“STROKE COORDINATOR ON FIRE”
COMBAT BURN OUT AND PROMOTING PERSONAL RESILIENCE

CLARANNE MATHIESEN, MSN, RN, CNRN, SCRN, FAHA
JEANIE LUCIANO, MSN, RN, CNRN, SCRN, CRNP, FAHA
DISCLOSURES

CLARANNE MATHIESEN: NONE
JEANIE LUCIANO: NONE
JANET ASHURST: NONE
Dr. Hans Seyle

"Every stress leaves an indelible scar, and the organism pays for its survival after a stressful situation by becoming a little older."

Dr. Hans Seyle
STRESS: Seen & Unseen

The Stress System
Hypothalamic-Pituitary-Adrenal Axis

Increased blood pressure
Increased heart rate
Pain and discomfort
Anxiety
And on and on...

Brain
- Mental Activity Can Lead to Changes in the Brain
  - Dendritic remodeling and stress exposure
    - The Hippocampus
      - Memory impairment?
  - The Pre-Frontal Cortex
    - Executive functioning?
  - The Amygdala
    - Anxiety and hypertrophy
      - More to be learned about the adolescent brain

STRESS: GOOD, BAD, AND CHRONIC
HISTORY

<table>
<thead>
<tr>
<th>Year</th>
<th>Researcher</th>
<th>Event</th>
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<tbody>
<tr>
<td>1966</td>
<td>Donabedian</td>
<td>Quality of services is directly related to work satisfaction</td>
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<tr>
<td>1970</td>
<td>McGrath</td>
<td>Defined the term “work stress”</td>
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<tr>
<td>1974</td>
<td>Freudberger</td>
<td>Talks of “work disease” and “burnout syndrome” which he found more frequent in healing professionals</td>
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<td>1982</td>
<td>Maslach</td>
<td>Defined “burnout syndrome” by 3 characteristics—known as the Maslach Burnout Inventory (MBI) and is considered the gold standard:</td>
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<td></td>
<td></td>
<td>• Emotional exhaustion</td>
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<td>• Depersonalization</td>
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<td></td>
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<td>• Lack of personal fulfillment</td>
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BURNOUT

BURNOUT....

Physical, emotional, and mental exhaustion caused by long term involvement in emotionally demanding situations.
Burnout

Role Overload – expectations of others exceed one’s ability to perform

Role Conflict – forced to make a choice about which demand to satisfy
- Example: child’s soccer game vs. staying late to see patient or complete paperwork

STOP FOR A MOMENT AND ASSESS YOURSELF

SIGNS AND SYMPTOMS:
- DISAFFECTION ABOUT WORK
- CREEPING EXHAUSTION
- STAGNATION
- BOREDOM/DETACHMENT
- HIGHER LEVELS OF PROCRASTINATION
- MYSTERIOUS ILLNESS

Burnout in Healthcare

Definition

3 Dimensions

- Emotional exhaustion
- Feeling low personal accomplishment
- Depersonalization of the patient

Contributing Factors:

- Professional isolation
- Working with a difficult population
- Long hours with limited resources
- Ambiguous success
- Unreciprocated giving
- Failure to live up to one’s own expectations
- Personality Variables

WELL-BEING INDEX SCREENING TOOL

Efficacy of the Well-Being Index to Identify Distress and Well-Being in U.S. Nurses

During the past month:

1. Have you felt burned out from your work?
2. Have you worried your work is really hardening you emotionally?
3. Have you often been bothered by feeling down, depressed, or hopeless?
4. Have you fallen asleep while sitting inactive in a public place?
5. Have you felt all things you had to do were piling up so high you could not overcome them?
6. Have you been bothered by emotional problems such as feeling anxious, depressed, or irritable?
7. Has your physical health interfered with your ability to do your daily work at home and/or away from home?
8. Meaning in work:
   - Response of 1 or 2
   - Response of 3–5
   - Response of 6 or 7
9. Satisfaction with work–life integration
   - Disagree, strongly disagree
   - Neutral
   - Agree, strongly agree
10 commandments of wellness

I. Thou shall not expect someone else to reduce your stress.
II. Though shall not resist change.
III. Thou shall not take thyself in vain.
IV. Remember what is holy to thee.
V. Honor thy limits.
VI. Thou shall not work alone.
VII. Thou shall not kill or take it out on others.
VIII. Thou shall not work harder. Thou shall work smarter.
IX. Seek to find joy and mastery in thy work.
X. Thou shall continue to learn.

Choice...

#1: Thou shall not expect someone else to reduce your stress.

“Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

– Viktor Frankl.

– Man’s Search for Meaning
HABIT

Common sense and common action
– Just because we know what to do doesn’t mean we do it.

“We are what we repeatedly do.”
ARISTOTLE.

Resilience: Self-compassion

Fear of failure
Fear of inadequacy
Disappointing... colleagues, friends, family

I am trying... and that is good
I am a good... parent, friend, sibling, colleague, etc.
I love my family and I don’t have to show it in just one way.
Resilience: Appreciation and Gratitude

Gratitude journal
Performing kind acts and writing it down

Deliberately make connections during the day with colleagues and with patients
  – Use humor; look for something particular or unusual in the patient’s room; or notice the patient’s birth date or age.

When are we happy?

When we are in the present.
When we get what we want AND when we want what we have.
When we have slept.
When we have eaten well and consistently.
When we have manageable work loads.
When we have healthy connections to others.
When we are kind.
And many more reasons...
Mindfulness

As a magical cure
As enlightenment
As a burden...

Paying attention on purpose, in the present moment, and nonjudgmentally, to the unfolding of experience moment to moment.

Jon Kabat-Zinn

You can use your mind to strengthen the structure of your brain.

Dan Siegal

Benefits of Meditation

The primary health benefit from meditation practices appears to be a general shift in the autonomic nervous system that decreases sympathetic tone and increases parasympathetic tone.

As the parasympathetic system is stimulated, heart rate and breathing slow, stress hormones decrease, blood vessels dilate, and digestion is facilitated.

Depression
Anxiety
Sleep
Immune Function
Cortisol Levels
Decision Making
Coping
The Brain of Meditators

Hippocampus – increased gray matter
- Governs learning and memory
- Decreased in depression and PTSD

Amygdala
- Decreased gray matter
- Smaller amygdala
  - Participants had less reported stress

The Practitioner and Health Care

Interestingly, studies in psychotherapists in training who received mindfulness training showed an improvement in the efficacy of their counseling skills in this area as compared to controls—mirroring the outcomes of studies showing physicians who have adopted a healthy lifestyle as more efficacious counselors to their patients
What does self care look like for you...

- Self-compassion
- Reframing
- Gratitude and appreciation
- Humor
- Financial goals
- Time for yourself
- Sleep
- Food
- Aligning with your values
- For you _________________________???

HOW TO STAY MOTIVATED

OVERCOMING BURNOUT:
- TAKE BREAKS DURING WORKDAY
- PUT AWAY DIGITAL DEVICES
- TAKE LONG WEEKENDS
- FOCUS ON MEANING
- MAKE SURE ITS REALLY
- DO’S AND DON'TS

BE A GREAT LEADER & ALSO HAVE A LIFE:
- PLANNING VACATION
- DELEGATING & REVIEWING ESSENTIAL TEAM WORK
- AVOID SCHEDULING MEETINGS/CALLS 1 DAY BEFORE AND 1 DAY AFTER VACATION/TRAVEL
- CREATE A “WHAT CAN WAIT LIST”
- CONCENTRATED QUIET TIME
- PROMOTE FLEXIBILITY / REMOTE WORK

https://hbr.org/2015/04/how-to-overcome-burnout-and-stay-motivated

https://hbr.org/2018/12/you-can-be-a-great-leader-and-also-have-a-life
QUESTIONS??????

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