



Needs Assessments a Tool to Set up a Sound Compassion Fatigue Program

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What is a Needs Assessment

- A **needs assessment** is a systematic process for determining and addressing **needs**, or "gaps" between current conditions and desired conditions or "wants". The discrepancy between the current condition and wanted condition must be measured to appropriately identify the need.



What is a Needs Assessment

- “**Need**” refers to the gap or discrepancy between a present state (**what is**) and a desired state (**what should be**).
- The need is neither the present nor the future state; it is the gap between them.



In My Travels – I Have

- Interviewed more than 500 people (Research Team)
- Facility Directors
- Veterinarians
- Necropsy Teams
- Animal Care Staff
- Veterinarian Associates
- Cage Wash Personnel
- Study Directors/Principal Investigators
- IACUC Members
- Supervisors



Preparation for an Upcoming Needs Assessment

- Weeks, before my visit to an animal facility we engage in a dialogue
- Emails are sent out to all members of the research team
- Sign-up for the Interviews
- Small Groups/One on One
- Interviews 30 min - 45 min
- Not mandatory



Needs Assessment

- On day one
- I give a talk about Compassion Fatigue
- Explanation about the Needs Assessment
- How does it work
- What can you expect
- Taking notes
- 100% confidential



Needs Assessment

- Meeting with people from all area's of the animal facilities that are part of the research team
- Animal Care staff often prefers to meet in a small group



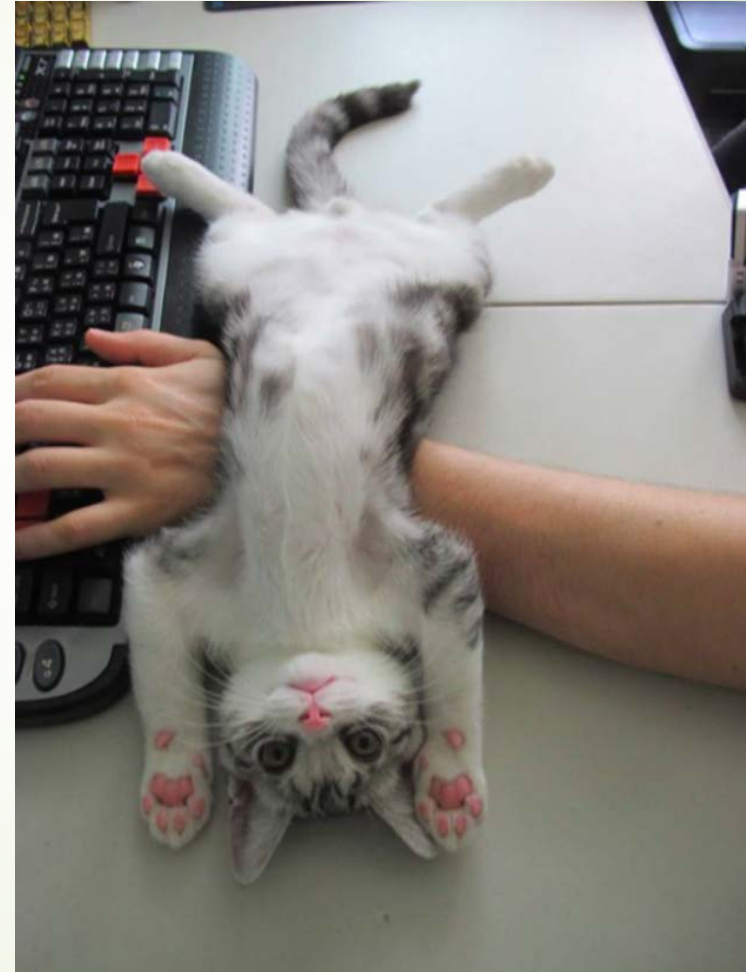
The Interviews

- No supervisor or managers present
- Note down job titles and keep track of the number of people I interview
- 100% confidential – After the final report is submitted all notes are shredded
- The needs assessment will become the basis for your Compassion Fatigue Support program



After a Whole Week of Interviews

- I will give an exit brief with leadership and, if there is already a committee in place, with the committee members present as well.



It is Time to Say Goodbye

- Spending a whole week at a facility and getting to know the people and the facility so well, it is like saying goodbye to a dear friend.
- I travel home with a good feeling But also with a feeling of sadness our relationship is over.



The Finishing Touch

- All the statements that people have made are typed out verbatim
- An analyses is made and according to the analyses the final report is written
- Recommendations are made and objective set for the committee
- Final Report is sent out



