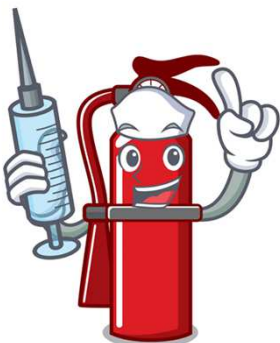



1

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



CLARANNE MATHIESEN, MSN, RN, CNRN, SCRNP, FAHA
JEANIE LUCIANO, MSN, RN, CNRN, SCRNP, CRNP, FAHA



American
Stroke
Association.
A division of the
American Heart Association.

2

DISCLOSURES

CLARANNE MATHIESEN: NONE

JEANIE LUCIANO: NONE

JANET ASHURST: NONE



3



3



4



4

Stress: Fight or Flight – 1915



Walter Bradford Cannon, M.D.

Bodily Changes in Pain, Hunger, Fear and Rage: An Account of Recent Researches into the Function of Emotional Excitement

Concept: animals react to threat by a discharge in the nervous system

5



5

Stress: General Adaptation Syndrome – 1936

Diseases of adaptation: ulcers, high blood pressure, arteriosclerosis, arthritis, kidney disease, and allergic reactions.

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



Dr. Hans Selye

6



6

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



7

STRESS: GOOD, BAD, AND CHRONIC



8

HISTORY

Year	Researcher	Event
1966	Donabedian	Quality of services is directly related to work satisfaction
1970	McGrath	Defined the term “ work stress ”
1974	Freudenberger	Talks of “ work disease ” and “ burnout syndrome ” which he found more frequent in healing professionals
1982	Maslach	Defined “ burnout syndrome ” by 3 characteristics—known as the Maslach Burnout Inventory (MBI) and is considered the gold standard: <ul style="list-style-type: none"> • Emotional exhaustion • Depersonalization • Lack of personal fulfillment

9



9

BURNOUT



BURNOUT....

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

10



10

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

11



11

STOP FOR A MOMENT AND ASSESS YOURSELF



SIGNS AND SYMPTOMS:

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

12

<https://lifehacker.com/how-to-recognize-the-signs-of-burnout-before-youre-burn>



12

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

13



13

WELL-BEING INDEX SCREENING TOOL

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

Liselotte N. Dyrbye • Pamela O. Johnson • LeAnn M. Johnson • Daniel V. Satele • Tait D. Shanafelt

Background: Studies suggest there is a high prevalence of burnout and depression among U.S. nurses.

Objectives: The aim of the study was to gauge the capability of the Well-Being Index (WBI) to stratify nurse distress (e.g., low quality of life (QOL), extreme fatigue, burnout, recent suicidal ideation) and well-being (high QOL) and detect those whose level of distress may negatively affect retention or work performance.

Methods: In 2016, we conducted a cross-sectional survey of 3,147 U.S. nurses. The survey included the WBI and standard instruments to assess overall QOL, fatigue, burnout, recent suicidal ideation, patient care errors, and intent to leave current job. We used Fisher exact test and Wilcoxon two-sample *t*-test procedures with a 5% Type I error rate and a two-sided alternative.

Results: Of the 812 (26%) nurses who completed the survey, 637 were eligible for the present analysis. Nurses with low mental QOL, extreme fatigue, recent suicidal ideation, or burnout had a higher total score (all $p < .001$), resulting in less favorable WBI scores. With a 17% pretest probability of low overall QOL, the WBI score can decrease the posttest probability of low QOL to 2% or increase it to 72%. The likelihood of high overall QOL decreased in a stepwise fashion from 3.38 to 0.04, as the WBI score increased. WBI score also stratified nurses' likelihood of reporting a recent patient care error and/or intent to leave current job.

Discussion: The WBI is a useful screening tool to stratify both distress and well-being across a variety of domains in nurses and identify those nurses whose severity of distress may negatively affect patient care and retention.

Key Words: burnout • fatigue • nurses • professional • quality of life • self-assessment

Nursing Research, November/December 2018, Vol 67, No 6, 447-455

Nursing Research, Nov/Dec 2018, 67(6); 447-455

14

During the past month:

1. Have you felt burned out from your work?
2. Have you worried your work is 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



14

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.

15



15

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

16

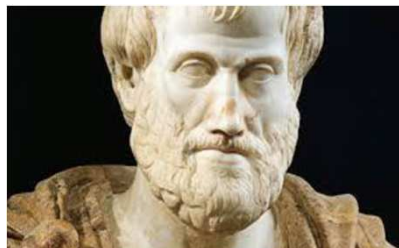


16

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.

17



17

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.

18



18

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.

19



19

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...

20



20

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

21



21

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



22



22

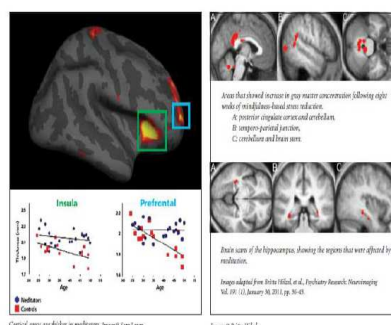
The Brain of Meditators

Hippocampus – increased gray matter

- Governs learning and memory
- Decreased in depression and PTSD

Amygdala

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



23

23

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



Grepmaier (2007)
Frank (2009)



24

24

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 _____ ???

25



25

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

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

26

BE A GREAT LEADER & ALSO HAVE A LIFE:

- PLANNING VACATION
- DELEGATING & REVIEWING ESSENTIAL TEAM WORK
- AVOID SCHEDULING MEETINGS/ CALLS 1DAY BEFORE AND 1 DAY AFTER VACATION/TRAVEL
- CREATE A "WHAT CAN WAIT LIST"
- CONCENTRATED QUIET TIME
- PROMOTE FLEXIBILITY / REMOTE WORK

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



26

QUESTIONS??????



27

27

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28

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29



29

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30



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