

A close-up, black and white photograph of a dog's face, showing its eyes, nose, and mouth. The dog is looking slightly to the right. A red banner is overlaid across the middle of the image, containing the text "The Compassion".

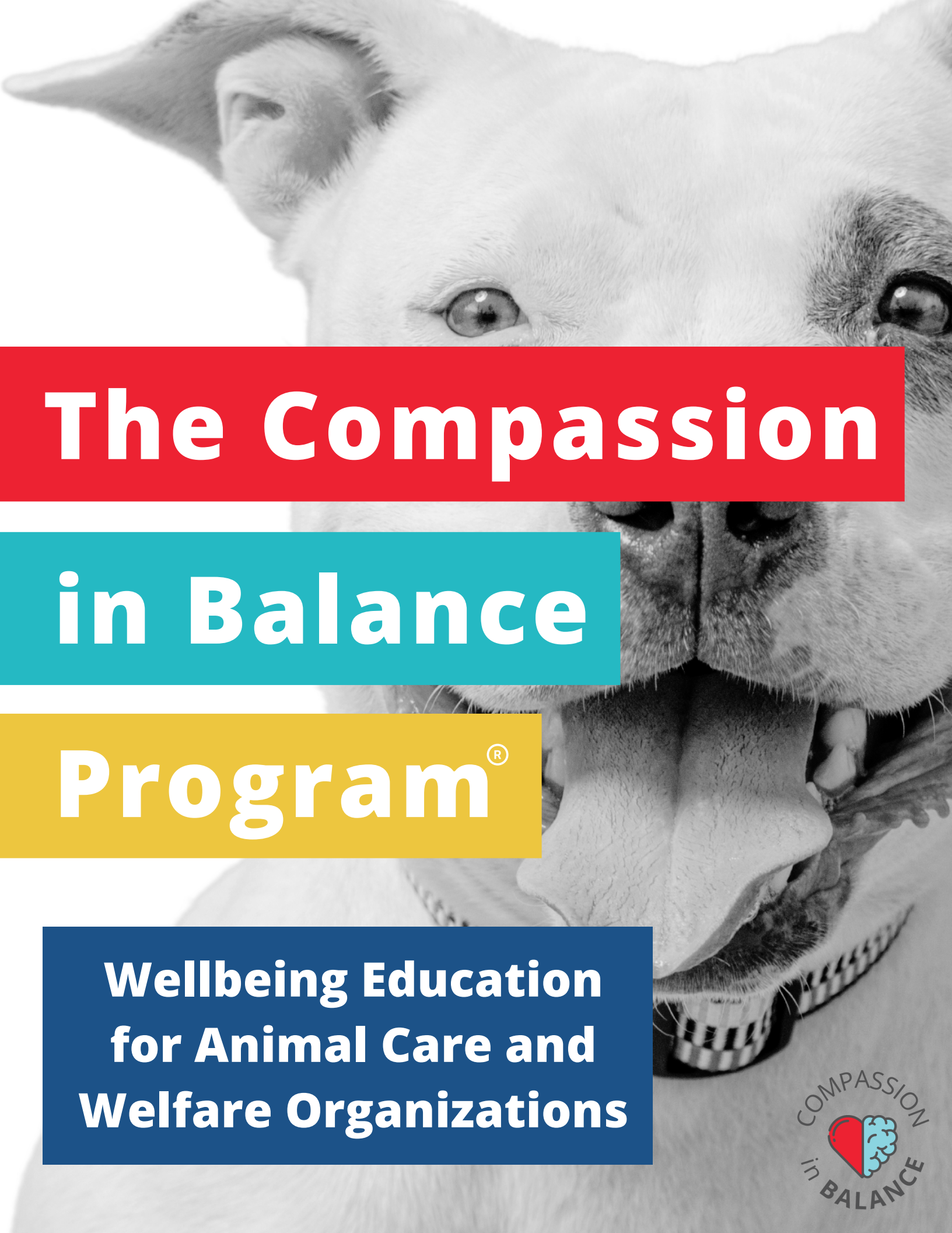
The Compassion

A close-up, black and white photograph of a dog's face, showing its eyes, nose, and mouth. The dog is looking slightly to the right. A teal banner is overlaid across the middle of the image, containing the text "in Balance".

in Balance

A close-up, black and white photograph of a dog's face, showing its eyes, nose, and mouth. The dog is looking slightly to the right. A yellow banner is overlaid across the middle of the image, containing the text "Program®".

Program[®]

A close-up, black and white photograph of a dog's face, showing its eyes, nose, and mouth. The dog is looking slightly to the right. A dark blue banner is overlaid across the bottom of the image, containing the text "Wellbeing Education for Animal Care and Welfare Organizations".

**Wellbeing Education
for Animal Care and
Welfare Organizations**

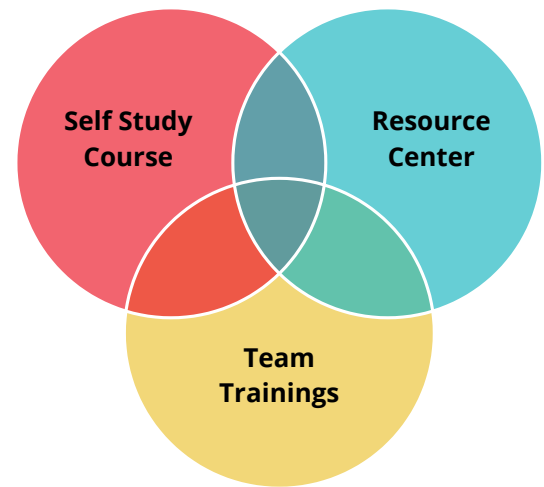


Overview of The CiB Program



The Compassion in Balance (CiB) Program is a unique educational platform specifically designed to support animal care and welfare professionals working in shelters, clinics, sanctuaries, and rehab centers.

The CiB Program offers online tools to help your organization address occupational stressors, such as compassion fatigue, and support staff wellbeing via 3 components:



1. **Compassion Fatigue Self Study Course**
2. **Resource Center**
3. **Resilient Team Training Series**

All three are included in the CiB Program and can be combined in various ways to create a learning experience that works best for your organization.

The CiB Program is flexible! Choose the combination that fits your group's needs and capacity. Suggestions are provided beginning on page 7.

Your group will have access to the platform for one year, with the option to renew annually.

The CiB Program Goals



Each component builds self-care, peer-care, and we-care skills in 3 areas:

1. Increasing **Awareness + Competence**
2. Developing **Healthy Coping Skills**
3. Building **Supportive Connections**

Awareness and Competence

Understanding the impact of trauma-exposed work, along with the organizational and individual practices that can mitigate these risks, is the first goal of the program. Increased self-awareness and self regulation skills are woven into the whole program so that staff will be learn how to reduce reactivity and develop intentional optimism and hope.

Healthy Coping Skills

The second goal of the program is to help individuals at all levels learn how to more skillfully navigate intense emotions, build healthy boundaries, and refuel with self-care. These are critical skills for every person to learn in order to do more effective, ethical, and sustainable work.

Supportive Connections

The third goal of the program is to help coworkers and departments connect with one another through explorations of their work, shared values, and unique strengths and help them make positive changes together. Cultivating support, appreciation, and collaboration can reduce conflict and create a more resilient, caring culture within your organization.

Continue reading to learn more about the 3 components and how to combine them based on your capacity and goals.

The Self Study Course

Goal: Help individuals understand compassion fatigue and develop healthy coping skills

Format: 6 Modules and workbook, on-demand

Overview: Launched in 2014, the updated course has helped more than a thousand animal care and welfare staff and volunteers to better **understand compassion fatigue, manage stress, practice self-care, shift outlook, and increase resiliency.**

The 6 modules focus on **building resilience skills** such as:

- Self-awareness
- Stress management and self-regulation
- Self-care and healthy coping
- Self-compassion and mindfulness
- Peer connection and staff support
- Intentional outlook and more!

The course can be completed asynchronously in 6-12 hours and includes:

- Video lectures, worksheets, and activities
- Comprehensive PDF workbook
- Continuing education credit
- Group discussion guide
- Quizzes and certificate of completion

The Resource Center

Goal: Provide accessible, just-in-time educational resources on a variety of topics to support overall wellbeing

Format: Regularly updated online library of micro-learnings, tools, and expert interviews

Overview: This dynamic, in-depth library of resources **answers animal welfare workers most frequently asked questions** about work-related stressors.

Topics covered include: conflict, euthanasia, boundaries, debriefing, grief, mental health, difficult emotions, organizational health, and supervisor skills.

The Resource Center provides micro-lessons in a variety of formats (audio, video, worksheets, expert interviews, micro-tracks) and are specific to the unique stressors of animal welfare work.

Participants browse topics to find **what they need, when they need it**. No pre-requisites required.

Supervisors, HR, and veterinary social workers can use the Resource Center as a tool to support staff via individual or group discussions.

New resources are added monthly, live sessions coming mid-2024!

The Team Trainings

Goal: Help teams build trust and resilience skills together

Format: (6) one hour trainings, facilitated in-house at your pace

Overview: Who we work with has an enormous impact on our personal and professional wellbeing. Research has shown that social support at work is one of the most significant factor associated with higher scores of compassion satisfaction and a powerful buffer against stress.

These structured team trainings are designed to **help coworkers increase social support** and **build resilience skills together** such as:

- Reducing reactivity with self-regulation
- Shifting their outlook towards realistic optimism
- Using zone of control thinking to cope with difficult emotions
- Expressing appreciation and gratitude
- Communicating constructively
- Creating a values-based team culture and more!

The team trainings include:

- 6 videos, discussion guidelines, worksheets, and activity logs
- PDF Facilitator's Guide and Planning Workbook

Facilitated by someone within your organization (staff or volunteer) each training is highly structured to help you succeed. Trainings can be held in-person or online, on your schedule.

Which Combo Is Right For Us?



Pathway #1: Self Paced, Low Structure

Staff: Have the option to engage in CiB off the clock

Main Focus: Self Study and Resource Center



This may be the right fit for your group if you'd like to:

Offer an additional benefit to support your people as-needed, but you do not have the desire or capacity to offer in-person trainings or group discussions during work hours

Core actions steps may include:

- **Introduce** CiB to staff as an (optional) online educational platform designed for animal welfare pros to help reduce compassion fatigue and support wellbeing
- **Remind** everyone, at all levels, to explore the Resource Center's many wellbeing **micro-lessons** and tools
- **Encourage** engagement in the Self Study course off the clock. **CEUs** are available!
- **Offer incentives** to complete the Self Study. Request their **Certificate of Completion** to demonstrate engagement



Which Combo Is Right For Us?



Pathway #2: Flexible Toolbox, Medium Structure

Staff: Engage in CiB during work hours via group discussions and/or paid study time, with option to use CiB off the clock

Main Focus: Self Study and Resource Center



This may be the right fit for your group if you'd like to:

Provide an additional benefit to support your people as needed, offer group discussions during work day, *and/or* provide paid time to complete Self Study, but you do not have the desire or capacity to facilitate a series of structured team trainings

Core actions steps may include:

- **Introduce** CiB to staff as an online educational platform designed to help animal welfare pros reduce compassion fatigue and support wellbeing. They can access CiB on their own as-needed and will also use CiB together during work hours
- **Encourage** everyone to explore the Resource Center! Remind supervisors, HR, veterinary social workers, etc. that library of resources can be used to support groups and individuals
- **Consider** giving staff paid time to work on the Self Study, **CEUs** are available, and request **Certificate of Completion** to demonstrate engagement
- **Schedule** group discussions about Self Study course (using prompts provided) to encourage learning and team building during work day

Which Combo Is Right For Us?



Pathway #3: Team Building, High Structure

Staff: Engage in CiB during work day via team activities, with the option for individuals to use CiB on or off the clock

Main Focus: Team Trainings



This may be the right fit for your group if you'd like to:

Organize and facilitate series of (6) one hour, structured team trainings held during work hours *and* offer people the option to engage with the Self Study and Resource Center *either* on or off the clock for additional support

Core actions steps may include:

- **Introduce** CiB to staff as an online educational platform designed for animal welfare pros to help reduce compassion fatigue and support wellbeing. They can access CiB on their own as-needed and will also use CiB together during work hours
- **Announce** that the Team Trainings will be held during the work day over the course of the year to support team resilience and strengthen social support
- **Plan** to roll out the Team Trainings using Planning Guide provided
- **Remind** everyone, at all levels, to explore the Resource Center's wellbeing micro-lessons and use tools as-needed
- **Encourage** engagement in Self Study off or on the clock (your choice!), **CEUs** available. The course expands on Team Trainings learning outcomes
- **Consider** offering incentives to complete Self Study. Request **Certificate of Completion** to demonstrate engagement

Is this therapy or counseling? No, this is an educational program. CiB provides information and resources to better understand and cope with stressors, but it is not a substitute for professional mental health help. However, the Self Study and Resource Center both address how and when to seek professional mental health help.

What if we're not sure which pathway to chose? No problem! Start with Pathway #1 and offer CiB to your staff as an additional, optional wellbeing benefit. CiB is flexible! At a later day, you might choose to incorporate the Team Trainings or Self Study during the work day.

Should we enroll everyone in our org? What size package should we purchase? That depends on your budget, capacity, and goals! We encourage you to enroll everyone in your group, if possible, which gives individuals the option to engage with the platform if and when they most need it. If that's not possible, you might start by enrolling a smaller group initially. However, if you plan to use these materials with everyone in your organization or anticipate enrolling new hires or an additional cohort at a later date, you are strongly encouraged to purchase an enrollment package that is large enough to accommodate individual licenses for everyone. Log-in sharing is not permitted.

If you choose to purchase a smaller package, you can purchase a larger package at a later date. This will move your group's enrollment package into the next pricing tier. You will be charged the cost of the higher tier package, minus the cost of the package you purchased originally. This purchase does not extend your access term. The additional cost increases your enrollment licenses for the *remainder* of your current access term.

How will staff access The CiB Platform? The program is hosted on the Kajabi platform. Individuals will receive their own log-ins. Internet access is required. Some resources can be downloaded and accessed offline. A free app is available so staff can access CiB on their phones.

What are the first steps? At the time of purchase you will be sent a program agreement to sign (available to preview on the CiB website). Next, your “Point Person(s)” - the people who will coordinate the program with your staff - will be enrolled 1-3 weeks ahead of the rest of your group. This enrollment begins your one year *access term* to the CiB Program. Once enrolled, they will have access to planning materials to organize the roll out of CiB for your group.

Are analytics available? Limited analytics documenting progress are provided upon request for the Self Study and the Resource Center. The progress report includes:

- *The first and last date staff logged-in to the Self Study and Resource Center*
- *How many times they have logged-in to each*
- *How many lessons they completed in each (if they clicked "mark as complete")*
- *If they have earned a certificate of completion (available for the Self Study).*

In other words, you can get an overall sense of how engaged individuals are with the *self-guided* portions of the program (Self Study and Resource Center). You may choose to require staff to share their Self Study Certificate of Completion with you to document engagement.

Are Continuing Education Credits available? Yes, the Self Study Course provides a Certificate of Completion after passing the final quiz.

- *Jessica Dolce, founder of Compassion in Balance, is an approved provider of content for CAWA. Every hour of training equals 1 CE towards CAWA Recertification.*
- *The Self Study course has been approved for 6 hours of continuing professional education by the National Animal Control Association (NACA).*
- *Looking for veterinary CEUs? Please contact your licensing board for guidance.*

What People Say About CiB



"The course was animal shelter specific and the instructor truly understands the needs of our staff. We thought it was **very effective...The course helps us to have better conversations with staff and make effective referrals** to our employee assistance program and other resources." *-Laura, Executive Director, U.S. Animal Shelter*

"Our **Animal Control staff have really enjoyed the team trainings** - it's been challenging but relevant and important. One employee commented, "This is actually good because you're telling me helpful things and you're not telling me to take a bubble bath." I am calling this a **HUGE success**. Thank you!" *-Ashleigh, Training & Development, U.S. Animal Care + Control*

"**We love the self-study class!** My staff and I have all completed the course and they speak very highly of it. We did the course on our own and **met to have group discussions too**. Thank you for the wonderful training!" *-Jennifer, Supervisor, U.S. Animal Shelter*

"I really enjoyed the Self Study because **the examples matched my experiences at work**. Thank you for these tools and for showing me that I'm not alone. **Now I can help myself and others, so we can keep doing the work we're so passionate about.**" *-Stacy, Veterinarian, Canadian Animal Shelter*

"I am really enjoying and finding CIB to be very helpful not only in my professional life but in my personal life. I'm looking forward to finishing the program. **In the beginning I said to myself "Oh no, not another training program." Was I wrong! This has been so helpful.**" *- Bob, U.S. Animal Shelter*

Meet The Founder of CiB



Jessica Dolce, MS, Certified Compassion Fatigue Educator

Jessica brings over 20 years of experience working with and for animals to The Compassion in Balance Program. She is an instructor at The Shelter Medicine Program at the University of Florida and has worked with hundreds of shelters, clinics, rescues, sanctuaries, and rehab centers around the world, as well as organizations such as the ASPCA, National Wildlife Rehabilitators Association, HSUS, and Animals Asia.

Jessica holds a Master of Science in Adult and Higher Education degree and certificates in mindfulness facilitation, positive psychology coaching, QPR suicide gatekeeper training, and Mental Health First Aid.

"I really appreciate the completeness of the information Jessica presents. She brings **the latest evidence-based, embodied approach** to Compassion Fatigue and **presents it in tangible ways** so that everyone can walk away with something."

-Medical Director, U.S. Wildlife Rehabilitation Center

"Jessica has a unique ability to combine evidenced-based practices and important theoretical frameworks with the front-line needs of employees and management. She infuses everything she does with a sense of curiosity, empathy, and expertise.

The value she added to our organization has made her one of the most respected experts in the field of workplace stress, compassion fatigue, and self-care. She is my go to resource."

— Nathan Brisby, former Director ASPCA Learning & Development

Investment



- Small Package, 1-20 individual licenses: \$999
- Medium Package, 21-50 individual licenses: \$1,999
- Large Package, 51-100 individual licenses: \$3,999
- X Large Package, 101-200 individual licenses: \$4,999
- More than 200 people? Please email for a quote!

Next Steps

Ready to enroll? Click the package (above) that you'd like to purchase!

Would you like to discuss the program?

Schedule a free call with Jessica:

<https://jessicadolce.as.me/consultorg>

For general questions, please email:

hello@compassioninbalance.com