



Self-Check for Challenges

What blocks the flow of compassion with you and your team when giving to animals?

Directions: Circle the Number "1" to indicate that you seldom feel that way, Circle "2" for sometimes, Circle "3" for often, Circle "4" for usually, and circle "5" for always. (Circle 0 if you feel that the statement never applies to you)

Part I. Hearts > Hands

Are you concerned that you and/or individuals in your organization...?

	Never	Seldom	Sometimes	Often	Usually	Always
are not taking adequate care of themselves	0	1	2	3	4	5
have become less effective in getting things done	0	1	2	3	4	5
are exhausted and depleted	0	1	2	3	4	5
take on more than can be managed	0	1	2	3	4	5
have a personal life that has suffered as a result of this work	0	1	2	3	4	5

Part I subscale score: _____

PART II. Grief Overload

Are you concerned that you and/or individuals in your organization...?

feel a heavy and lasting sadness	0	1	2	3	4	5
are bothered by haunting images of animals	0	1	2	3	4	5
tend to take on blame and guilt for loss	0	1	2	3	4	5
are emotionally taxed and depleted	0	1	2	3	4	5
are often grieving an animal-related loss	0	1	2	3	4	5

Part II subscale score: _____

PART III. *The People Paradox*

Are you concerned that you and/or individuals in your organization...?

	Never	Seldom	Sometimes	Often	Usually	Always
have an increased negativity toward people	0	1	2	3	4	5
become discouraged when people do not do what they should do	0	1	2	3	4	5
feel that others are not doing their fair share	0	1	2	3	4	5
are continually frustrated and angry with the public	0	1	2	3	4	5
disappointed and let down by like-minded people	0	1	2	3	4	5

PART III: subscale score _____

Total Score (0 – 75) Add Part I, II, and III subscale scores together: _____

- 0 to 20:** Suggests that you and your organization have practices that encourage self-care and have found coping strategies that help with the challenges of this work.
- 21 to 50:** Suggests that more self-care and self-compassion is needed in your organization now to reduce burnout and enhance team connectedness.
- 51 to 75:** Suggests that signs of burnout, compassion fatigue, and interpersonal conflicts are present. A stronger focus on self-care and self-compassion is needed to increase the energy, cooperation, and joy in your organization.

subscale scores (0 - 25): A score greater than 10 indicates that this unique challenge faced in helping animals may be blocking the flow of compassion for you and your team.

subscale I: Hearts > Hands: Inadequate self-care and not enough limit-setting may block the flow of everyday joy in yourself and to others.

subscale II: Grief Overload: You are experiencing a lasting sadness from frequent and multiple animal-related loss.

subscale III: People Paradox: You are experiencing stress and discouragement in dealing with people in your work with animals.