3RC Compassion Fatigue Survey

Survey Flow

EmbeddedData

InstitutionValue will be set from Panel or URL.

TimePoint = 2

Block: Info Sheet/Consent (4 Questions)

Standard: Demographics & Work Factors (8 Questions)

Standard: Compassion Fatigue Knowledge Strategy Experience (5 Questions)

Standard: ProQOL (1 Question)

Standard: Perceived Stress Scale (1 Question)

Standard: CDRISC (1 Question)

Standard: Affective Job Satisfaction (1 Question)

Standard: Retention (4 Questions)

Standard: Starter Pack Feedback (5 Questions)

Standard: Results (1 Question)

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Start of Block: Info Sheet/Consent

Q1
**UNIVERSITY OF MICHIGAN
 CONSENT TO BE PART OF A RESEARCH STUDY

 NAME OF STUDY & RESEARCHERS**
 **Title of Project:** Promoting Compassion Fatigue Resiliency in Animal Research Facilities (HUM00207739)
 **Principal Investigator:** Tara Martin, DVM, MS, DACLAM

 **GENERAL INFORMATION**
We’re doing a study to learn more about compassion fatigue resiliency in animal research personnel.

 **Anticipated Study Timeline:**
 Following an initial pre-program survey (~10 min), your institution will be implementing a compassion fatigue resiliency program with our help. We will be holding monthly webinars (from March to July 2022) for you to attend. You choose how much or little you participate in this program. Follow-up surveys (~10 min) will then be sent at six months (anticipated in late August/early September),1 year (February 2023), and **2 years (February 2024).**

 To get information, we’d like 700 people to participate. We expect it to take about 10 minutes to complete each survey.

 Answering this survey is voluntary. You don’t have to answer it if you’d rather not. You can skip any questions that you don’t want to answer, whatever the reason, and you don’t have to tell us why.

 It’s possible that some of the questions may make you feel uncomfortable. If a question makes you uncomfortable, you can just skip it and go to the next question.

 To keep your information confidential, we will not ask for your name or identity. In addition, only our research team will have access to the results of this survey. To stay in contact with you for follow-up surveys and to let you know about compassion fatigue resilience activities, we will collect your email address. However, your email address will be collected and kept separate from your survey responses, so the survey will remain confidential. Providing your email address is completely voluntary – you do not need to provide it if you do not want to for any reason. Additionally, please use discretion when answering free text responses to protect your institutions confidentiality.

 Answering our survey won’t benefit you directly. We hope what we learn will help other people in the future.

 Your collected information may be shared with the 3R’s Collaborative (3RSC), but only with members of the research team involved in this study. Your identifiable private information may be stripped of identifiers and used for future research studies or distributed to another researcher for future research studies without additional informed consent.

 Research can lead to new discoveries, such as new tests, drugs, or devices. Researchers, their organizations, and other entities, including companies, may potentially benefit from the use of the data or discoveries. You will not have rights to these discoveries or any proceeds from them.

 To thank you for taking part in our study, the 3RSC will enter you into a drawing for a $25.00 visa gift card after you take the survey.

 **CONTACT INFORMATION**
 To find out more about the study, to ask a question or express a concern about the study, or to talk about any problems you may have as a study subject, you may contact the following:
Principal Investigator: Tara Martin, DVM, MS, DACLAM
Mailing Address: NCRC Building 10, Suite G90, 2800 Plymouth Rd, Ann Arbor, MI 48109
Telephone: 734-936-3805
Email: taramar@umich.edu

**You may also express a concern about a study by contacting the Institutional Review Board:**

University of Michigan Medical School Institutional Review Board (IRBMED)
2800 Plymouth Road
Building 520, Room 3214
Ann Arbor, MI 48109-2800
734-763-4768
E-mail: irbmed@umich.edu

If you are concerned about a possible violation of your privacy or concerned about a study, you may contact the University of Michigan Health System Compliance Help Line at 1-866-990-0111.

Consent **Documentation of Waived Signed Consent**
I acknowledge that I have had the opportunity to read this information and have the research study explained. I have had the opportunity to read the information sheet, ask questions about the research study, and my questions have been answered. I am prepared to participate in the research study described above.

* Yes (1)
* No (2)

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Age What is your age?
*You must be over the age of 18 to participate in this study.*

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Email What is your email?
*This information will only be used to match your responses in longitudinal surveys. It will NOT be shared beyond this research team.*

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End of Block: Info Sheet/Consent

Start of Block: Demographics & Work Factors

Role Which best describes your current job role?

* Animal caretaker or laboratory technician (1)
* Manager of an animal facility or laboratory (2)
* Researcher (3)
* Research Technician (4)
* Veterinarian (5)
* Veterinary Technician/Named Animal Care and Welfare Officer (6)
* IACUC/Ethical Review/Compliance Coordinator or Member (7)
* Other (please specify) (8) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Years How many years have you worked with research animals?

*Note: work is definitely broadly including both hands-on and hands-off work, from changing cages to conducting procedures to designing studies or reviewing protocols.*

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Sex What is your sex?

* Male (1)
* Female (2)
* Transgender (3)
* Prefer not to say (4)

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Hours During an average week, about how many hours do you work?

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Education What best describes your highest level of education/certification?

* Graduate or veterinary degree (MS, PhD, DVM, MD, etc.) (1)
* Bachelor's degree (4-year degree) (2)
* Associate degree (2-year degree) (3)
* High school diploma, GED, or equivalent (4)
* None of the above (5)

HandsOn Do you currently work hands-on with research animals?
*This may include changing cages, conducting procedures, or other hands-on work.*

* Yes (1)
* No (2)

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StressPain Which of the below best describes the degree of stress/pain that **most** of animals you care for experience?

* Little or no discomfort or stress (1)
* Minor stress or pain of a short duration (2)
* Moderate stress or pain of a short duration (3)
* Procedures which cause severe pain near, at, or above the pain tolerance threshold of unanesthetized conscious animals (4)
* I don't know (99)

Comments\_Demographic Any comments at this point in the survey?

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End of Block: Demographics & Work Factors

Start of Block: Compassion Fatigue Knowledge Strategy Experience

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CF How much do you agree you disagree with the following statements?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Somewhat disagree (3) | Neither agree nor disagree (4) | Somewhat agree (5) | Agree (6) | Strongly agree (7) |
| I am familiar with the definition and components compassion fatigue. (DefCom)  |  |  |  |  |  |  |  |
| I understand what effective strategies are to combat compassion fatigue. (Strategies)  |  |  |  |  |  |  |  |
| I have implemented strategies to improve my compassion fatigue resiliency. (Implement)  |  |  |  |  |  |  |  |
| I have experienced compassion fatigue in the past (Experience)  |  |  |  |  |  |  |  |

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CF\_Definition
Compassion Fatigue is a condition of caregivers that is characterized by physical and emotional exhaustion and change in the ability to feel empathy. It can result from repeated exposure to emotionally/morally challenging and stressful situations that call for empathy and compassion towards another being whether humans or animals. In our field, factors such as seeing animals in pain/distress, conducting euthanasia, and not feeling like your work is valued by society can also impact compassion fatigue. Compassion fatigue can include elements of perpetuation inducted traumatic distress/secondary traumatic distress (distress related to causing or viewing trauma to others), and burnout.

Symptoms of compassion fatigue include:
-Feelings of energy depletion or exhaustion
-Increased mental distance from one’s job
-Feelings of negativism, cynicism, or hopelessness related to one’s job
-Reduced professional efficacy, difficulty performing tasks, absenteeism
-Depression, anger, frustration, anxiety
-Chronic physical ailments
-Isolation
-Difficulty sleeping, nightmares
-Invasive thoughts
-Substance abuse

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CF\_Rating Overall, based on your definition of compassion fatigue, how would you rate your level of compassion fatigue?

* I enjoy my work. I have no symptoms of compassion fatigue (1)
* Occasionally I feel burned out or feel some stress from my work, but I don’t really feel like I have compassion fatigue. (2)
* I am definitely burning out and have symptoms of compassion fatigue from my work. (3)
* The symptoms of compassion fatigue that I’m experiencing won’t go away. (4)
* I feel so much compassion fatigue and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.) (5)

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CF\_Worse For you personally, what, if anything makes compassion fatigue occur or become worse?

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CF\_Better For you personally, what, if anything makes compassion fatigue better?

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End of Block: Compassion Fatigue Knowledge Strategy Experience

Start of Block: ProQOL

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PROQOL When you help animals and/or the people caring for animals you have direct or indirect contact with their lives. As you may have found, your compassion for those animals/people can affect you in positive and negative ways. Below are some questions about your experiences, both positive and negative. Consider each of the following questions about you and your current work situation. **Select the number that honestly reflects how frequently you experienced these things in the last 30 days.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never (1) | Rarely (2) | Sometimes (3) | Often (4) | Very Often (5) |
| I am happy. (ProQol\_1)  |  |  |  |  |  |
| I am preoccupied with more than one research animal/staff member that I care for (ProQol\_2)  |  |  |  |  |  |
| I get satisfaction from being able to care for research animals/staff member (ProQol\_3)  |  |  |  |  |  |
| I feel connected to others (ProQol\_4)  |  |  |  |  |  |
| I jump or am startled by unexpected sounds (ProQol\_5)  |  |  |  |  |  |
| I feel invigorated after working with those I care for (ProQol\_6)  |  |  |  |  |  |
| I find it difficult to separate my personal life from my life with research animals/staff (ProQol\_7)  |  |  |  |  |  |
| I am not as productive at work because I am losing sleep over traumatic experiences of a research animal/staff member I cared for (ProQol\_8)  |  |  |  |  |  |
| I think that I might have been affected by the traumatic stress of those I care for (ProQol\_9)  |  |  |  |  |  |
| I feel trapped by my work with research animals/staff (ProQol\_10)  |  |  |  |  |  |
| Because of my care giving, I have felt "on edge" about various things (ProQol\_11)  |  |  |  |  |  |
| I like my work with research animals/staff (ProQol\_12)  |  |  |  |  |  |
| I feel depressed because of the traumatic experiences of the research animals/staff I care for (ProQol\_13)  |  |  |  |  |  |
| I feel as though I am experiencing the trauma of a research animal/staff member I have cared for (ProQol\_14)  |  |  |  |  |  |
| I have beliefs that sustain me (ProQol\_15)  |  |  |  |  |  |
| I am pleased with how I am able to keep up with care giving techniques and protocols (ProQol\_16)  |  |  |  |  |  |
| I am the person I always wanted to be (ProQol\_17)  |  |  |  |  |  |
| My work makes me feel satisfied (ProQol\_18)  |  |  |  |  |  |
| I feel worn out because of my work as a caregiver for research animals/staff (ProQol\_19)  |  |  |  |  |  |
| I have happy thoughts and feelings about those I care for and how I could care for them (ProQol\_20)  |  |  |  |  |  |
| I feel overwhelmed because my workload seems endless (ProQol\_21)  |  |  |  |  |  |
| I believe I can make a difference through my work (ProQol\_22)  |  |  |  |  |  |
| I avoid certain activities or situations because they remind me of frightening experiences of the research animals/staff I care for (ProQol\_23)  |  |  |  |  |  |
| I am proud of what I can do to help (ProQol\_24)  |  |  |  |  |  |
| As a result of my care giving, I have intrusive, frightening thoughts (ProQol\_25)  |  |  |  |  |  |
| I feel "bogged down" by the system (ProQol\_26)  |  |  |  |  |  |
| I have thoughts that I am a "success" as a caregiver (ProQol\_27)  |  |  |  |  |  |
| I can't recall important parts of my work with traumatized research animals/staff (ProQol\_28)  |  |  |  |  |  |
| I am a very caring person (ProQol\_29)  |  |  |  |  |  |
| I am happy that I chose to do this work (ProQol\_30)  |  |  |  |  |  |

End of Block: ProQOL

Start of Block: Perceived Stress Scale

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PSS The questions in this scale ask you about your feelings and thoughts **during the last month** In each case, you will be asked to indicate by choosing the statement that describes *how often* you felt or thought a certain way.

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| --- | --- | --- | --- | --- | --- |
|  | Never (0) | Almost Never (1) | Sometimes (2) | Fairly Often (3) | Very Often (4) |
| In the last month, how often have you been upset because of something that happened unexpectedly? (PSS\_1)  |  |  |  |  |  |
| In the last month, how often have you felt that you were unable to control the important things in your life? (PSS\_2)  |  |  |  |  |  |
| In the last month, how often have you felt nervous and "stressed"? (PSS\_3)  |  |  |  |  |  |
| In the last month, how often have you felt confident about your ability to handle your personal problems? (PSS\_4)  |  |  |  |  |  |
| In the last month, how often have you felt that things were going your way? (PSS\_5)  |  |  |  |  |  |
| In the last month, how often have you found that you could not cope with all the things you had to do? (PSS\_6)  |  |  |  |  |  |
| In the last month, how often have you been able to control irritations in your life? (PSS\_7)  |  |  |  |  |  |
| In the last month, how often have you felt that you were on top of things? (PSS\_8)  |  |  |  |  |  |
| In the last month, how often have you been angered because of things that were outside of your control? (PSS\_9)  |  |  |  |  |  |
| In the last month, how often have you felt difficulties were piling up so high that you could not overcome them? (PSS\_10)  |  |  |  |  |  |

End of Block: Perceived Stress Scale

Start of Block: CDRISC

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CDRISC Please indicate how true you feel the below statements have been **over the past 30 days.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all true (0) | Rarely True (1) | Sometimes True (2) | Often True (3) | True nearly all of the time (4) |
| I am able to adapt when changes occur. (CDRISC\_1)  |  |  |  |  |  |
| I tend to bounce back after illness, injury, or other hardships. (CDRISC\_2)  |  |  |  |  |  |

End of Block: CDRISC

Start of Block: Affective Job Satisfaction

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JobSatisfaction Thinking specifically about your current job, how much do you agree with the following?

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| --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Somewhat disagree (2) | Neither agree nor disagree (3) | Somewhat agree (4) | Strongly agree (5) |
| I find real enjoyment in my job (JobSatisfy\_1)  |  |  |  |  |  |
| My job is unusual (JobSatisfy\_2)  |  |  |  |  |  |
| I like my job better than the average person (JobSatisfy\_3)  |  |  |  |  |  |
| My job needs me to be fit (JobSatisfy\_4)  |  |  |  |  |  |
| Most days I am enthusiastic about my job (JobSatisfy\_5)  |  |  |  |  |  |
| My job is time consuming (JobSatisfy\_6)  |  |  |  |  |  |
| I feel fairly well satisfied with my job (JobSatisfy\_7)  |  |  |  |  |  |

End of Block: Affective Job Satisfaction

Start of Block: Retention

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MNRI Please indicate how false or true the following statements are for you about your work with **research animals**:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Definitely false - 1 (1) | 2 (2) | 3 (3) | 4 (4) | 5 (5) | 6 (6) | 7 (7) | Definitely true - 8 (8) |
| It is my intention to continue with my research animal career in the foreseeable future. (MNRI\_1)  |  |  |  |  |  |  |  |  |
| I would like to stay in the research animal field as long as possible. (MNRI\_2)  |  |  |  |  |  |  |  |  |
| As soon as it is convenient for me, I plan to leave the research animal profession. (MNRI\_3)  |  |  |  |  |  |  |  |  |
| I expect to keep working with research animals. (MNRI\_4)  |  |  |  |  |  |  |  |  |
| My plan is to remain with my research animal career as long as I am able. (MNRI\_5)  |  |  |  |  |  |  |  |  |
| I would like to find other employment by leaving the research animal field. (MNRI\_6)  |  |  |  |  |  |  |  |  |

MNRI\_Comments\_1 Any comments?

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Display This Question:

If Do you currently work hands-on with research animals? This may include changing cages, conducting... = Yes

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Retention\_HandsOn Please indicate how false or true the following statements are for you about working **hands-on** with research animals:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Definitely false - 1 (1) | 2 (2) | 3 (3) | 4 (4) | 5 (5) | 6 (6) | 7 (7) | Definitely true - 8 (8) |
| It is my intention to continue with working hands-on with research animals in the foreseeable future. (MNRI\_HandsOn\_1)  |  |  |  |  |  |  |  |  |
| I would like to stay working hands-on with research animals as long as possible. (MNRI\_HandsOn\_2)  |  |  |  |  |  |  |  |  |
| As soon as it is convenient for me, I plan to stop working hands-on with research animals. (MNRI\_HandsOn\_3)  |  |  |  |  |  |  |  |  |
| I expect to keep working hands-on with research animals. (MNRI\_HandsOn\_4)  |  |  |  |  |  |  |  |  |
| My plan is to remain with working hands-on with research animals as long as I am able. (MNRI\_HandsOn\_5)  |  |  |  |  |  |  |  |  |
| I would like to find other employment by leaving roles requiring hands-on workwith research animals (MNRI\_HandsOn\_6)  |  |  |  |  |  |  |  |  |

Display This Question:

If Do you currently work hands-on with research animals? This may include changing cages, conducting... = Yes

Retention\_Comments\_2 Any comments?

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End of Block: Retention

Start of Block: Starter Pack Feedback

NPS How likely are you to recommend the 3RsC Compassion Fatigue Resiliency program to a friend or colleague?

* 0 (0)
* 1 (1)
* 2 (2)
* 3 (3)
* 4 (4)
* 5 (5)
* 6 (6)
* 7 (7)
* 8 (8)
* 9 (9)
* 10 (10)

Most\_Beneficial What, if anything, has been the most beneficial aspects of the 3RsC or your institutions compassion fatigue resiliency program?

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Participation Which of the following aspects, if any, of the compassion fatigue resiliency program did you participate in?

* Webinar on Overview of Compassion Fatigue Resiliency (1)
* Webinar on Mindfulness (2)
* Webinar on Communication & Trust in the Workplace (3)
* Webinar on Culture of Care (4)
* Webinar on Meaning Making (5)
* Accessing reading materials on compassion fatigue (6)
* Accessing mindfulness or gratitude materials (7)
* Participating in group activities that your CF committee organizes (8)
* Viewing the poster on compassion fatigue resiliency (9)
* Accessing independent wellness activities (10)
* In person activities (11)
* Accessing the NA3RsC website (15)
* Enrichment activities (12)
* Memorial activities (13)
* Other (14) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

ProgramImprovement What, if any, suggestions do you have to improve the 3RsC or your institution's compassion fatigue resiliency program?

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FinalComments Do you have any further comments about your current wellness or suggestions for the implementation of a compassion fatigue resiliency program?

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End of Block: Starter Pack Feedback

Start of Block: Results

Q34
Below are your scores for the professional quality of life scale.

Compassion Satisfaction: ${gr://SC\_3pyJDVkzOWK4qWy/Score}Secondary Traumatic Stress: ${gr://SC\_e4EvF2QJY0AKH0q/Score}
Burnout: ${gr://SC\_87ayptJR9Imtip8/Score}

If you score 22 or less on any subscale your level of that is low.
If you score between 23-41, your level is average.
If you score 42 or more, your level is high.

For example, if you score a 25 on compassion satisfaction, then you have "average" compassion satisfaction. If you receive higher than at 42 for burnout or secondary traumatic stress, you may particularly want to participate in this compassion fatigue resiliency program or seek external help via a qualified mental health professional.

End of Block: Results