Harnessing Strategies that Prevent Burnout, Promote Resilience and Develop a Thriving Nursing Practice

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Conflict of Interest

I hereby certify that, to the best of my knowledge, no aspect of my current personal or professional situation might reasonably be expected to affect significantly my views on the subject on which I am presenting.

Learner Outcome

Incorporate applicable information into clinical and professional practice
Objectives/Agenda
- Identify personal resiliency level
- Identify 5 strategies to promote resilience
- Try a new strategy to help better handle stress and build resilience
- Share your experiences with peers, friends and family

Reflection
“The questions you ask yourself create a lens through which you view the world”

Tim Ferriss

My Story Version 1
Began nursing in 2010 as a 2nd career
Promoted to Advanced Clinician in 2014
Promoted to Clinical Lead in 2016
Currently loving my job in 2020 😊
My Story Version 2

Laid off in 2007, with a baby on the way and unable to find meaningful work anywhere.

2013, Got really bored and burnt out with nursing, wanted a change.

2014, Overcommitted to several projects and had some bad outcomes as a result, lost faith in my ability to make a difference.

2017, Found out I would need open heart surgery, unsure whether or not I would return to work afterwards.

My Story Version 3

Laid off in 2007, with a baby on the way and unable to find meaningful work anywhere.

Began nursing in 2010 as a 2nd career

2013, Got really bored and burnt out with nursing, wanted a change.

Promoted to Advanced Clinician in 2014

2014, Overcommitted to several projects and had some really bad outcomes, needed to reset.

Promoted to Clinical Lead in 2016

2017, Diagnosed with Cardiac disease requiring open heart surgery, unsure whether or not I would return to work afterwards

Currently loving my job in 2020 😊

My Story Version 4

Began nursing in 2010 as a 2nd career

Started listening to podcasts and books on tape to help mentor and inspire me. Actively began to seek mentors on campus.

Promoted to Advanced Clinician in 2014

Started practicing mindfulness meditation and daily journaling to add clarity and purpose to each day.

Promoted to Clinical Lead in 2016

Diagnosed with cardiac disease requiring open heart surgery, unsure whether or not I would return to work afterwards.

Took physical health more seriously, finally understood the importance of relationships and continued to pursue growth opportunities.

Currently loving my job in 2020 😊
What is Resilience?

• the capacity to recover quickly from difficulties; toughness.

• the ability of a substance or object to spring back into shape; elasticity

Why Resilience?

How do we measure Resilience?

• Using a scale of course!
• There are numerous scales to use here are just a few:
  Connor-Davidson Resilience Scale (CD-RISC)
  Resilience Scale for Adults (RSA)
  Brief Resilience Scale
  Resilience Scale
How do we measure resilience?

**Brief Resilience Scale**

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I tend to bounce back quickly after hard times.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have a hard time making it through stressful events.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It does not take me long to recover from a stressful event.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It is hard for me to snap back when something bad happens.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I usually come through difficult times with little trouble.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I tend to take a long time to get over set-backs in my life.</td>
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</tbody>
</table>

How do we cultivate resilience?

This sounds a lot like something we learned about during nursing school ...
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Maslow's Hierarchy of Needs

- Physiological (Diet, Exercise, Sleep)
- Safety (Work, Security, Resources)
- Belongingness (Friends, Family, Co-Workers)
- Esteem (Awards, Recognition, Learning, Freedom, Status)
- Self Actualization (Creative expression, fulfillment, etc.)

What does this look like for you?

Physiological

Diet — Minimize refined carbohydrates, processed foods, saturated & trans fats and EtOH. Keep calories under control but don’t stress out. Just eat real food.

Exercise — 30 minutes a day, moderate weight bearing, minimize prolonged periods of sitting. Limit intense exercise to once or twice a week to allow for recovery.

Sleep — 6 to 9 hours is best, preferably in ~90 minute increments to best align with circadian rhythms. Beware the caffeine and alcohol cycle.
Social / Belonging

- Friends
- Family
- Co-Workers Task Forces
- Clubs
- Volunteer
- Church

Esteem

- Awards & Recognition
- Games
- Learning
- Status
- Achieving Goals

Self Actualization

- Creativity
- Growth
- Reflection
- Authenticity

“To be whole is to live a life which the parts are integrated in a way that makes sense and has coherence” – Stewart Friedman
9 Characteristics of Self Actualized People

Self-Actualized People:
- Have Peak Experiences
- They Possess Self-Acceptance and a Democratic World View
- They Are Realistic
- They Tend to Be Problem-Centered
- The Self-Actualized Person Is Autonomous
- They Enjoy Solitude and Privacy
- They Have a Philosophical Sense of Humor
- Self-Actualized People Are Spontaneous
- They Fully Enjoy the Journey, Not Just the Destination

That’s great but what does it all mean…

High Value Activities can check off more than one box

Sports (Physiological, Social, Esteem)
Taking on extra projects at work (Esteem, Self Actualization, Social)

That’s great but what does it all mean…

Think of some high value activities that you don’t do enough of
That’s great but what does it all mean...

Think of some low value activities that could be modified to add value

Driving to work ---> Carpooling, Listening to books on tape, calling friends and family
Reading ---> Listening to a book while walking, joining/ forming a book club, etc.

That’s great but what does it all mean...

“Happiness is a method not a destination” – Burton Hills

What do all these people have in common?

Journaling

We all need **positive** rituals that allow us to thrive.

**Journaling** is one of those rituals. Top performers all across the world have some sort of journaling practice.

Journaling

You get to decide exactly how you want to spend every hour of every day.

**Journaling** helps you to do this in a systematic and repeatable manner.
The overall change from Pre-survey to Post II-survey was statistically significant for compassion satisfaction (p = .008); burnout (p = .0001); and, trauma compassion fatigue (p = .0001).

During constant-comparative analysis three themes were identified as:
1) journaling allowed me to unleash my inner most feelings
2) journaling helped me to articulate and understand my feelings concretely
3) journaling helped me make more reasonable decisions

There are so many ways and methods to journal, it’s easy to get bogged down trying to pick the best one.

Here’s what worked for me...
A combination of planning and reflection, with a healthy dose of gratitude
Integrating Resilience into your Journaling Practice

If you try breaking your life down into discrete groups, you will find most people share roughly the same 4-8 groups.

<table>
<thead>
<tr>
<th>Physical Health</th>
<th>Romance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spirituality</td>
<td>Friendship</td>
</tr>
<tr>
<td>Work</td>
<td>Parenting</td>
</tr>
<tr>
<td>Creative</td>
<td>Intellectual</td>
</tr>
<tr>
<td>Financial</td>
<td>Emotional</td>
</tr>
<tr>
<td>School</td>
<td>Hobbies</td>
</tr>
</tbody>
</table>

Keeping things in Balance
Let's try it out

Get some clarity on what you really want

1. What would your most important groups be? Pick at least 4.

2. What would you call them?

Let's try it out

Get some clarity on what you really want

Imagine your future state in one year for just one of those groups, write about it.

Be Specific. How does it feel? What does it look like? What does your routine look like?

Let's try it out

Outcomes Driven Transformational Nursing Leader. Shaping the future of Healthcare. Sharpen's Systemic Slayer of inefficiency

How to Thrive
- 1 year outcomes
- 2 year outcomes
- 3 year outcomes
- 4 year outcomes
- 5 year outcomes
- 6 year outcomes

How to Succeed
- 1 year outcomes
- 2 year outcomes
- 3 year outcomes
- 4 year outcomes
- 5 year outcomes
- 6 year outcomes
Where and When to do this?

Just once, hopefully right after this webinar

Then you use these groups or categories to plan and reflect on consistent basis

Then as time goes on you may decide to change, add or eliminate your groups.

Where and When to do this?

Daily

• Wherever you can have a few distraction free minutes, 3-5 minutes should be sufficient
• Everyday first thing in the morning or at least before you head to work
• Every night before you go to bed

Lets start writing!

Daily AM
- What are you grateful for?
- Brainstorm to do list based on categories
- What is/are the most important things for you to do today?
- Positive affirmation

Daily PM
- What went well?
- What could have gone better?
- Start to brainstorm for tomorrow
Let's start writing!

Where and When to do this?

Weekly

Every week, make a date with yourself, 30 minutes of quiet time to reflect on your previous week and plan for the week ahead.

Let's start writing!

Weekly

• What are you grateful for? What went well?
• What did you learn this week? What could have gone better
• Layout your categories and get to business
Digital vs Analog

I prefer analog because there is less chance of distraction but some evidence suggests handwriting actually has therapeutic benefits

BUT

What if I don’t have my journal with me?? I have my phone as a backup

What to do next?

One of our greatest gifts as human beings is the ability to choose what to focus on, journaling allows you to do this in a systematic and repeatable manner, Set yourself up to succeed

There is no time like the present!

Let’s Revisit My Story

Journaling surgery not only helped me combat burnout at work, It also helped me be ready recover from Cardiac Surgery and get back to work quicker and with more enthusiasm than I had beforehand.
Reflection
At the beginning of the session, I presented you with the following quote and asked you to take a moment to think about what brought you here and what you hoped to learn.

“The questions you ask yourself create a lens through which you view the world” – Tim Ferriss

Now, I want you to take another moment and think about what you plan to do based on this education. What questions do you need to ask yourself everyday to create your lens???

References


Resources

Websites
lifehacker.com, medium.com, positivepsychology.com, mindtools.com

Books
Getting Things Done by David Allen
The Time of Your Life by Anthony Robbins
7 Habits of Highly Effective People by Steven Covey
Total Leadership by Stewart Friedman
Your Resiliency GPS: a guide for growing through life and work by Eileen McDargh

Podcasts
Tim Ferris Podcast, TED Radio Hour, Hidden Brain

Tools

Analog
5 minute Journal, Moleskine, Full Focus Planner, Morning pages

Digital
Evernote, Google Docs, Notion, Google Keep, Asana, OneNote, Blogging platforms

Thank You!

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Open for questions