

COMPASS POINTS:

A monthly guide to caregiving resilience: guidance, support, community

INTRODUCTION

What is COMPASS?

COMPASS is an acronym for Coaching or Mentoring for Providers Affected by Stress & Strain. It is the first seven letters in the word compassion and compass is all about bringing supportive tools and resources to help you care for you!

Michon and I started COMPASS so that caregivers had a place to find support, reassurance, and non-traditional healing.



Joy Thru Tears

3rd Annual Gala!

Saturday, Nov 8, 2025 | 5:30 - 8:30p

Joy Thru Tears Foundation is a community based non-profit, advocating for the mental and physical health of in-home caregivers whom we call our "Silent Angels".

We are passionate about honoring the love, dedication and tireless commitment they provide to those they serve. We grant a "Wish" of a weekend getaway; a nurturing experience that will refresh and rejuvenate the caregivers mind, body, and spirit.

A fun event for a very worthy and important part of our work:
Celebrating the Caregiver!

EXCITING NEWS

Welcome to our growing network of COMPASS Professionals **Penny FireHorse!**

Penny is our Art therapist, and so pleased to have her, and art therapy, as part of our healing modalities.

At the core of her creative practice is the Heart of Colors Project, a deeply personal journey that speaks to her belief in art as a catalyst for healing, mindfulness, and emotional connection. With an intuitive approach to color and energy, Penny creates art that uplifts the spirit and offers moments of sanctuary and beauty.



Listen to Penny's story on the COMPASS YouTube channel
<https://youtu.be/DzKqv2n7Vao>

FROM MICHON

Michon Garemani: Your Guide for Deeper Healing and Resilience with COMPASS

Equal Care for Every Patient: Recognizing and Reducing Favoritism in Healthcare Settings Part 1

In caregiving environments—hospitals, skilled nursing facilities, and mental health settings—it's natural to build rapport with long-term patients. Familiar faces can bring comfort during stressful shifts and create a sense of connection that fuels compassion. However, there is a hidden risk: favoritism. When caregivers unconsciously give more time, attention, or privileges to one patient over another, it can unintentionally compromise the quality of care and the emotional well-being of others.

Why Favoritism Happens

Favoritism is rarely malicious. It often stems from familiarity, shared humor, easier communication, or simple exposure over time. Long-term patients can feel like extended family. In contrast, new admissions—who may be withdrawn, challenging, or unfamiliar—can receive less emotional bandwidth. Caregivers under stress may gravitate toward patients who make their jobs feel lighter.

Unfortunately, this can create disparities. A new patient may feel neglected, increasing feelings of isolation or distrust. Long-term patients may develop an inflated sense of entitlement or dependency. For staff, favoritism can contribute to team tension when co-workers notice unequal treatment.

Recognizing the Signs of Favoritism

Self-awareness is the first step. Ask yourself:

- Do I spend more time talking with certain patients while rushing interactions with others?
- Do I bend rules or make extra accommodations for familiar patients but not for new ones?
- Do I feel irritated when a newer patient demands attention, yet feel energized when helping someone I know well?
- Do my colleagues or supervisors ever comment—directly or indirectly—on my patient interactions?

Taking a moment to reflect on these questions can reveal unconscious patterns that influence how you distribute time and energy on the job.

The Impact of Unequal Care

When patients perceive unequal treatment, it can affect their trust in staff and their willingness to engage in care. In mental health and long-term care settings, this can worsen behavioral challenges, increase complaints, and damage the facility's reputation. On a personal level, showing favoritism can create guilt, stress, or conflict for caregivers, particularly when they notice that their actions may have contributed to patient dissatisfaction.

Lets continue the conversation! Stay tuned for part II in next months COMPASS Points

FROM ANIKA

"With mindfulness, you can turn any moment into a moment of healing."

– Thích Nhất Hạnh

October feels like a season of gathering—harvest baskets, cozy blankets, and golden light that softens the days. I've been reflecting on how this time of year invites us to notice what we've planted, tended, and nurtured, not just in gardens, but in our lives. Gratitude is a form of harvest. It allows us to pause, savor, and honor the fullness of what we already have, even as we prepare for the quiet of winter. This month, I invite you to practice gratitude not as a quick list, but as a slow, embodied awareness of the blessings woven through your days.

"Gratitude turns what we have into enough." ~ Anika, Mindful Change Coach

Gratitude Pause

1. Place a hand over your heart.
2. Take a deep breath in, and a long breath out.
3. Bring to mind one thing—big or small—that you are grateful for right now.
4. Let yourself feel the gratitude in your body. Notice if your breath softens, your shoulders drop, or your chest feels warmer.
5. Stay with the sensation for 3–5 breaths.

Tip: Try this practice before meals or bedtime for a daily reset.

Wellness Wisdom - Nourishing with Seasonal Foods

Eating seasonally helps ground the body and connect us to cycles of nature. October is a perfect time for warming, grounding foods like:

Squash, pumpkin, and root vegetables

- Apples and pears
- Warming spices like cinnamon, nutmeg, and ginger

Healing Recipe Idea: Roasted Butternut Squash & Apple Soup (smooth, nourishing, and perfect for crisp days).

Mindful Eating

Eat slowly. Taste each ingredient. Let this be more than food—it's your reminder to pause and return to yourself.

Listen to Anika's Mindful Eating Meditation: [https://soundcloud.com/anika-klix/mindful-eating?](https://soundcloud.com/anika-klix/mindful-eating?utm_source=clipboard&utm_medium=text&utm_campaign=social_sharing&si=90d7a201e1524fd8ba78ea2fa39c2d24)

[utm_source=clipboard&utm_medium=text&utm_campaign=social_sharing&si=90d7a201e1524fd8ba78ea2fa39c2d24](https://soundcloud.com/anika-klix/mindful-eating?utm_source=clipboard&utm_medium=text&utm_campaign=social_sharing&si=90d7a201e1524fd8ba78ea2fa39c2d24).

I'd be honored to support you on your journey. **Mindfully yours, Anika**

Healing through compassion, care, and mindfulness



CONTRIBUTORS

Danielle Lord, PhD is the co-founder of COMPASS. Having spent 30 years in the field of healthcare, Danielle has seen how trauma impacts caregivers, sometimes daily.

We exist to help you recover and heal from the trauma of caring. Whether you are caring for a spouse, child, or client, don't let somebody else's trauma define your own.

Contact us: 253-269-2116

HEALING

Michon Garemani, CHP is the founder of Rooted2Rise Coaching, helping you

Transforming stress and strain into emotional resilience.

Contact: 925-414-2875

www.rooted2risecoaching.com



MINDFULNESS

Anika Klix is the founder of Halsa Mindfulness Coaching and co-author of Focused Moments.

I invite you to connect with me at www.halsacoaching.com or reach out directly at anika@halsacoaching.com

