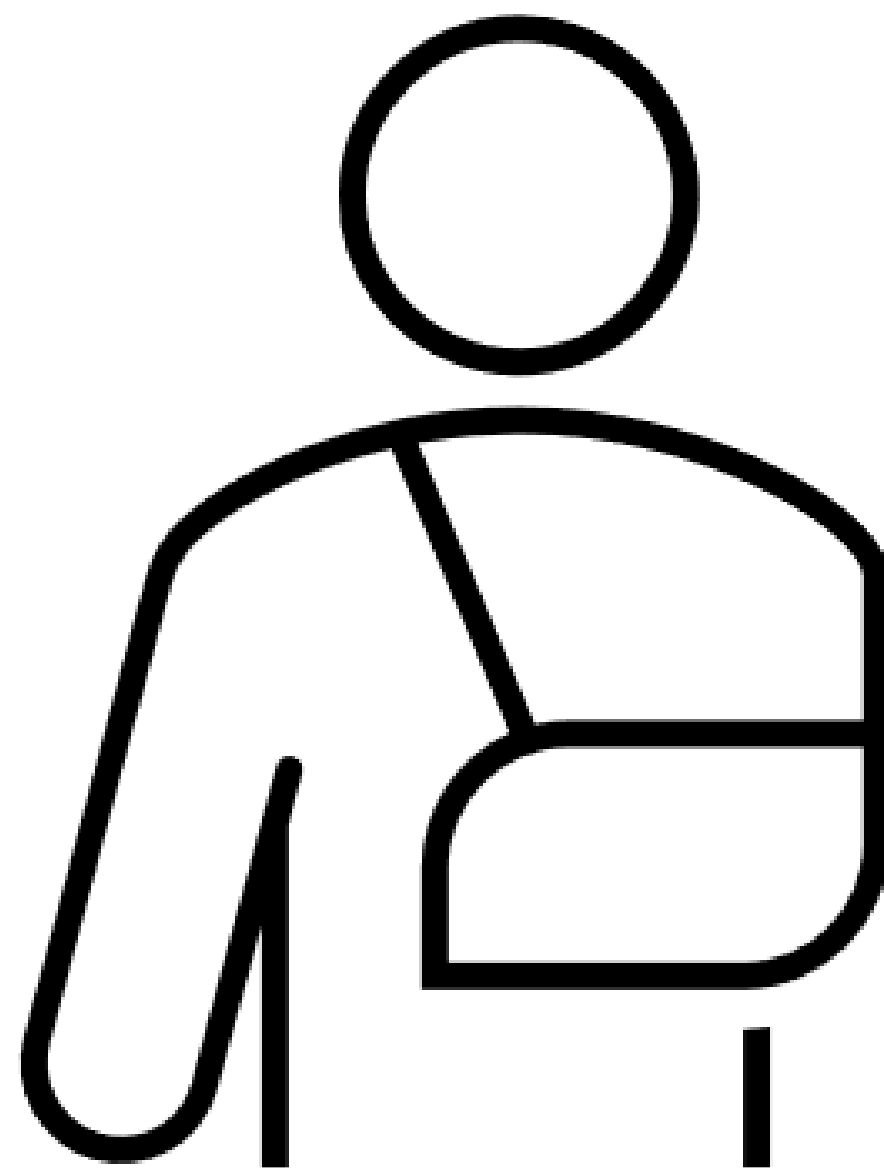
- 1 in 5 healthcare workers have left the field since the pandemic began
- An additional 12% of the workforce has been terminated or laid off (often due to behaviors tied to secondary trauma)
- Of the remaining workers, 31% have reported that they are considering leaving their current employer
- *Statistics and research courtesy of Becker's Hospital Review*

# Why?

- According to various research entities, between 35 and 54 percent of workers reported feeling “burned out” *BEFORE* the pandemic
- Thousands of healthcare workers are pursuing alternative employment options that allow them “to still provide care but remain emotionally detached.”

- *Statistics and research courtesy of Becker's Hospital Review*

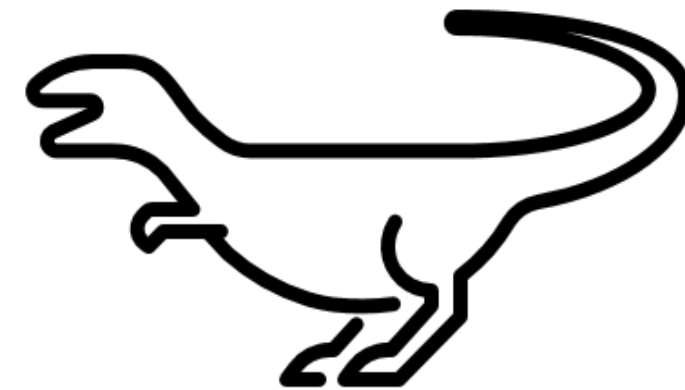
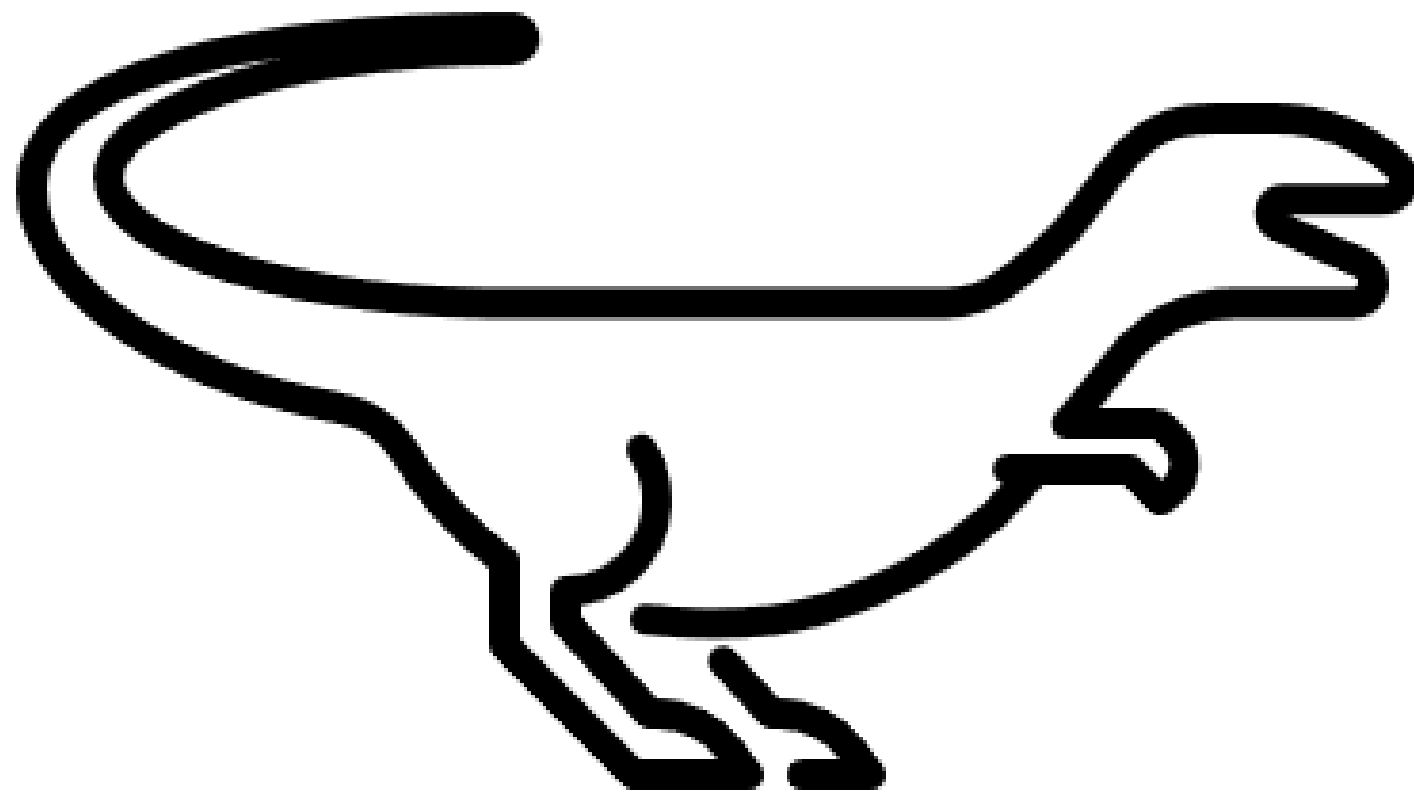
# What is Trauma?



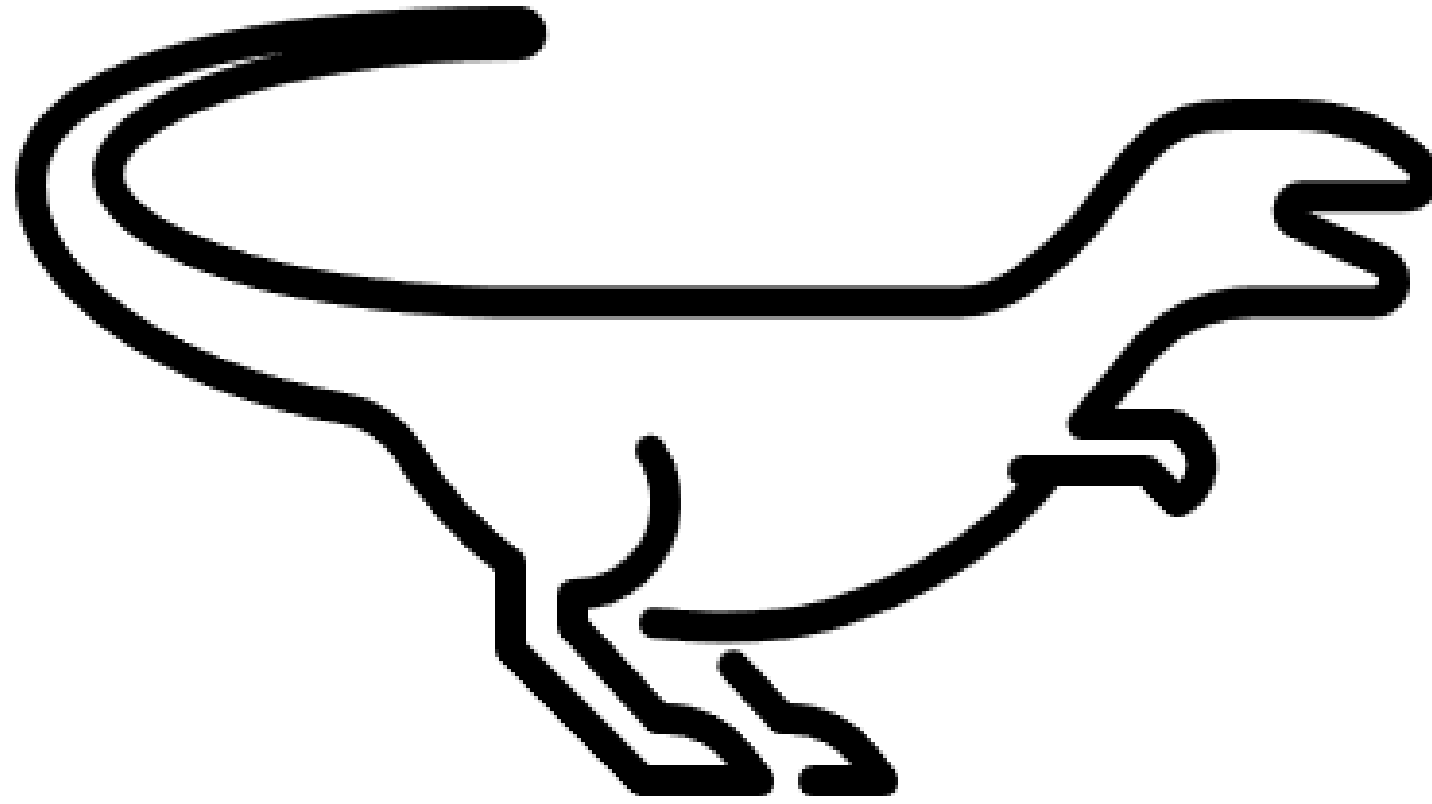
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T vs. t

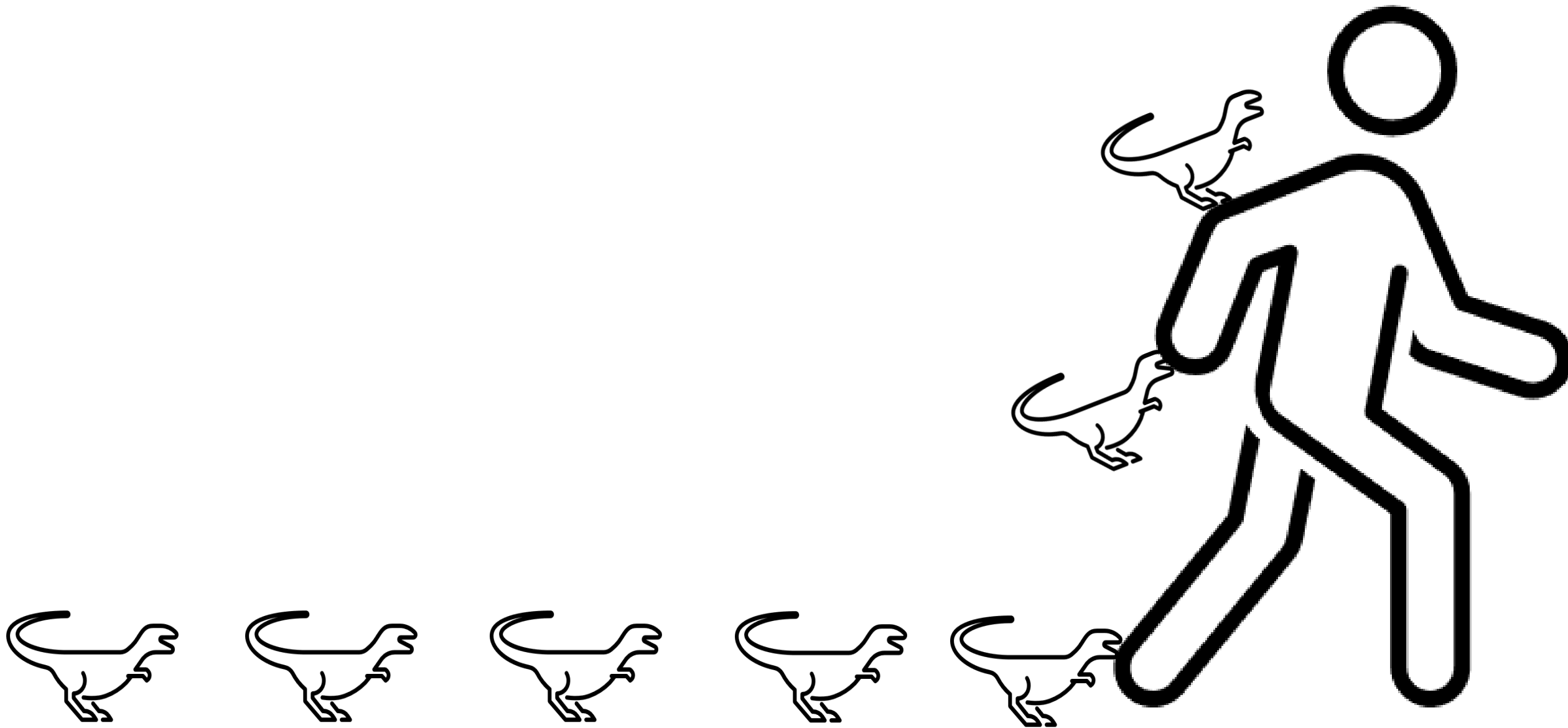


T



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t



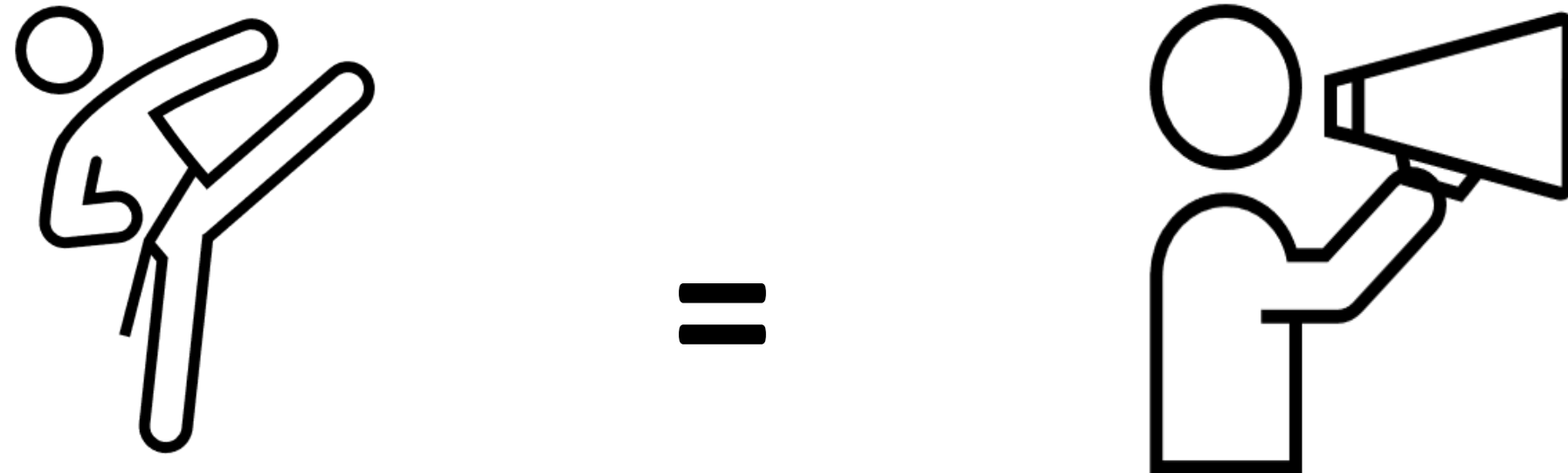
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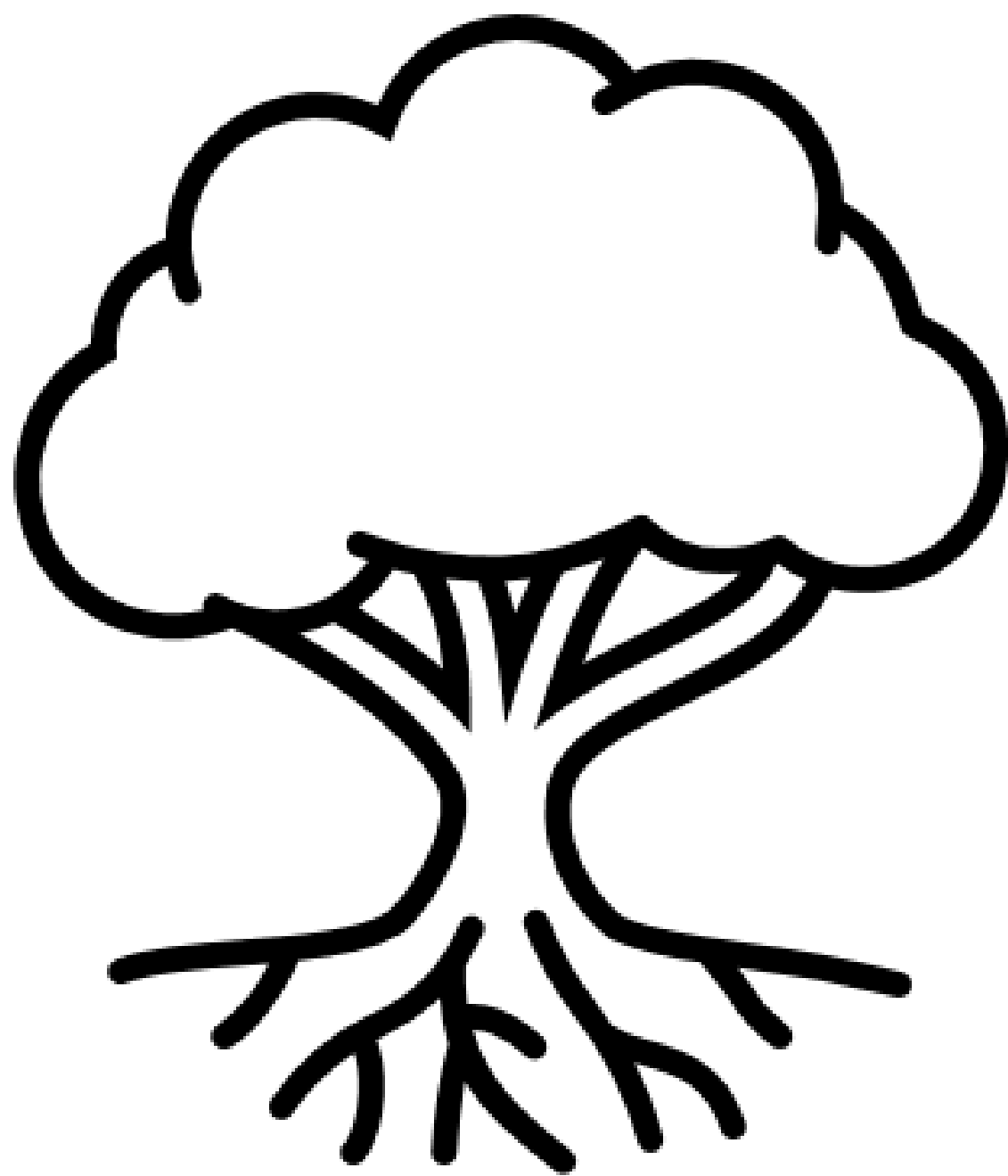
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# Behavior as Communication



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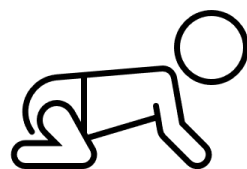
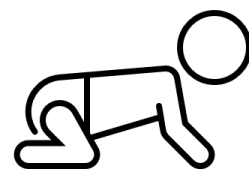
# What the World Sees



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# Normal?



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- Is this an *abnormal* response to a *normal* environment?

- Or... Is this a *normal* response to an *abnormal* environment?



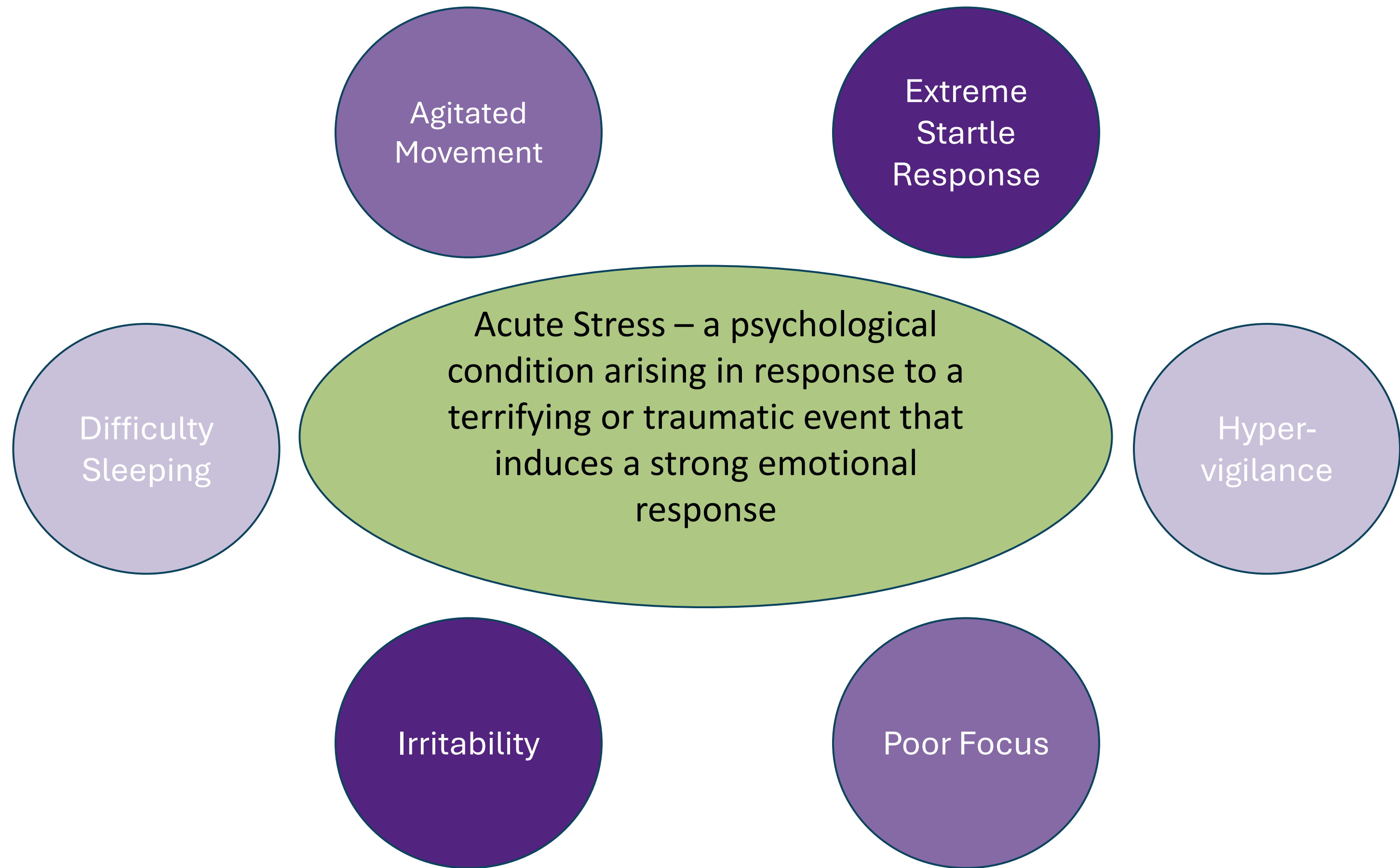


Working with individuals  
who have been  
traumatized, abused, or  
neglected WILL exact a toll  
on those who are  
attempting to help

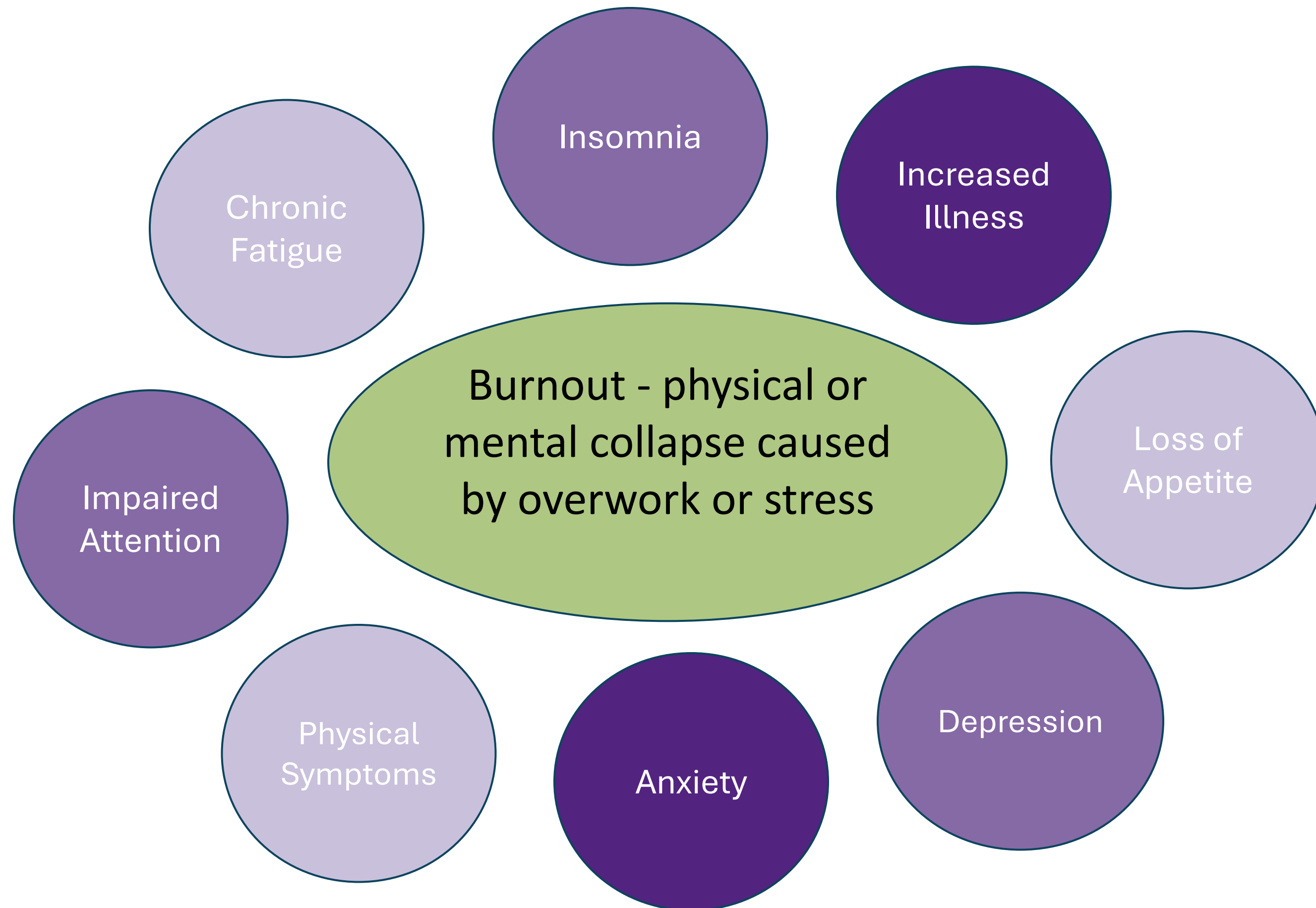
The trauma that a  
person  
experiences can  
affect everyone it  
touches

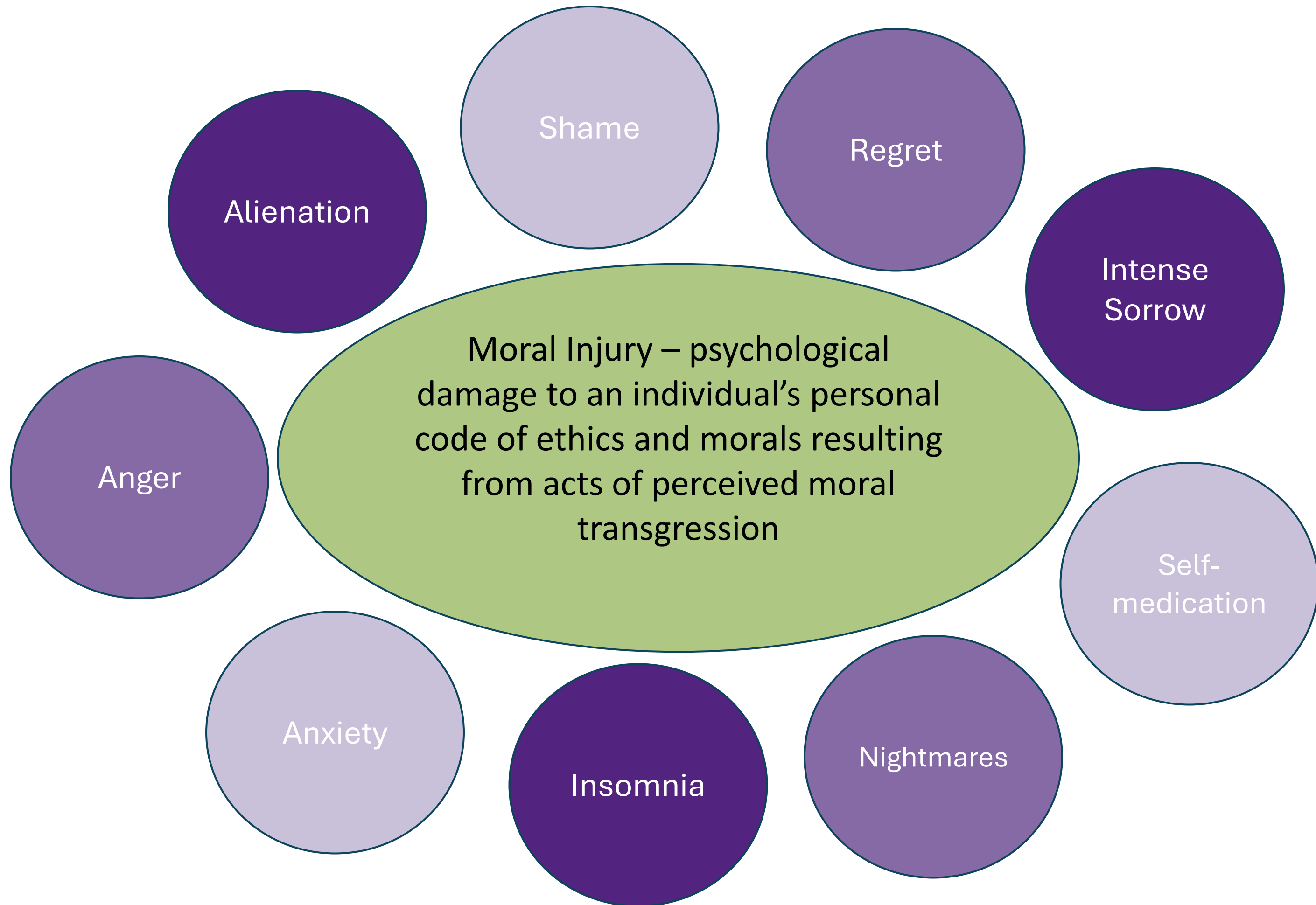
There are four  
different ways  
that this trauma  
can affect those  
attempting to  
heal





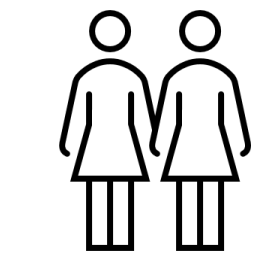
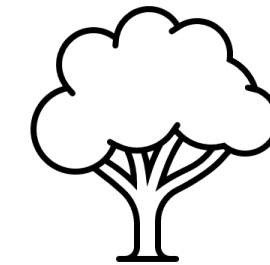
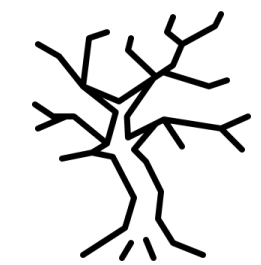
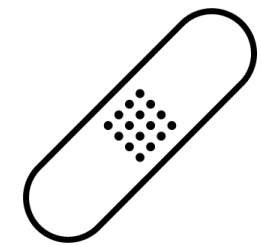
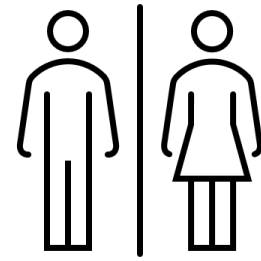
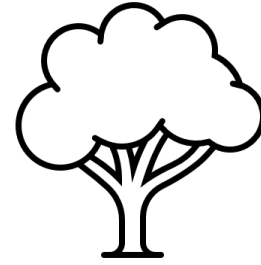






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# Self-care Vs. Restoration of Self



# Reciprocal Restoration as an alternative framework...

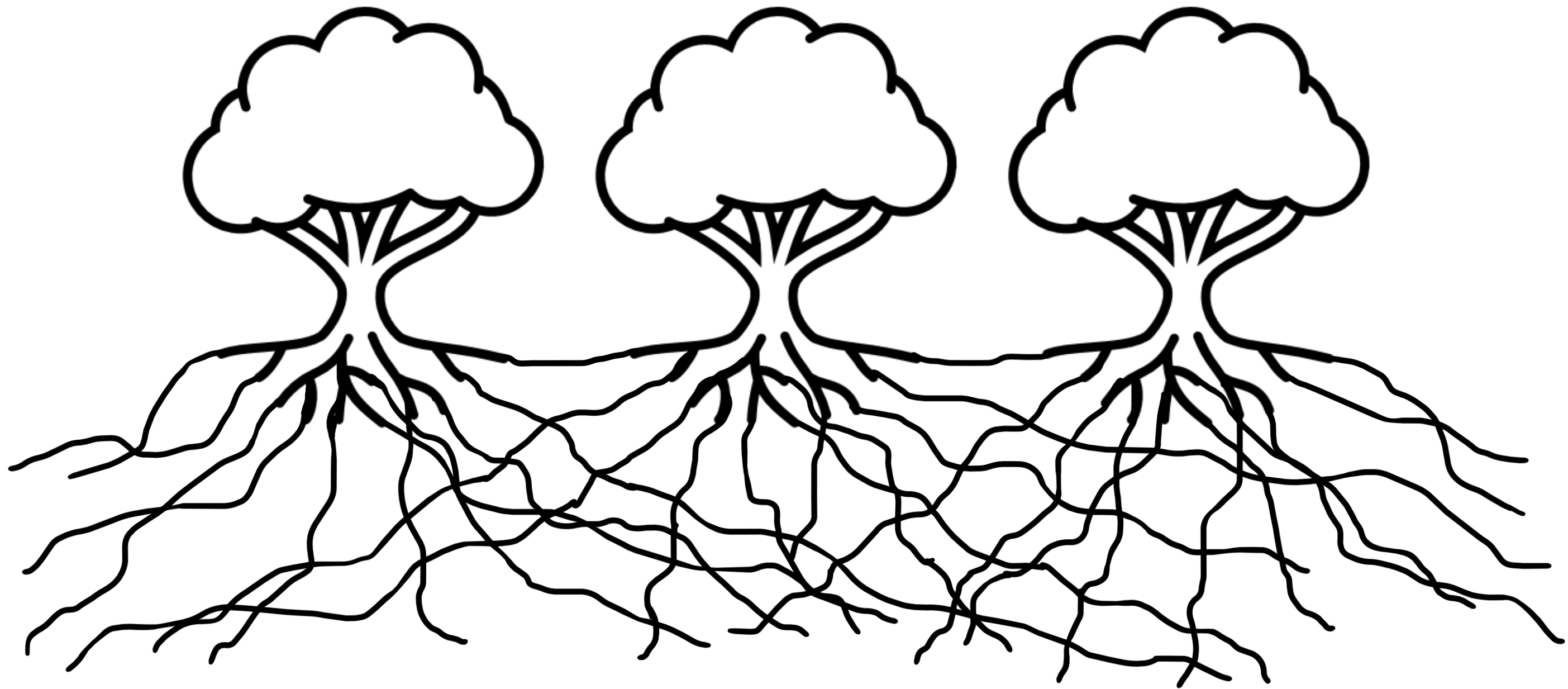
Personal Responsibility

Interpersonal Responsibility

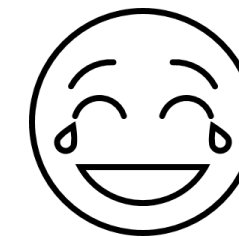
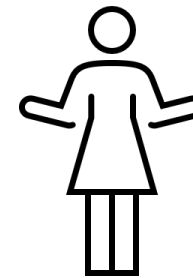
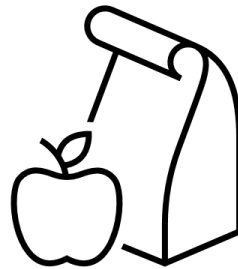
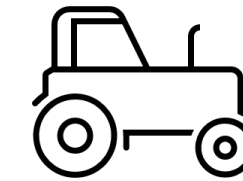
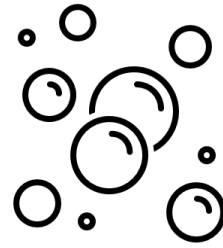
Organizational Responsibility

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“We restore the land and the land restores  
us”



# R&R as daily practice



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# Maintenance R&R

Must be proactive  
and intentional

Must be  
individualized

- Intentional participation in activities that are both emotionally and physically stimulating

Must be routine

Must be FUN

# Emergency R&R

Must NOT be an activity  
designed to forget

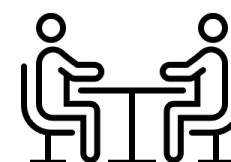
Must be in the context of  
relationship

- Intentional action steps  
that are prepared in  
advance that are  
guaranteed to abate  
symptoms of  
secondary trauma

Must be restorative

Must be non-routine

# Professional R&R



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# R&R Plans

Planned, personalized, invested into, consistent,  
insistent, persistent, flexible, aware

- Personal

- How can I create an R&R plan that is personalized and effective and something I will actually apply?

## Interpersonal

How and when do you and I lean on each other for support?

## Organizational

How do WE create a culture of resilience building rather than a culture of responsibility shifting?

# Creating a Reciprocal Restoration Plan

- Has to be planned
- Has to be personalized
- Has to have investment
- Just as in healing relationships, must be consistent, persistent, and insistent in pursuit of healthy balance
- Have to be willing to adjust
- Need to understand self in order to be most effective

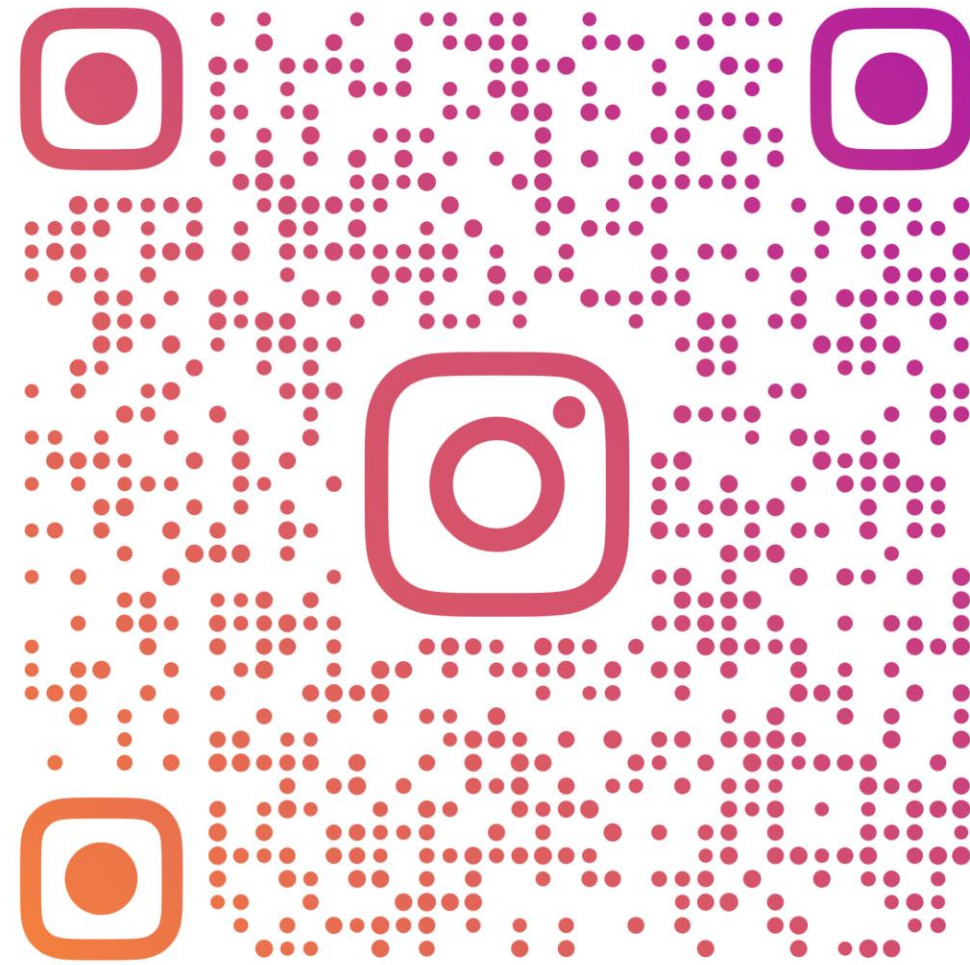
# My plan and why it works, and when it doesn't

- Shed the weight of work each day
- Baseball
- Physical Projects, Tangible results
- Movies with Terrible plotlines and happy endings
- Yearly trips
- Dedicated time together, intentional time alone
- Access to mountains
- Call my brother



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