

### STS

#### SECONDARY TRAUMATIC STRESS



Acute onset of emotional distress experienced when an individual is exposed to details of the firsthand traumatic experiences of another, mirroring PTSD symptoms.

##### Symptoms

Avoidance behaviors, emotional lability, sleep disturbances, decreased empathy, and impaired work performance.

##### Context

Often triggered by indirect trauma, such as through patient interactions in emergency care, mental health services, child welfare, and oncology.

##### Management Strategy

Developing STS-specific policies, providing trauma-informed training, enhancing communication, and supporting through preventive psychoeducation and supervision.

### VT

#### VICARIOUS TRAUMA



A profound alteration in one's emotional and psychological outlook caused by sustained engagement with others' traumatic experiences.

##### Symptoms

Changes in worldview, beliefs about self and others, anxiety, withdrawal, and isolation.

##### Context

Affects professionals working with trauma survivors over time. Common settings are emergency, oncology, and palliative care.

##### Management Strategy

Tailored education, supportive environments, systematic support, developed policies, cultures that value psychological resources, preventative approaches, and compassion satisfaction programs.

### CF

#### COMPASSION FATIGUE



A temporary, deep exhaustion characterized by significantly reduced empathy, resulting from prolonged, intense caregiving activities.

##### Symptoms

Avoidance of care duties, emotional numbness, interpersonal strain, and chronic fatigue or exhaustion.

##### Context

Occurs from continuous exposure to patient trauma, complex care needs, intimate patient connections, and high mortality environments.

##### Management Strategy

Education and training, clinical supervision and debriefs, promoting restorative breaks and well-being practices, creating a positive work environment, and leadership and managerial support and feedback.

### M

#### MORAL & ETHICAL MISALIGNMENT



Arising when individuals witness, perpetrate, or fail to prevent actions that conflict with their ethical or moral beliefs, leading to moral stress, distress, or injury.

##### Symptoms

Feelings of guilt, shame, anxiety, depression, feelings of betrayal, and erosion of moral identity.

##### Context

Spans individual, team, and organizational levels, where differing ethical expectations and professional duties intersect and conflict.

##### Management Strategy

Fostering value-based cultures, enhancing ethical awareness, education and dialogue focus, supporting quality practice environments, and promoting ethical organizational practice.