

Original Article

Compassion Satisfaction and Compassion Fatigue as Predictors of Psychological Well-Being of Social Workers: Basis for Psychological Wellness Program

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Article History:

Date received: December 19, 2025

Date revised: February 17, 2026

Date accepted: February 26, 2026

Recommended citation:

Laristan, S. (2026). Compassion satisfaction and compassion fatigue as predictors of Psychological Well-Being of social workers: Basis for psychological wellness program. *Journal of Interdisciplinary Perspectives*, 4(3), 289-298.
<https://doi.org/10.69569/jip.2026.005>

Abstract. This study aimed to investigate compassion satisfaction and compassion fatigue as predictors of social workers' psychological well-being. This quantitative study used multivariate multiple regression analysis on data from 120 respondents selected via purposive sampling. The data were gathered through self-report standardized tests, namely the Professional Quality of Life version 5, Ryff's Psychological Well-Being Scale. Results revealed that Compassion Satisfaction has a positive, significant correlation and a positive predictive effect on all the Dimensions of Psychological Well-Being of Social Workers. Compassion Fatigue was found to have a negative, significant correlation and a negative, predictive effect on all five Dimensions of Psychological Well-Being, except Autonomy. These results indicate that as compassion satisfaction increases, psychological well-being across all six dimensions tends to increase as well. As compassion fatigue increases, psychological well-being across these dimensions, except Autonomy, tends to decrease. Furthermore, the results of this study served as the basis for a Psychological Wellness Program, entitled SIBOL, that aims to help social workers promote compassion satisfaction, prevent or manage compassion fatigue, and improve their overall psychological well-being.

Keywords: *Compassion satisfaction; Compassion fatigue; Psychological Well-Being; Social worker; Psychological wellness.*

Social workers are at the forefront of implementing government social protection programs in the Philippines. They are responsible for conducting case evaluations, providing community-based services, and assisting families in need. The Pantawid Pamilyang Pilipino Program (4Ps), which has impacted more than 4.2 million households nationwide, is one of the most rigorous initiatives they managed (Cruz, 2024). Filipino social workers frequently face unmanageable caseloads; some are responsible for up to 3,000 households (Lluch et al., 2022). According to Kahambing (2021), social workers faced intensive work demands. Similarly, based on the study by Imperial et al. (2023)8, it was noted that medical social workers experience emotional strain, heavy caseloads, and other issues, as well as insufficient support, which adds significant stress. According to Figley (2002), professionals who provide care may experience compassion fatigue, a type of secondary traumatic stress disorder. Research has indicated that it results in a reduction in empathy, decreased productivity at work, emotional disengagement, and even signs of depression and anxiety (Sorenson et al., 2016; Buselli et al., 2020). Because of their heavy caseloads, ongoing resource shortages, and the emotional toll of constantly seeing the struggles of the people they serve, Filipino social workers may experience heightened compassion fatigue (Agoot et al., 2025;

Molina & Gismundo, 2023). Additionally, the World Health Organization (2022) highlights that among the most urgent occupational health issues for employees in the health and social service sectors are mental health issues like burnout and emotional exhaustion.

On the contrary, the satisfaction and sense of purpose that come from successfully assisting others is known as compassion satisfaction (Stamm, 2010, as cited by Buselli et al., 2020). It alludes to the potential emotional benefits of carrying out one's caregiver responsibilities. Professionals with greater compassion satisfaction are more resilient, emotionally stable, and involved in their work (Hunsaker et al., 2015, as cited by Xie et al., 2021); (Duarte et al., 2016, as cited by Moudatsou et al., 2020). Compassion satisfaction may help alleviate the adverse consequences of compassion fatigue in social work. Social workers may be better able to handle stress and preserve their mental health when they believe that their work is worthwhile and valued. The psychological well-being of social workers is the study's dependent variable. Ryff's (1989) model, which identifies six dimensions of psychological well-being—autonomy, environmental mastery, personal growth, purpose in life, positive relationships, and self-acceptance—is the best way to understand this idea. These components are necessary for preserving both personal fulfillment and emotional resilience. Psychological well-being can be jeopardized in stressful work environments such as social work because of ongoing trauma exposure, moral quandaries, and institutional constraints (Wu & Lu, 2025). Researchers have discovered that while compassion satisfaction can strengthen these facets of well-being, compassion fatigue can have the opposite effect (Xie et al., 2021; Moudatsou et al., 2020). To ensure that social workers can continue to work effectively without endangering their mental health, it is important to understand how these factors interact.

This study was anchored on Self-Determination Theory developed by Deci & Ryan (1985;2000), which emphasized how the satisfaction of three innate psychological needs, which are autonomy (being in control of own behavior and goals), competence (opportunity to continuously learn new skills and develop a greater level of mastery), and relatedness (having a sense of belongingness and interpersonal connection with other people), contributes to well-being. According to Ryan & Deci (2000), an individual is likely to flourish both emotionally and psychologically when these three innate needs are fulfilled. This motivational theory is widely used in clinical settings to explain the emotional benefits of the caregiving role (Ng et al.,2012) and the motivation behind caring behavior (Weinstein & Ryan, 2010). In addition, this study used Maslow's Holistic-Dynamic Theory, which emphasizes that an individual is constantly motivated by one need or another; thus, he introduced the concept of the Hierarchy of Needs. This hierarchy comprises different levels of needs: physiological, safety, love and belonging, esteem, and self-actualization. These needs are arranged by their relative importance; the lowest need must be satisfied first, before the higher-level needs (Feist & Feist, 2017). Once all needs are met, an individual may reach the self-actualization level of need. An individual who has self-actualized, or reached the level of self-actualization, is described as having a complete realization of oneself and one's full potential (Perera, 2024). On the other hand, individuals with lower unmet needs and unable to self-actualize may experience frustration, a sense of purposelessness, and psychological discomfort (Maslow, 1968). When combined, these ideas offer a foundational understanding of how fulfillment and frustration of psychological needs influence overall well-being. These theories illuminate how compassion satisfaction and compassion fatigue are positive and negative experiences that affect the satisfaction of core human needs, thereby influencing psychological well-being.

Methodology

Research Instrumentation

This research is a quantitative study that used a survey method. Specifically, the researcher utilized two self-report standardized tests to gather data from the respondents – the Professional Quality of Life Scale (ProQOL) Version 5, developed by Beth Hudnall Stamm (2009), and Ryff's Psychological Well-Being Scale, developed by Carol Ryff (1989). The ProQol-5 is a 30-item self-report standardized test, answered by a 5-point scale ranging from (1) Never to (5) Very Often. This test will measure levels of compassion fatigue, including compassion satisfaction, burnout, and secondary traumatic stress. On the other hand, Ryff's Psychological Well-Being is a 42-item self-report standardized test, answered by a 7-point scale ranging from (1) Strongly Agree to (5) Strongly Disagree. This test measured the respondents' psychological well-being across six dimensions: self-acceptance, personal growth, purpose in life, environmental mastery, autonomy, and a positive relationship with others.

Description of the Respondents

The study's target population included social workers at DSWD-NCR. Volunteer participants were invited through email advertisements and announcements, regardless of age, gender, length of service, or assignment

area (Operations Office). The study used purposive sampling with the inclusion criteria that participants be (1) registered social workers, (2) currently assigned under the Pantawid Pamilyang Pilipino Program, and (3) willing to take part in the study. Based on the G*Power analysis, the study will require a minimum sample size of 84 respondents to meet the statistical requirements for the correlation and multiple regression analyses. However, the researcher gathered 120 respondents, exceeding the required minimum sample size. As a rule of thumb in statistics, the larger the sample size, the better the results are at detecting the true effect.

Data Gathering Procedures

The researcher conducted data collection by following the standardized procedures for administration, scoring, and interpretation of test results as outlined in the manual. An electronic informed consent form outlining the study's purpose, procedures, and potential risks was obtained from each participant via Google Forms before data collection began. The researcher also ensured that participant selection was fair by including only those who volunteered to participate and met the criteria, and that participants were not forced or unduly influenced to participate. Moreover, the confidentiality and anonymity of the respondents were also maintained throughout the research process by the use of pseudonyms. The findings will be presented in a way that does not identify participants; only pseudonyms and general descriptors will be used. Furthermore, participants were informed that they could withdraw at any time without facing any consequences. Every effort was made to minimize potential harm to participants, including a debriefing after participation in the study.

Statistical Tools

The researcher employed descriptive statistics to interpret the demographic profile of the respondents in terms of age, sex, and length of service; a frequency-percentage was utilized. Along with the frequency-percentage, the researcher also utilized the mean and standard deviation to describe the level of compassion satisfaction, compassion fatigue in terms of burnout, and the secondary traumatic stress scale; and the level of psychological well-being of the social workers in terms of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. In addition to this, the researcher also utilized inferential statistics, particularly a Pearson’s r correlation, to determine the relationship between compassion satisfaction and compassion fatigue with the psychological well-being of social workers, and a multivariate multiple regression analysis was conducted to determine the predictive effect of compassion satisfaction and compassion fatigue on the level of psychological well-being.

Results and Discussion

Table 1 presents the level of compassion satisfaction among the social workers analyzed using descriptive statistics. Statistics show that most respondents (53.3%) have a moderate level of compassion satisfaction, while 46.7% reported high compassion satisfaction. Meanwhile, based on the results, none of the respondents experienced low compassion satisfaction. The overall mean score of 40.73 (SD = 5.707) signifies a moderate level of compassion satisfaction among the respondents. This result suggests that the respondents feel a certain sense of compassion satisfaction from their work as helping professionals, despite being exposed to the vulnerabilities and difficulties of the people they serve. These findings align with the study on compassion satisfaction and compassion fatigue among medical social workers in Korea, which found that empathic concern was positively associated with compassion satisfaction (Yi et al., 2019). Additionally, a study among social work educators in higher education found that all participants experienced compassion satisfaction in two realms: their educational setting and their personal life (Shubair, Miller & Zelenko, 2023). Furthermore, findings from the study on compassion satisfaction among social work practitioners revealed that high emotional intelligence, a sense of work autonomy, and a balanced work and personal life were associated with increased compassion satisfaction among experienced, licensed social workers (Bae et al., 2019).

Table 1. Profile of the Respondents According to the Level of Compassion Satisfaction

Total Score	Level	Frequency	Percentage (%)	Mean	SD
22 and below	Low	0	0.0%	40.73	5.707
23 - 41	Moderate	64	53.3%		
42 and above	High	56	46.7%		
	Total	120	100.0%		

Table 2 shows the respondents’ level of Compassion Fatigue in Terms of Burnout and Secondary Traumatic Stress. Regarding burnout, most respondents (55.8%) reported a moderate level, while 44.2% reported a low level.

Meanwhile, none of the respondents had a high level of burnout. The overall mean score of 23.21 (SD = 4.897) indicates a moderate level of burnout among the respondents. This result suggests that respondents may have been experiencing some work-related stress and fatigue as social workers, though not to an overwhelming extent, despite occasionally feeling stressed, fatigued, or frustrated by their work. This aligns with a study conducted among social workers in social services across seven countries, which found that almost half of the social services workforce has experienced burnout (Giménez-Bertomeu et al., 2024). Moreover, burnout was found to be notably prevalent among Health Social Workers, exceeding that of other social health professions (Frieiro Padín et al., 2021). In line with these findings, a study on burnout and mindfulness among social workers in Spain found that a higher level of dispositional mindfulness is associated with lower burnout (Romero-Martín et al., 2022).

Additionally, Table 5 also shows the respondents' level of Secondary Traumatic Stress, where most respondents (61.7%) showed a moderate level of STS, and 36.7% scored a low level of STS. Meanwhile, (1.7%) of respondents had a high level of STS. The mean score of 23.91 (SD = 6.307) indicates a moderate level of STS among the respondents. This result indicates that the respondents may experience some symptoms of stress or distress due to their exposure to others' trauma or difficulties because of the nature of their work, but the symptoms are not too severe. A study about the prevalence of secondary traumatic stress among social workers handling traumatized service users coincides with this result, where it was reported that social workers frequently experience STS due to continuous exposure to clients' trauma (Atere et al., 2024). In addition to this, a study during COVID-19 that focuses on the psychosocial well-being and stress coping strategies of social workers in Southern Leyte, Philippines, highlighted that one of the difficulties faced by social workers includes exposure to clients' trauma. They emphasized the importance of positive coping mechanisms and social support to alleviate stress (Kahambing, 2021). Furthermore, higher levels of resilience and compassion satisfaction were associated with lower STS and burnout among social workers (Ratzon et al., 2022). This underscores the importance of external support and personal coping strategies in enhancing resilience.

Table 2. Profile of the Respondents According to the Level of Compassion Fatigue in Terms of Burnout and Secondary Traumatic Stress

Total Score	Level	Burnout		STS	
		Frequency	Percentage (%)	Frequency	Percentage (%)
22 and below	Low	53	44.2%	44	36.7%
23 - 41	Moderate	67	55.8%	74	61.7%
42 and above	High	0	0.0%	2	1.7%
	Total	120	100.0%	120	100.0%
		Mean	23.21	Mean	23.91
		SD	4.897	SD	6.307

Table 3 presents the mean and standard deviation of respondents' psychological well-being across the six dimensions and the overall level. For the Autonomy subscale, most respondents (52.5%) reported a medium level, (28.3%) a low level, and (19.2%) a high level. The overall mean score of 33.07 (SD = 6.759) indicates a medium level of autonomy among the respondents. This result indicates that the respondents may likely have an average sense of being able to make their own choices and act independently, but not consistently or to a strong degree. Consistent with this finding are several local studies, one of which is an exploratory study on the quality of life of Filipino Social Workers, which found that higher perceived autonomy was associated with better work-related quality of life, which, in turn, was directly linked to good psychological well-being (Magalang & Carvalho, 2022). Another study discusses empowerment, including autonomy, which is found to improve personal well-being and align with personal values, promoting job satisfaction and decreased emotional strain (Fernandez, 2023). These discoveries also align with the Self-Determination Theory of Deci & Ryan (2000) that emphasizes Autonomy as a basic psychological need.

For the Environmental Mastery subscale, most respondents (50.8%) were at a medium level, (30.0%) at a low level, and (19.2%) at a high level. The overall mean score of 35 (SD = 7.208) indicates a medium level of environmental mastery among the respondents. This result shows that the respondents may likely exhibit a moderate level of mastery and competence in managing their environment and effectively handling a complex array of external activities. This also suggests that respondents can take advantage of opportunities around them and select and create settings that align with their personal needs and values. Consistent with this is the result of a qualitative study exploring how Filipino social workers show resilience by adapting to challenging environments (Laro, 2023). This also supports the findings of Imperial et al. (2023) and Barrozo et al. (2023), which highlight the role of

self-care strategies in promoting social workers' ability to manage their work environments effectively.

Additionally, for the Personal Growth subscale, most respondents (54.2%) reported a medium level, (27.5%) at a low level, and (18.3%) at a high level. The overall mean score of 37.99 (SD = 7.112) indicates a medium level of personal growth among the respondents. This result suggests that the respondents may feel an average level of a sense of growing and improving. They may also be open to new experiences, believe they can reach their goals, and have a generally positive outlook on themselves, reflecting greater self-awareness and effectiveness. Thus, this relates to the study by Tesi, Aiello, and Giannetti (2019) on the work-related well-being of social workers, which found that individuals with ongoing development and an openness to new experiences and challenges are highly likely to adapt, remain engaged, and perform under pressure. Additionally, the case studies of social workers in Albay show how difficult situations, such as the COVID-19 pandemic, can serve as catalysts for personal growth. Furthermore, Filipino social workers strengthen resilience by stepping beyond their organizational boundaries and recognizing them, thereby emphasizing personal growth by showing they can adapt, learn from experience, and make changes (Martinez & Reyes, 2023).

Meanwhile, for the Positive Relation with Others subscale, most of the respondents (49.2%) were noted to be at a medium level, (26.7%) at a low level, and (24.2%) at a high level. The overall mean score of 39.09 (SD = 7.455) indicates a medium level of positive relation with others among the respondents. This result depicts that the respondents may display an average level of warm, satisfying, and trusting relationships with others. This also suggests that the respondents are likely to be concerned about others' welfare. They are likely to have an average sense of empathy, affection, and intimacy. Related to this is the result of the study of Lagan (2019), about how psychological well-being correlates to organizational commitment, where he learned that among the six subscales of Ryff's Psychological Well-Being, positive relation with others scored the highest mean, suggesting that establishing a strong positive relation with others is significant to the well-being of social workers. Additionally, two recent studies emphasized the importance of having a positive relationship with others. According to Acoba (2024), strong support from family and significant others, highlighting the importance of positive relationships, can also help reduce stress and improve emotional well-being. Similarly, in a study by Felipe, Cleofas, and Pua (2024), they stressed that a strong relationship with family can positively influence the mental well-being of young Filipino undergraduates. Together, these studies highlight the importance of positive relationships with others in maintaining a healthy psychological well-being.

Moreover, for the Purpose in Life subscale, most of the respondents (53.3%) reported a medium level, (26.7%) at a low level, and (20.0%) at a high level. The overall mean score of 36.34 (SD = 6.789) indicates a medium level of purpose in life among the respondents. This result suggests that the respondents may have life goals and a sense of direction. They likely feel that there is meaning to the present and past lives. Most of all, they likely believe there is a purpose in life and have goals for living. Based on the study of Villarosa & Ganotice (2018), they supported the importance of purpose in life for the well-being of professionals in the Philippines. Moreover, Singer et al. (2020) emphasized that having a clear sense of "purpose in life" helps social workers mitigate burnout and work-related stress.

Furthermore, for the Self-Acceptance subscale, most of the respondents (56.7%) showed a medium level, (25.8%) at a low level, and (17.5%) at a high level. The overall mean score of 34.82 (SD = 6.820) indicates a medium level of self-acceptance among the respondents. This result suggests that the respondents may exhibit a moderately positive attitude towards themselves. They can acknowledge and accept their different aspects, including both their good and bad qualities. Related to this are the findings of Kotera, Green, and Sheffield (2018), who emphasized that self-criticism harms mental health, while self-acceptance protects social workers from stress. Additionally, in a study by Ruiz et al. (2021), they found that healthcare workers who practiced self-acceptance showed better stress management and overall well-being. Furthermore, in a study by Yi et al. (2019), emotional resilience, characterized by self-acceptance, was associated with reduced compassion fatigue and increased job satisfaction.

Lastly, the respondents' psychological well-being is at a medium level, with an overall mean score of 216.33 (SD=35.269).

Table 3. Profile of the Respondents According to the Level of Psychological Well-Being in Terms of Autonomy, Environmental Mastery, Personal Growth, Positive Relations with Others, Purpose in Life, and Self-Acceptance

Autonomy					
Total Score	Level	Frequency	Percentage (%)	Mean	SD
29 and below	Low	34	28.3%	33.07	6.759
30 - 38	Medium	63	52.5%		
39 and above	High	23	19.2%		
	Total	120	100.0%		
Environmental Mastery					
Total Score	Level	Frequency	Percentage (%)	Mean	SD
30 and below	Low	36	30.0%	35.00	7.208
31 - 41	Medium	61	50.8%		
42 and above	High	23	19.2%		
	Total	120	100.0%		
Personal Growth					
Total Score	Level	Frequency	Percentage (%)	Mean	SD
30 and below	Low	33	27.5%	37.99	7.112
31 - 41	Medium	65	54.2%		
42 and above	High	22	18.3%		
	Total	120	100.0%		
Positive Relations with Others					
Total Score	Level	Frequency	Percentage (%)	Mean	SD
35 and below	Low	32	26.7%	39.09	7.455
36 - 44	Medium	59	49.2%		
45 and above	High	29	24.2%		
	Total	120	100.0%		
Purpose in Life					
Total Score	Level	Frequency	Percentage (%)	Mean	SD
31 and below	Low	32	26.7%	36.34	6.789
32 - 41	Medium	64	53.3%		
42 and above	High	24	20.0%		
	Total	120	100.0%		
Self-Acceptance					
Total Score	Level	Frequency	Percentage (%)	Mean	SD
30 and below	Low	31	25.8%	34.82	6.820
31 - 40	Medium	68	56.7%		
41 and above	High	21	17.5%		
	Total	120	100.0%		

Table 4 presents the relationship between compassion satisfaction (CS) and the psychological well-being dimension, analyzed using Pearson's r . Analysis revealed that the correlation between CS and Autonomy, $r = .200$, $p = .028$, was weakly positive, falling within the 0.20–0.39 range, and statistically significant, since the p -value is less than the significance level of 0.05. Similarly, the correlation of CS with Environmental Mastery ($r = .366$, $p < .001$), Personal Growth ($r = .377$, $p < .001$), Positive Relations with Others ($r = .332$, $p < .001$), Purpose in Life ($r = .368$, $p < .001$), and Self-Acceptance ($r = .268$, $p = .003$) were all found to be positively weak and statistically significant. These positive and significant correlations indicate that higher levels of compassion satisfaction are associated with higher levels of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. These findings suggest significant relationships between compassion satisfaction and all dimensions of psychological well-being. Therefore, we reject the null hypothesis. The findings affirm Dilapidilap & Marzan's (2023) conclusion in their study on compassion fatigue and the psychological well-being of nurses, which found that as compassion satisfaction increases, psychological well-being also increases. Thus, a higher level of compassion satisfaction contributes to a higher tendency to have a better mental well-being (Saggar, 2021).

Table 4. Relationship Between Compassion Satisfaction and the Dimensions of Psychological Well-Being of the Respondents

Independent	Dependent	Pearson's r	p -value	Decision	Interpretation
Compassion Satisfaction	Autonomy	.200	.028	Reject H_0	Significant
	Environmental Mastery	.366	< .001	Reject H_0	Significant
	Personal Growth	.377	< .001	Reject H_0	Significant
	Positive Relations w/ Others	.332	< .001	Reject H_0	Significant
	Purpose in Life	.368	< .001	Reject H_0	Significant
	Self-Acceptance	.268	.003	Reject H_0	Significant

Table 5 presents the relationship between compassion fatigue (CF) and the dimensions of psychological well-being, analyzed using Pearson's *r* correlation. Analysis revealed that the correlation between CF and Autonomy, $r = -.105, p = .250$, was very weak, as the *r* value falls within 0.00–0.19, and not statistically significant, since the *p*-value is greater than the significance level of 0.05. Meanwhile, the correlation of CF with Environmental Mastery ($r = -.449, p < .001$), Personal Growth ($r = -.320, p < .001$), Positive Relations with Others ($r = -.362, p < .001$), Purpose in Life ($r = -.425, p < .001$), and Self-Acceptance ($r = -.324, p < .001$) were all found to be negatively weak to moderate and statistically significant, since the *p*-values are less than the significance level. These negative and significant correlations indicate that higher levels of compassion fatigue are associated with lower levels of environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. These findings suggest that, among the dimensions of psychological well-being, only Autonomy was unrelated to compassion fatigue, whereas the remaining dimensions showed significant associations. Therefore, the null hypothesis is rejected for the significant dimensions but retained for Autonomy.

This is consistent with the study by Gregorio et al. (2024), which also found a negative relationship between burnout and psychological well-being ($r = -.281, p < .005$) among social workers. Moreover, the exposure of social workers to the most vulnerable clients was found to increase their likelihood of generating STS (Carvalho et al., 2023). Relatively, distress and impairment were found to be a negative outcome of secondary traumatic stress in social workers (Armes et al., 2020). This means that social workers are vulnerable to both burnout and secondary traumatic stress due to the nature of their profession. Thus, improving workplace support may play an important role in mitigating burnout among social workers, as shown in the study by Tang & Li (2021).

Table 5. Relationship Between Compassion Fatigue and the Dimensions of Psychological Well-Being of the Respondents

Independent	Dependent	Pearson's <i>r</i>	<i>p</i> -value	Decision	Interpretation
Compassion Fatigue	Autonomy	-.105	.250	Fail to reject H_0	Not significant
	Environmental Mastery	-.449	< .001	Reject H_0	Significant
	Personal Growth	-.320	< .001	Reject H_0	Significant
	Positive Relations w/ Others	-.362	< .001	Reject H_0	Significant
	Purpose in Life	-.425	< .001	Reject H_0	Significant
	Self-Acceptance	-.324	< .001	Reject H_0	Significant

Table 6 highlights the predictive effect of compassion satisfaction (CS) on the psychological well-being dimension, analyzed using a multivariate multiple regression with bootstrapping. Since the assumption of normality of residuals was not met, the analysis employed bootstrapping with 2000 resamples using the bias-corrected and accelerated (BCa) method to generate more robust estimates and confidence intervals. Analysis revealed that CS had a positive and statistically significant effect on all dimensions of psychological well-being. Specifically, for Autonomy, the effect was significant ($B = .238, p = .031, 95\% \text{ CI } [.015, .482]$), as the *p*-value was less than the significance level of 0.05 and the confidence interval did not cross zero. Similarly, CS had statistically significant effect on Environmental Mastery ($B = .466, p < .001, 95\% \text{ CI } [.260, .684]$), Personal Growth ($B = .470, p < .001, 95\% \text{ CI } [.259, .679]$), Positive Relations with Others ($B = .434, p < .001, 95\% \text{ CI } [.206, .631]$), Purpose in Life ($B = .436, p < .001, 95\% \text{ CI } [.218, .636]$), and Self-Acceptance ($B = .320, p = .001, 95\% \text{ CI } [.132, .501]$). These positive and significant effects indicate that as compassion satisfaction increases, psychological well-being across all six dimensions tends to increase. These findings suggest that compassion satisfaction is a significant predictor of all dimensions of psychological well-being. This supports the results of the study of Sehrish et al. (2020) about the professional quality of life, emotional regulation, and psychological well-being of 185 mental health professionals, including clinical psychologists and psychiatrists, where they found that compassion satisfaction is positively related ($p < .01$) and a significant predictor of psychological well-being in a positive direction.

Table 6. Compassion Satisfaction as Predictors of the Psychological Well-Being of the Respondents

Predictor	Dependent	<i>B</i>	Bootstrap		Interpretation
			<i>p</i> -value	BCa 95% CI	
Compassion Satisfaction	Autonomy	.238	.031	.015, .482	Significant
	Environmental Mastery	.466	< .001	.260, .684	Significant
	Personal Growth	.470	< .001	.259, .679	Significant
	Positive Relations with Others	.434	< .001	.206, .631	Significant
	Purpose in Life	.436	< .001	.218, .636	Significant
	Self-Acceptance	.320	.001	.132, .501	Significant

Table 7 illustrates that the predictive effect of compassion fatigue (CF) on the dimensions of psychological well-

being was analyzed using a multivariate multiple regression with bootstrapping. Since the assumption of normality of residuals was not met, the analysis employed bootstrapping with 2000 resamples using the bias-corrected and accelerated (BCa) method to generate more robust estimates and confidence intervals. Analysis revealed that CF had a negative but not statistically significant effect on Autonomy ($B = -.144, p = .289, 95\% \text{ CI } [-.399, .128]$), since the p -value is greater than the significance level of 0.05 and the confidence interval crossed zero. On the other hand, CF had negative and statistically significant effect on Environmental Mastery ($B = -.657, p < .001, 95\% \text{ CI } [-.936, -.373]$), Personal Growth ($B = -.458, p = .001, 95\% \text{ CI } [-.715, -.186]$), Positive Relations with Others ($B = -.543, p = .006, 95\% \text{ CI } [-.826, -.218]$), Purpose in Life ($B = -.580, p < .001, 95\% \text{ CI } [-.839, -.327]$), and Self-Acceptance ($B = -.445, p = .003, 95\% \text{ CI } [-.706, -.174]$). These negative and significant effects indicate that as compassion fatigue increases, psychological well-being across these dimensions tends to decrease. These findings suggest that compassion fatigue significantly predicts psychological well-being in all dimensions except Autonomy.

This also coincides with the findings of Sehrish et al. (2020), where they determined that both burnout and secondary traumatic stress, also called compassion fatigue, were negatively related and a significant predictor of psychological well-being in a negative direction. Additionally, in a scoping review on understanding compassion fatigue among social workers conducted by Wu & Lu (2025), they noted a substantial research gap regarding the negative impact of compassion fatigue; however, available studies consistently link compassion fatigue to poorer psychological well-being.

Table 7. *Compassion Fatigue as Predictors of the Dimensions of Psychological Well-Being of the Respondents*

Predictor	Dependent	B	Bootstrap		Interpretation
			p-value	BCa 95% CI	
Compassion Fatigue	Autonomy	-.144	.289	-.399, .128	Not significant
	Environmental Mastery	-.657	< .001	-.936, -.373	Significant
	Personal Growth	-.458	.001	-.715, -.186	Significant
	Positive Relations with Others	-.543	.006	-.826, -.218	Significant
	Purpose in Life	-.580	< .001	-.839, -.327	Significant
	Self-Acceptance	-.445	.003	-.706, -.174	Significant

Conclusion

Based on the results of the study, it can be concluded that:

The respondents' overall level of compassion satisfaction is moderate. This suggests that despite being exposed to the vulnerabilities and difficulties of the people they serve, the respondents still derive a meaningful sense of fulfillment and purpose from their work as helping professionals. In addition, the respondents' overall level of compassion fatigue is moderate across the two subscales, Burnout and Secondary Traumatic Stress. This indicates that, due to the nature of their profession and their exposure to clients' difficult situations, the respondents may experience work-related stress and fatigue, which can significantly affect their personal lives.

The respondents demonstrated a medium level of psychological well-being across all dimensions of the Ryff Scales. This suggests that respondents are in a balanced state, experiencing moderate autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance, and still have room for further development and support. Compassion satisfaction was positively and significantly correlated with all dimensions of psychological well-being. This indicates that higher levels of compassion satisfaction are associated with higher levels of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. Therefore, the null hypothesis is rejected.

Compassion fatigue was found to be negatively and significantly correlated with the five dimensions of psychological well-being. This indicates that a higher level of compassion fatigue is associated with a lower level of environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. These findings suggest that, among the dimensions of psychological well-being, only autonomy was unrelated to compassion fatigue, whereas the remaining dimensions showed significant associations. Therefore, the null hypothesis is rejected for significance but retained for autonomy.

Compassion satisfaction had a positive, statistically significant predictive effect on all aspects of psychological well-being. These positive and significant effects indicate that as compassion satisfaction increases, psychological

well-being across all six tends to increase. These findings suggest that compassion satisfaction is a significant predictor of all aspects of psychological well-being. Therefore, reject the null hypothesis.

Compassion fatigue had a negative, but not statistically significant, effect on autonomy, and a negative, statistically significant, predictive effect on environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. These negative and significant effects indicate that as compassion fatigue increases, psychological well-being across these dimensions tends to decrease. These findings suggest that compassion fatigue significantly predicts psychological well-being in all dimensions except autonomy. Therefore, the null hypothesis is rejected for significance but retained for autonomy.

Based on the study's results, a psychological wellness program aimed at strengthening social workers' emotional resilience and coping skills may help cushion the negative effects of compassion fatigue. SIBOL is a psychological wellness program designed to educate, equip, and empower its target participants. The goal is to prevent and reduce compassion fatigue, while promoting compassion satisfaction and enhancing overall psychological well-being. This aims to raise awareness of psychological well-being issues incorporated in helping professions, particularly with social workers. Participants will be equipped with a repertoire of practical coping skills and will be able to respond to challenging situations more effectively. At the end, participants are expected to be able to prevent or manage compassion fatigue and to improve their overall psychological well-being.

The program is composed of nine (9) sessions, structured around three core pillars: Educate (3 sessions), Equip (4 sessions), and Empower (2 sessions). Each session runs for approximately 1.5 to 2 hours and is ideally spread over four (4) weeks to ensure effective delivery and meaningful impact. The sessions cover key topics such as compassion fatigue, compassion satisfaction, and psychological well-being. The program also features a variety of interactive activities designed to make each session engaging, reflective, and informative. To access the full module, kindly contact the author at laristansheyne@gmail.com.

Contributions of Authors

Author: conceptualization, data gathering, data analysis, proposal writing, final writing

Funding

No funding agency.

Conflict of Interests

No conflict of interest.

Acknowledgment

The author expresses gratitude to the Almighty God for strength, wisdom, and perseverance; to the Research Adviser for invaluable guidance and support; to the Panel Members for their insights and recommendations; and to the author's loved ones for their unwavering support throughout this study.

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