

A Current Concept in Positive Psychology: Compassion Satisfaction

Pozitif Psikolojide Güncel Bir Kavram: Merhamet Doyumu

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Abstract

Compassion means that an individual recognizes suffering and difficulties experienced by own and other people, and takes action to alleviate them. In recent years, compassion has been examined in the field of positive psychology as well as education and health. Compassion satisfaction is one of the concepts discussed in the literature as related to compassion. Compassion satisfaction is positive emotions that a person feels while helping or caring for someone else or other living things. In this review study, it is aimed to include the concept of compassion satisfaction in Turkish literature and to raise awareness of compassion satisfaction. For this purpose, the foreign literature was reviewed and several studies were examined. Based on them, compassion satisfaction was defined. Also, it was stated that compassion satisfaction might differ from person to person and people's compassion satisfaction might sometimes decrease. The benefits of compassionate satisfaction and the characteristics of people with high compassion satisfaction were discussed. Moreover, practices recommended to increase compassion satisfaction were mentioned. The conceptual model of compassion satisfaction was presented and the scales about compassion satisfaction were explained. In conclusion part, the general lines of the study were summarized and some suggestions about compassion satisfaction were offered.

Keywords: Positive psychology, compassion, compassion satisfaction

Öz

Merhamet, bireyin kendi yaşadığı ya da başkasının çektiği acıların ve zorlukların farkında olup bu acıları ve zorlukları hafifletmek amacıyla eyleme geçmesidir. Son yıllarda merhametin eğitim ve sağlık alanlarının yanı sıra pozitif psikoloji alanında da incelendiği görülmektedir. Merhametle ilgili alanyazında ele alınan kavramlardan biri de merhamet doyumudur. Merhamet doyumunu, kişinin başkasına veya diğer bir canlıya yardım ederken, onunla ilgilenirken veya ona bakım sunarken elde ettiği olumlu duyguların tümüdür. Bu derleme çalışmasında merhamet doyumunu kavramının Türkçe alanyazına dahil edilmesi ve merhamet doyumuna ilişkin farkındalık kazandırılması amaçlanmıştır. Bu amaç çerçevesinde yurt dışı alanyazın taranmış ve çeşitli araştırmalar incelenmiştir. Bu araştırmalara dayalı olarak, merhamet doyumunun tanımı yapılmıştır. Merhamet doyumunun kişiden kişiye değişebileceği ve zaman zaman insanların merhamet doyumlarının azalabileceği belirtilmiştir. Merhamet doyumunun faydalarından ve merhamet doyumunu yüksek olan kişilerin özelliklerinden bahsedilmiştir. Ayrıca merhamet doyumunun artırılabilmesi için önerilen uygulamalara değinilmiştir. Merhamet doyumunun kavramsal modeli sunulmuş ve merhamet doyumunun ölçülmesine yönelik yapılan ölçek çalışmalarına yer verilmiştir. Sonuç kısmında ise çalışmanın genel hatları özetlenmiş ve merhamet doyumunu ile ilgili birtakım öneriler sunulmuştur.

Anahtar sözcükler: Pozitif psikoloji, merhamet, merhamet doyumunu

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POSITIVE psychology is a field that focuses on positive sides and strengths of humankind. Therefore, it is based on increasing the happiness and well-being instead of dealing with the imperfections and problems (Carr 2016). Since the early 2000's, with positive psychology coming to the fore (Hacıkeleşoğlu and Kartopu 2017) there has also been an increase in the searches regarding what makes the life better and how to raise the positive sides (Akdeniz 2014). Topics such as positive psychology (Barış 2017, Güngör 2017) well-being (Demirci and Şar 2017, Kahraman 2018) psychological capital (Dikbıyık 2017, Oral et al. 2017) resilience (Sezgin 2016, Ezer 2017) and positive emotions (Kardaş 2017) were analyzed during the related research. Furthermore, importance given to positive emotions and strengths increased with the rising interest in the field of positive psychology (Kardaş and Yalçın 2018) and positive emotions' increase were reemphasized more (Hefferon and Boniwell 2014). In other words, strengths as part of positive psychology were brought to forefront and many positive emotions such as sympathy, trust, hope, optimism, happiness, patience, fairness, loyalty and compassion were emphasized (Tarhan 2017).

One of the positive emotions that is mentioned in the research and emphasized in the field of positive psychology is the sense of compassion (Nas and Sak 2021). While compassion was a subject of the field of religion and philosophy in the past, it has been studied with big interest in the fields of psychology, psychotherapy, education and health in recent years (Nas 2020). Notion of compassion is included in literature sometimes as humane sentiment (Tarhan 2017) or biological characteristic (Gilbert 2014) or a multidimensional structure (Jazaieri et al. 2014) or an impulse (Schopenhauer 2017) or a virtue (Peterson 2017).

Compassion is individual's being sensitive to the others' sufferings. Compassion is the sorrow and humane sentiment that individuals feel due to a bad situation which another living being experiences [Türk Dil Kurumu (Turkish Linguistic Society) 2020]. Compassion is both defined as an emotion that emerges while witnessing others' sufferings and then triggering the desire to help (Goetz et al. 2010) and also being self understanding and kind to himself (Neff 2003). Comprehensively, compassion is being aware of one's own sufferings and also others' sufferings and taking steps to reduce it (Nas and Sak 2021).

Compassion is regarded as an important characteristic in terms of human life. It is considered as significant with regards to personal, organisational and social peace (Goldin and Jazaieri 2017) and compassion is believed to have curative effect on mind and body (Vivino et al. 2009). In addition, it is pointed out that compassion both enhances socialisation (Curtis et al. 2012), prosocial behaviours (Leiberg et al. 2011), well-being (Jazaieri et al. 2014), social justice (Williams 2008), getting and

offering social support (Cosley et al. 2010) and ability for empathy (Sprecher and Fehr 2005) and it is effective in reducing various mental health problems such as stress and anxiety (Jazaieri et al. 2018) and depression and anxiety (Gilbert et al. 2011).

Compassion has beneficial effect both on individual and society. It facilitates people to act compassionate. However, people sometimes may have difficulty in being compassionate or may abstain from pitying or may have fear of compassion (Gilbert et al. 2011). People sometimes may experience burnout, secondary traumatic stress and compassion fatigue resulting from being compassionate (Figley 2002). Compassion is a state of burnout that the individuals who support the suffering people experience (Berzoff and Kita 2010). That is, compassion fatigue is being dragged to the emotional burnout while helping the needy (Sayar and Manisalıgil 2016). In this sense, compassion fatigue reveals the adverse effect of being compassionate. Compassion fatigue is divided into two parts: burnout and secondary traumatic stress (Stamm 2010). Both the negative side of compassion like compassion fatigue and the positive side of being compassionate is emphasized. In the context of the positive side of compassion, it is stated that some people take pleasure for being compassionate and they are pleased to be compassionate. This is called as compassion satisfaction in literature (Stamm 2002, 2010).

Compassion satisfaction is contentedness which is required owing to acting compassionate (Stamm 2002) and is entire positive emotions perceived as a result of helping (Sacco et al. 2015). When literature was studied several researches made on compassion satisfaction in recent years were observed. In the researches, it is indicated that compassion satisfaction is related to many factors such as well-being (Papazoglou et al. 2019), self-care (Alkema et al. 2008), mindfulness (Decker et al. 2015, Martin Cuellar et al. 2018), self care activities, development of values (Stainfield and Baptist 2019), affective disharmony (Kim et al. 2020), fatigue (Jarrad and Hammad 2020), positive senses and thoughts, stress management, mental, social and physical sources (Radey and Figley 2007).

It is found out that the notion of compassion satisfaction which has been studied for almost twenty years overseas is fairly new to the Turkish literature. Besides no comprehensive study discussing compassion satisfaction has been discovered in Turkish literature following the review. Thus, various researches which were made abroad were analyzed in this review study to define compassion satisfaction and to make the context understood. Compassion satisfaction was described conceptually by looking at the researches studied, measurement of compassion satisfaction was referred and relevant literature was mentioned. Based on these, inclusion of this

notion, compassion satisfaction, in literature and creating awareness related to it was aimed.

Compassion satisfaction

In general, people are thought to care for being compassionate. Human nature is indicated to tend to be compassionate (Houston 2019). People may avoid being compassionate now and then. Some people may find being compassionate incorrect or they may think they don't deserve to be forgiven or they may think that compassion is unnecessary (Gilbert 2009a, 2009b, 2010). This case which is related to the people who are afraid of self-pitying is connected with the notion of self-compassion. It is, at its simplest, being compassionate to oneself and being open to his/her own sufferings and it means struggling to relieve his grief (Neff 2003). Another situation is being compassionate to others which means recognition of others' suffering/grievance and trying to alleviate them (Nas and Sak 2020). People compassionate to others, consider it necessary and enjoy being compassionate which is described as compassionate satisfaction (Stamm 2002).

Although caring and pitying for others may result in compassion fatigue (Figley 2002) pitying for a long time doesn't necessarily lead to adverse situations such as burnout and compassion fatigue; on the contrary, it may reveal the sense of compassion satisfaction (Alkema et al. 2008). Compassion satisfaction is the positive aspect of helping and the pleasure obtained by the actions (ProQOL.org 2020). Compassion satisfaction is an inner sense that the people who help the suffering ones experience and it is what they feel due to this help (Grant et al. 2019). In this sense, compassion satisfaction can be described as an inner resource that reduce the burnout level and lower the cost of care, attention and pity (Grant et al. 2019).

Compassion satisfaction is being pleased of one's actions and helping others (Stamm 2010). In other words, it is the experience or pleasure gained while being sensitive to the ones dealt with on the course of business (Milliard 2020). Compassion satisfaction may not only result from human but also care and attention for other living things. Having pity on other living things can be explained as having the sense of compassion to the plants, trees, woods, animals and nature (Nas and Sak 2020). For instance, environmentalists feel pity to animals more as they consider their sufferings (Cameron 2017). Moreover, soothing of an animal make many environmentalists happy even it costs much, emotionally as well. In that sense, compassion satisfaction can be summarized as the whole positive emotions acquired by being aware of one's suffering and trying to alleviate it.

Change and rise of compassion satisfaction

As individual factors, cultural variations, working conditions, working motivations are all different, compassion satisfaction may differ from person to person (Milliard 2020). Some people may feel happiness by meeting the needs of people they support. Some people become happy by witnessing the people they help suffer less and change for the better (Coetzoe and Clopper 2010). Besides, compassion satisfaction of some people may be related to their jobs. That is, some people may be motivated by earning money and being promoted and the others may cheer up when they work in a supporting environment. Also, some people feel satisfied when they make a meaningful contribution to others' lives (Milliard 2020). All these given show that compassion satisfaction may vary according to the meaning people attribute to compassion.

Compassion satisfaction make the support provided for others and activities enjoyable. Accordingly, people who are satisfied with compassion consider helping others as a pleasure. They perceive that it offers great benefit for workmates, work environment or society (Stamm 2005). Furthermore, these individuals are able to care surroundings regardless of the conditions. This state, along with energizing them, improves their morale and enables them to be happy and satisfied (Coetzee and Klopper 2010). Therefore, the people with compassion satisfaction both enjoy their jobs and they cheer up by being beneficial to others. In this sense, people with high compassion satisfaction develop happier thoughts, feel themselves successful, they may have high occupational satisfaction because of their sympathy for their job, thus they think that they may make a difference in life (Stamm 2010).

Sometimes people may have less compassion satisfaction. Having psychological disorders and being exposed to stress both increases burnout and decreases compassion satisfaction (Li et al. 2014, Mayer et al. 2015). Besides, individuals suffering from compassion fatigue are observed to have low compassion satisfaction. When the compassion satisfaction rises, compassion fatigue, symptoms of stress and burnout level is observed to decline. In this context, compassion satisfaction is described as the opposite side of compassion fatigue (Coetzee and Klopper 2010) and compassion satisfaction is indicated as a protector against compassion fatigue (Ruiz-Fernandez et al. 2020).

Some suggestions for the change of compassion fatigue into compassion satisfaction are offered. For instance, arranging instructional programs including the topics such as coping, relaxing and communication skills, making time for oneself, instructing about awareness, arranging improving programmes for the individuals who have problems are present among these suggestions (Yılmaz and Üstün 2019). In addition, providing individual health improving support (Neville and Cole 2013) and offering psycho-

education (Yılmaz 2016) can be efficient in increasing the compassion satisfaction. Moreover, it is pointed out that awareness can be an important factor in rising the compassion satisfaction (Decker et al. 2015). Because it is stated that awareness is an important factor in supporting compassion satisfaction (Martin-Cuellar et al. 2018) and individuals having a high awareness level have more vitality, higher well-being and more compassion satisfaction (Martin-Cuellar et al. 2021). Besides, in the context of improving the compassion satisfaction three ways related to each other are suggested: (1) increasing the positive emotions and having a positive attitude to the people with whom you deal, (2) increase the sources for stress management and (3) improve the self care making the life happy. These three factors are described to develop the compassion satisfaction (Radey and Figley 2007).

In conclusion, two results, negative and positive emerge. They indicate two aspects of compassion. The negative side of it is described as compassion fatigue and according to it, individuals may experience burnout and secondary traumatic stress resulting in compassionate actions. The positive aspect of compassion is described as compassion satisfaction. It is satisfaction that the people helping and supporting others feel. Compassion satisfaction of individuals can change based on various factors. Thus, it may decrease now and then, so it is described that making an effort to increase it is necessary.

Conceptual model

A comprehensive literature review about compassion satisfaction by Sacco and Copel (2018) indicated the premises, features/signs and results of it. As a result of the research aforesaid, a conceptual compassion model was created. This model was built especially by way of healthcare staff. Concepts in the model stated below.

7 Priorities of compassion satisfaction

1. The perception of caregiving as a calling: It means giving importance effort while taking care of the patient/client. The individual feels himself well as a result of this effort due to the care and attention he offers.

2. Empathetic caregiving relationship with a patient or patient's family in crisis: Having an empathetic tendency while caring the patient/client and their relatives and exhibiting a more considerate attitude.

3. The continuous exposure to a stressful environment in which there is collegial support: Being supported by colleagues to keep away from stress factors or reducing the stress that the individual experiences in the work environment enables him to enjoy his job. As a result of this situation, the individual can be pleased to be sensitive to his patient/client.

4. Development of resilience: Individual's adaptation or gaining psychological flexibility when encountered a problem or in hard times.

5. Developing coping mechanisms: Being able to practice the problem solving skills while coping with the adverse situations such as stress, anxiety etc. and utilizing the stress and anxiety management consciously.

6. Practising self care: It is an individual's ability to care himself/herself to cope with the difficulties she/he has at work or during patient/client care. This can emerge as self care. Thus, trying to meet the emotional and physical needs is considered as important.

7. Achieving a work life balance with adequate social supports: Being socially supported by family, friends and work environment provides him a successful and developed approach.

11 Features/signs of compassion satisfaction

1. Well-being: Compassion satisfaction shows that one feels good. It shows that he has a positive mood, psychologically and emotionally.

2. Fulfillment: Compassion satisfaction is a sign of being able to do something, fulfilling various tasks or being able to contribute others' lives.

3. Reward: Compassion satisfaction points that the person is rewarded materially or morally.

4. Accomplishment: Compassion satisfaction indicates that the person gets the sense of accomplishment.

5. Joy: Compassion satisfaction is the indicator of taking pleasure of one's job and of caring people.

6. Enrichment: Compassion satisfaction shows that the person lives a purposeful and full life.

7. Invigoration: Compassion satisfaction is related to one's being more energetic.

8. Inspiration: Compassion satisfaction indicates that the person gets positive feedbacks and inspired by the patient/client.

9. Revitalization: Compassion satisfaction indicates that the person gives positive energy around.

10. Gratitude: Compassion satisfaction shows that the person is pleased by his own compassionate actions.

11. Hope: Compassion satisfaction is related to one's being hopeful and in an optimistic mood.

8 Results of compassion satisfaction

1. The ability to provide enthusiastic and meaningful patient and family care: A person can enjoy caring people and his own job more as a result of compassion satisfaction. He helps the patients/clients willingly and peacefully.

2. Improvement in work performance: People with compassion satisfaction can be conscientious and highly productive.

3. Improvement engagement: As a result of compassion satisfaction, a person can be more energetic at work and can act responsibly.

4. Improvement competency: A person with compassion satisfaction try more to improve the level of knowledge and skill.

5. Positive work environment and team coherence: Compassion satisfaction enables a person to act collaboratively in the work environment.

6. Protection against compassion fatigue: Compassion satisfaction has an important factor to avoid stressors and the sense of burnout.

7. Maintenance of empathy and coping mechanisms: Compassion satisfaction enhances one's understanding others and problem solving ability.

8. A positive contribution made to the work environment and the profession: Compassion satisfaction can be an important factor in terms of the contribution to one's profession and to his working environment.

When the model was analysed empathy (Sprecher and Fehr 2005), being supported socially (Cosley et al. 2010), developing coping mechanisms and self care (Alkema et al. 2008) are considered as necessary. Some features/signs of compassion satisfaction are mentioned in this model. Accordingly, instances such as feeling well, being rewarded, feeling the sense of accomplishment, feeling gratitude or becoming helpful that a person experience are included in the signs of compassion satisfaction (Sacco and Copel 2018). Also, the results which emerge in the presence of compassion satisfaction are included in the frame of model. According to the model, as a result of compassion satisfaction, eagerness to one's own occupation may increase, a positive work environment may be provided, one can be protected against compassion fatigue (Papazoglou et al. 2019), empathy and coping mechanisms may improve (Decker et al. 2015, Salazar 2016, Sacco and Copel 2018).

Scales on compassion satisfaction

When literature reviewed, some studies but not many, regarding the measurement of compassion satisfaction have been observed. First studies on this topic were seen to be done by Stamm (2002, 2005). The scale developed by Stamm (2005, 2010)

is included in literature both as Professional Quality of Life Scale (Version 5) and Compassion Satisfaction and Compassion Fatigue Scale. The oldest version of this scale is based on a means of measurement known as Compassion Fatigue Self Test. While notions such as compassion fatigue, burnout and secondary/vicarious trauma exist in the first version, the study by Stamm (2005) involves the notion, compassion satisfaction so the scale is complete. The last version of the scale is present in the website (ProQOL.org 2020) prepared by Stamm et al. Last version of the scale (Version 5) is a kind of scale composed of 30 items, five point likert scale. It is divided into two parts. Compassion fatigue and compassion satisfaction. Compassion fatigue is divided into two parts: Burnout and Secondary Traumatic Stress.

Compassion satisfaction in this scale is composed of 10 items. High point obtained from this part indicates that the person has high compassion satisfaction. The version of the scale known as *Professional Quality of Life Scale* was adapted to Turkish literature as *Çalışanlar İçin Yaşam Kalitesi Ölçeği* by Yeşil et al. (2010). The version, *Compassion Satisfaction and Compassion Fatigue Scale*, was examined for validity and reliability in the thesis search by Çınarlı (2019) and included in Turkish literature as *Merhamet Doyumu ve Merhamet Yorgunluğu Ölçeği*. That the aforesaid scale was aimed at determining the individuals' work life quality and occupational satisfaction level is deduced from both adaptations (Stamm 2005, 2010, Yeşil et al. 2010, Çınarlı 2019).

Regarding the scale developing studies, it can be said that the scale studies on compassion satisfaction were carried out abroad. Scales in Turkish literature can be stated to have been adapted from foreign literature. Also, that compassion satisfaction is related to compassion fatigue and work life quality in the scale studies can be stated. In this context, it can be concluded that any scale that is useful to determine only the compassion satisfaction level doesn't exist.

Compassion satisfaction and mental health

Compassion satisfaction is the positive mood that an individual is in while helping, supporting or serving the people who need help or suffer or have difficulties. This mood can also be efficient in individual's mental health. Sense of pleasure that the individual acquired as a result of behaving compassionately provides a protection from adverse effects of compassion fatigue; furthermore, it may be efficient in avoiding burnout and secondary traumatic stress symptoms (Papazoglou et al. 2019).

Compassion satisfaction can affect the motivation of help of an individual to the suffering ones (Grant et al. 2019) and especially it can increase the vitality and

awareness of the mental health staff (Martin Cuellar et al. 2018). The individuals with compassion satisfaction are attached to their professions, work willingly, have high adaptive skills, enjoy the sense of success and have a more contented mentality as well (Stamm 2010). These individuals who are aware of the utility they offer to their profession, work environment and social lives feel themselves good (Stamm 2005).

Compassion satisfaction enables the individual to contribute to professional field and social services and it improves humane capacity. This aspect of compassion satisfaction improves emotional support capacity of the individuals who look after and take care of the patients/clients and becomes a protective factor against burnout and compassion fatigue (Perez-Chacon et al. 2021).

Researches on compassion satisfaction

When literature examined, first works on compassion satisfaction were observed to be in the researches carried out by Stamm (2002) and Figley (2002). During his research Stamm (2002), unlike Figley (2002) stated, realized that some staff don't experience compassion fatigue and they aren't overcome by negative feeling due to helping others. Also, he observed that workers don't show indications such as burnout, fatigue and secondary trauma stress while supporting others. On the contrary, they are in a positive mood resulting from helping and described this situation as compassion satisfaction.

A significant increase in the researches on compassion satisfaction has been observed in recent years (Zhang et al. 2018, Knaak et al. 2019, Letson et al. 2020, Jarrad and Hammad 2020, Kim et al. 2020, Milliard 2020, Ortega-Campos et al. 2020). Compassion satisfaction and compassion fatigue concepts were studied together in the researches (DePanfilis 2006, Annalakshmi and Jayanthi 2019) and that there is a negative meaningful correlation between each other (Jarrad and Hammad 2020, Kim et al. 2020). Also, compassion satisfaction of health staff were analyzed in many studies (Hegney et al. 2013, Dasan et al. 2015).

Therapists, nurses, doctors, emergency medicine consultants, healthcare professionals, mental health staff were involved in the study samples on health. Compassion fatigue, compassion satisfaction and burnout levels of 1121 mental health specialists were analyzed in the work by Sprang et al. (2007). As a result of this study, it is stated that therapists who are specialists have higher compassion satisfaction compared to those who aren't.

That the oncology nurses have low compassion satisfaction was determined in the search by Ortega-Campos et al. (2020) and programs aimed at increasing the compassion satisfaction was suggested to develop and apply. In the work by Kim

et al. (2020) the relationship between burnout levels and affective disharmony of 204 therapists working at rehabilitation hospitals and also compassion satisfaction and compassion fatigue were reviewed and as a result of this work a negative correlation between compassion satisfaction and burnout was detected. The search, by Jarrad and Hammad (2020) has found out that the nurses have low level of compassion satisfaction. The work by Ruiz-Fernandez et al. (2020) which is aimed at healthcare professionals stated that older ones have higher level of compassion satisfaction than the young ones and also women have a higher level of compassion satisfaction when compared to the men. The work by Ghazanfar et al. (2018) indicates that male doctors have higher compassion satisfaction compared to the female ones. The work by Polat et al. (2020) indicates that nurses also have high compassion satisfaction. The search by Dasan et al. (2015) indicates that the emergency medicine consultants who have low compassion satisfaction are nervous towards the patients/colleagues and have low standard of care and are tentd to retire early. Yılmaz (2016) stated that the psychoeducation program he presented to nurses is efficient on their compassion satisfaction. The awareness and vitality levels of mental health clinicians were examined by Martin-Cuellar et al. (2021) and compassion satisfaction was used as a variable. It is concluded as a result of research that awareness affects compassion satisfaction. Also, compassion satisfaction was stated to mediate the relationship between awareness and vitality. Rossi et al. (2012) found out in their research that community based mental health staff who have psychological disorders have low levels of compassion satisfaction

Students, teachers and consultants are observed to participate in the sample group during some studies on compassion satisfaction. A positive correlation between awareness and compassion satisfaction was found in Decker's et al. (2015) research concerning university students and awareness was stated to be an efficient factor in increasing compassion satisfaction. Compassion satisfaction and compassion fatigue of 300 high school teachers were searched by Annalakshmi and Jayanty (2019). As a result of the research no significant difference was found in the compassion satisfaction levels of teachers with regard to the factors like sex and experience. Bozgeyikli (2012) studied the compassion satisfaction of psychological counselors at schools. It was stated in this work that performance of psychological counselors is adversely affected by factors such as negative attitudes of school principals, inappropriate atmosphere, negative attitudes towards receiving psychological support and professional inadequacy and also this situation causes their compassion satisfaction fall. Compassion satisfaction that the camp counselors experience was evaluated in the search by Stainfield and Baptist (2019).

That the compassion satisfaction can be explained with burnout, selfcare activities and combination of stress was stated in the findings. It was stated that these 3 factors may have both negative and positive effects on compassion satisfaction of camp counselors.

Police officers, poorhouse staff and attorneyship center staff were involved in some studies. Compassion fatigue and compassion satisfaction of poorhouse staff (Alkema et al. 2008, Slocum-Gori et al. 2011) and police officers (Grant et al. 2019, Papazoglou et al. 2019) were analyzed in the researches carried out in this context and a negative correlation between each other was stated to be present. Compassion satisfaction, burnout and secondary trauma stress of ad litem center staff was studied by Letson et al. (2020) and as a result of research, high burnout and low compassion satisfaction of participants were found out. Milliard (2020) studied the compassion satisfaction that the police officers experience. Compassion satisfaction was stated to be an effective factor in progress of their jobs and some ways to acquire compassion satisfaction for an officer was mentioned. For instance, helping a victim, comforting families during mourning/ missing or saving a child from circle of crime (e.g: online pornography gang) may affect the compassion satisfaction of officers positively, so that they know they contribute positively to people's lives by caring closely and pitying the so it enables them to feel good and to experience compassion satisfaction (Milliard 2020).

With reference to the literature above it can be stated that compassion satisfaction is involved in many fields especially in mental health. It can be stated that foreign research is abundant but domestic ones are rare. That the compassion satisfaction in these works has beneficial effect in terms of psychological, emotional and social development can be stated. Mostly, it can be stated that compassion satisfaction is efficient in continuation of compassionate actions.

Conclusion

Compassion which was involved in philosophy, religion and literature fields in the past is understood to be involved in educational, health and psychological works as well (Nas 2020). Compassion is being emotionally or cognitively aware of his/her own or others' sufferings or problems, considering grief as a common experience of humanity and having a desire to take steps to reduce these grieves (Nas and Sak 2021). Compassion satisfaction is the pleasure that a person feels due to helping the suffering people (Grant et al. 2019).

The individuals who have high compassion satisfaction are both pleased with their own lives and enjoy their jobs. Their performance can rise empathy and coping mechanisms can improve, can get joy, hope, gratitude, success and well-being (Sacco

and Copel 2018). In this sense, it is stated that compassion satisfaction is effective on individual's mental health and his job (Stamm 2010) and it is a protective factor against compassion fatigue (Ruiz-Fernandez et al. 2020). Though it has such a significant and efficient factor, adequate works concerning the improvement of compassion satisfaction in Turkish literature haven't been attained. Regarding this situation, it is understood that more works are needed in order to improve and enhance the compassion satisfaction.

In order to improve and enhance the compassion satisfaction firstly determining thereby measuring the satisfaction levels are needed. There exists scales prepared for his purpose in foreign literature (Stamm 2005, 2010, Yeşil et al. 2010, Çınarlı 2019). Not only a scale but also an intense research amassment concerning the compassion satisfaction is present in foreign literature (Sprang et al. 2007, Hegney et al. 2013, Dasan et al. 2015, Ghazanfar et al. 2018, Zhang et al. 2018, Milliard 2020, Papazoglou et al. 2019, Stanfield and Baptist 2019). Yet, involving the compassion satisfaction concept in Turkish literature is new and works on this topic is considered as inadequate. In this context, this review study, which is made up to make the compassion satisfaction understood better is expected to contribute to the field.

When the researches started in literature on compassion satisfaction it was understood that the first foreign works began with healthcare field and majority of researches was carried out in healthcare field (Sprang et al. 2007, Kim et al. 2020, Ortega-Campos et al. 2020). First work in domestic researches was seen to be realized by studying the compassion satisfaction of psychological counselors at schools (Bozgeyikli 2012). As is abroad, healthcare field works are predominant in Turkey, as well. However, when it is considered that people in various parts of society such as police officers (Papazoglou et al. 2019), social service experts (Radey and Figley 2007), advocacy center staff (Letson et al. 2020), teachers (Annalakshmi and Jayanthi 2019), consultants (Stanfield and Baptist 2019) and university students (Decker et al. 2015) also experience compassion satisfaction. It comes to minds that compassion satisfaction of individuals in the fields such as education, psychology, therapy, security and consultancy need to be analyzed. In this context, it can be stated that studying the compassion satisfaction in many sections of society is significant and necessary in the works to be carried out within the frame of Turkish literature.

Compassion satisfaction concept was seen to be translated in various forms in domestic researches and it is in different forms in works such as compassion satisfaction (Çınarlı 2019), compassion content (Polat 2016), compassion gratification as well. From this point of view, it can be told that a common conceptual

equivalent wasn't determined in the domestic works concerning the compassion satisfaction. In that sense, it can be told that a comprehensive study carried out regarding the compassion satisfaction concept can make a significant contribution in terms of disambiguation in question.

A compassion satisfaction scale, sensitive to culture and original one, can be developed in the next works. Some psychoeducation programs for individuals to recognize and develop compassion satisfaction can be prepared. In these programs, it can be emphasized that both self compassion and pitying others is significant and necessary. Consultants and therapists working in mental health field can make their clients aware during consultation process by teaching compassion satisfaction and emphasizing its benefits. In that sense, by discussing topics such as endurance, conscious awareness, selfcare competency, moral development, communication, resilience, breathing exercises, meditation, problem solving skills, stress management, self compassion the clients can be supported. Considering the protective effect of compassion satisfaction against compassion fatigue, the individuals experiencing compassion fatigue can be offered psychosocial support and education. In conclusion, people can be enabled to notice compassion mentally and emotionally, in this context, projects regarding compassion can be developed to reflect it in family, at school, at work and at streets.

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