

Care for the Care Provider[©]

The Power of Resilience to Sustain Wellness[©]



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Lecture Goals

Participants will:

- Gain an understanding of the cumulative impact of work-related stress and its relation to burnout and compassion fatigue.
- Receive self-care resources that will assist the care provider in building and increasing work related resilience.

Current Concerns In Healthcare

- Healthcare personnel shortage
- High burnout
- Job satisfaction ↑↓
- Increased sick leave and time off
- Maintain quality of patient care
- High tempo environment and culture

The Future of the Nursing Workforce in the United States

The shortage of registered nurses (RNs) in the U.S. could reach as high as 500,000 by 2025 according to a report released by Dr. Peter Buerhaus and colleagues in March 2008.

American Association of Colleges of Nursing



Balance in Caregiving

- How can the Healthcare Provider achieve a balance between empathic, holistic patient concern and the danger of high stress, burnout, and compassion fatigue?



STRESS AND HEALTH

- It has been estimated that 75 - 90 percent of all visits to primary care physicians are for stress related problems.

-National Institute for Occupational Safety and Health

Stress Symptoms

Physiological

- Sweating
- Rapid heartbeat
- Breathing difficulties
- Aches and pains
- Dizziness
- Increase and intensity of medical maladies
- Impaired immune system
- Constipation

Behavioral

- Impatient
- Irritable
- Withdrawn
- Moody
- Sleep disturbance
- Nightmares
- Appetite changes
- Accident proneness
- Losing things

Care Providers and Burnout

- Burnout: How does it impact the care provider and the care he/she provides?



Symptoms of Burnout

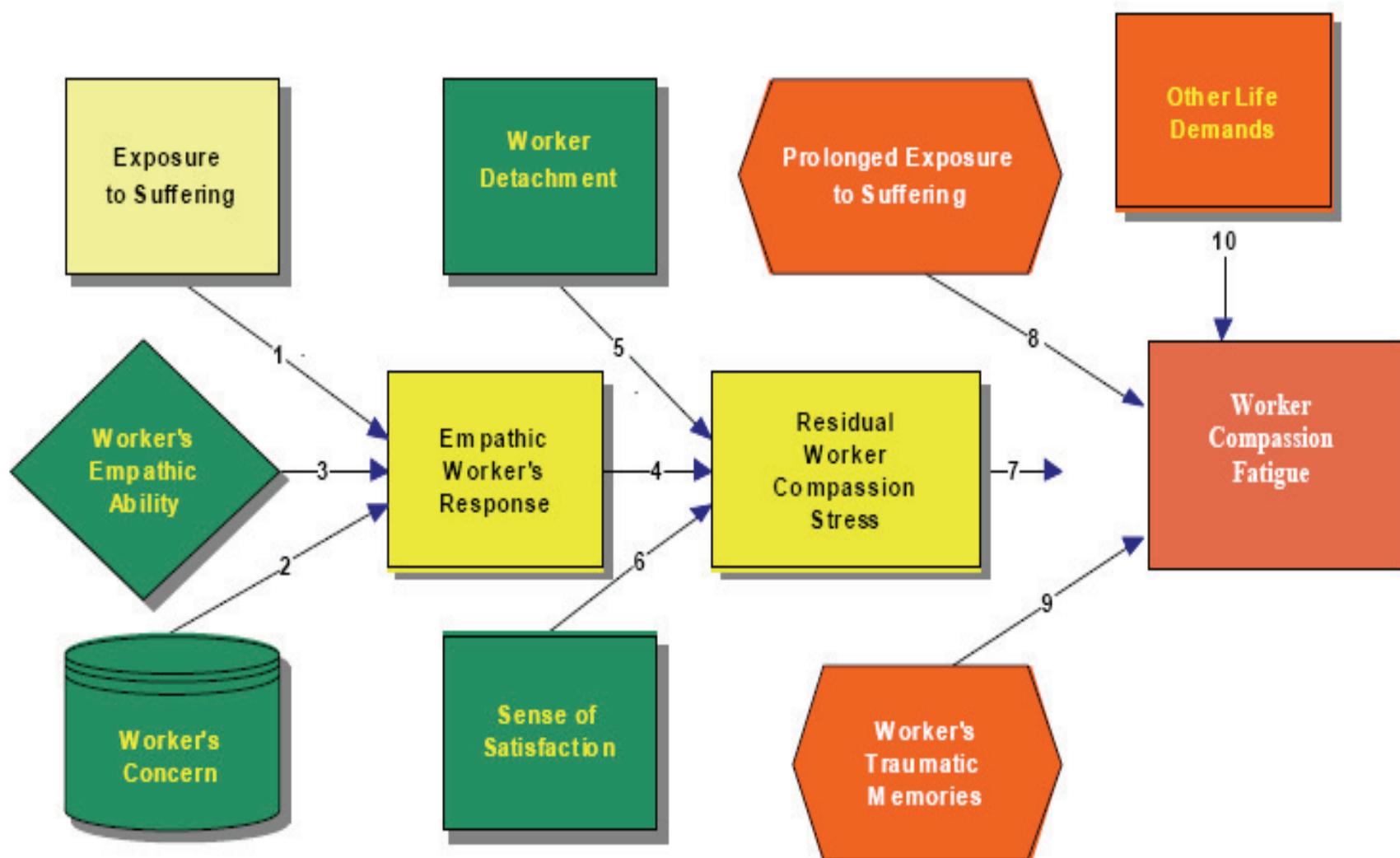
- Poor work communication
- Staff conflicts
- Absenteeism
- Irritability
- Withdrawal from colleagues
- Low morale
- Low motivation
- Avoiding tasks
- Obsession about details
- Negativity
- “Hate” the type of work you do

What is Compassion Fatigue?

- CF: The Stress of Caring Too Much
- Caring for others but not yourself
- “Emptying out without refilling”

G. CF Theory: Based on more than 10 years of research

1. The following 11-factor model identifies the major factors contributing to compassion stress, fatigue, and management.



Compassion Fatigue Process (Figley, 2001)

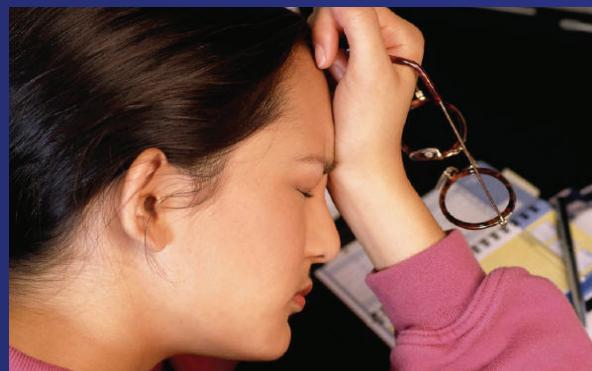


“It is important to note that Compassion Fatigue is a term, not a disease. While the effects of Compassion Fatigue are dismal, chances for recovery and wellness good.”

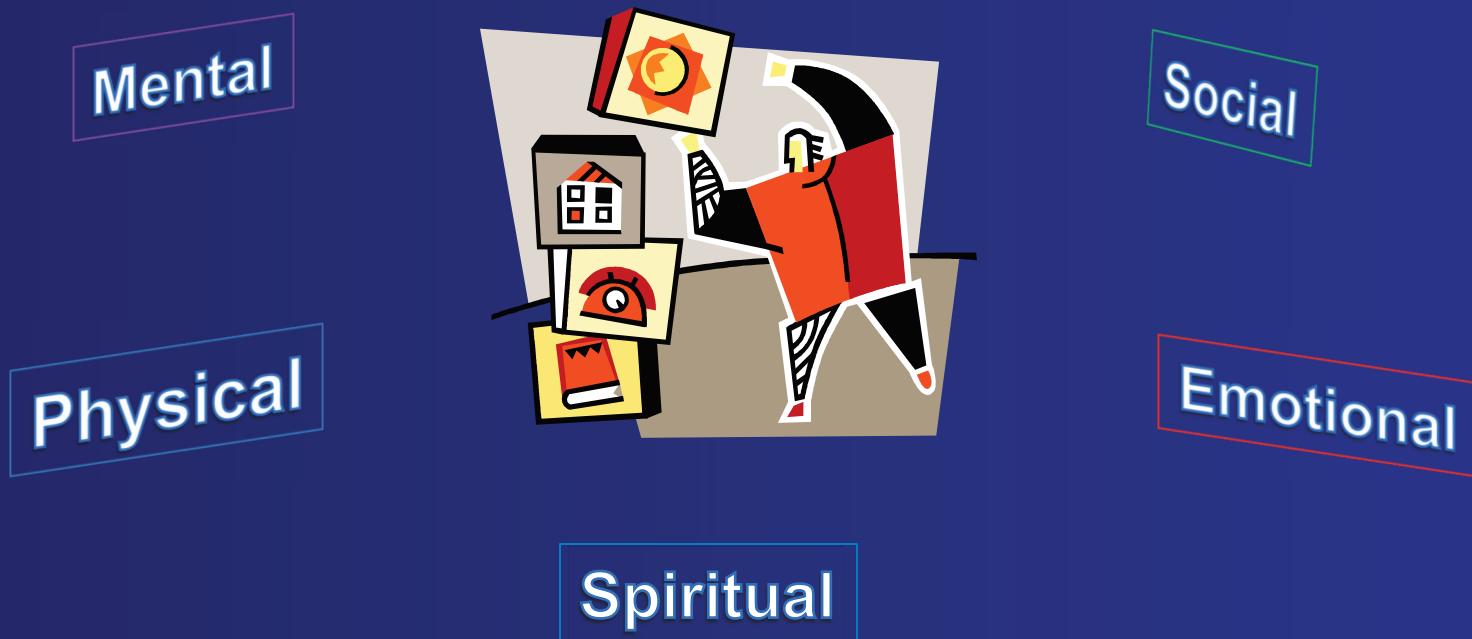
The Compassion Fatigue Wellness Project

Caring for the Care Provider[©]

- *Who takes care of the care provider when the stress becomes too great to bear alone?"*



5 Key Areas of Wellness to Maintain Resilience ©



Increase Resilience to Sustain Wellness

- *Resilience* is the act of rebounding or springing back after being stretched or pressed, or recovering strength, spirit, and good humor.

-Webster's Dictionary



YOUR Wellness Plan of Care

- Support Net – Mentor, Peer Group, Career Coach
- Time Off - NOTHING WORK RELATED
- Spiritual Direction – Clergy person, Spiritual Director
- Journaling – Diary of emotions, reflections, prayers
- Exercise – Strong4Life,Walking, Jogging, Treadmill

List one wellness goal:

■ Physical

■ Mental

■ Emotional

■ Social

■ Spiritual

You are a precious and valuable team member – your patients need you...



and so do we!

Care for the Care Provider[©]

Increasing Resilience through Self-Care

Begin today...making a difference in

Your own well-being!

