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Company/Organization: Center for Wildlife

Type of organization: Nonprofit

Number of Employees: 12

Category: Workplace

Challenge or Opportunity: Center for Wildlife faced significant compassion fatigue and burnout, which is common in the field of wildlife medicine. Unfortunately, we can't save every animal that comes through our doors. We not only have to manage our own emotions around animal care and euthanasia, but we often have to manage emotions of the caring public as well.

Approach or Solution: Over the past year, we have dedicated 20+ hours to stress management training, grief counseling, improved communication, and general wellness support. We hired a psychologist to speak about compassion fatigue and grief. We also enlisted the help of a life coach to address self-care, boundary setting, and the importance of direct communication.

Impact: Self-awareness, morale, and program outcomes have improved tremendously. We lost a couple employees as a result of this work, but the transitions were smooth, professional, and necessary. We had a very toxic work environment last year due to poor stress management and burnout, but we have since grown into a positive and respectful work culture.