

## Preventing Nursing Burnout

Seeking the yin and yang of nursing

---

---

---

---

---

---

---

---

## Changes in Healthcare Organizations

- ◆ 1. Patient care delivery systems
- ◆ 2. Evolving nursing responsibilities
- ◆ 3. Magnet hospitals

---

---

---

---

---

---

---

---

## Nurse Stressors

- ◆ Compassion fatigue

Feelings of deep sympathy and sorrow for another who is stricken by illness or misfortune accompanied by a strong desire to alleviate the pain or sorrow or remove the cause.

---

---

---

---

---

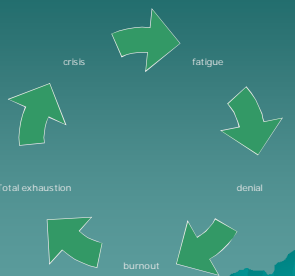
---

---

---

## Compassion fatigue and Burnout

- ◆ Reduced sense of personal accomplishment and discouragement as an employee
- ◆ State of physical, emotional, and mental exhaustion caused by long-term involvement in emotionally demanding situations
- ◆ At highest risk are those with the most personal involvement



---

---

---

---

---

---

---

---

## Secondary Traumatic Stress Syndrome

The cost of caring related to witnessing the discomfort of others

---

---

---

---

---

---

---

---

## Horizontal Violence

- ◆ Taking credit for another's work
- ◆ Minimizing another's accomplishments
- ◆ Name-calling
- ◆ Talking about another to a third party
- ◆ Questioning motivation of a successful peer
- ◆ "Writing someone up"
- ◆ Competing with a peer
- ◆ Remaining part of the problem instead of part of the solution
- ◆ Laughing at a peer who is struggling

---

---

---

---

---

---

---

---

### The Problem

- ◆ Being the "strong one"
- ◆ Not verbalizing concerns
- ◆ Personalizing
- ◆ Hypervigilent

---

---

---

---

---

---

---

---

### The Result

- ◆ Physical symptoms
- ◆ Sleep disorders
- ◆ Ineffective coping skills
- ◆ Guilt
- ◆ Self-criticism

---

---

---

---

---

---

---

---

### Strategic Options

- ◆ Self-awareness
- ◆ Balance
- ◆ Expression of concerns
- ◆ "I" statements
- ◆ Look for opportunities within change
- ◆ Be proactive
- ◆ Self-care

---

---

---

---

---

---

---

---

### Magnet Hospitals

- ◆ Based on nursing research that speaks to the fact that happier nursing staff achieve better patient care delivery outcomes

---

---

---

---

---

---

---

---

### Magnet hospitals {cont}

- ◆ Lower staff nurse turnover
- ◆ Appropriate grievance resolution
- ◆ Nursing involvement for data collection and patient care delivery decision-making
- ◆ Open communication between nurses and others

---

---

---

---

---

---

---

---

### Nursing Research

- ◆ Although researchers have studied nurse satisfaction for over 60 years, a recent study {Manojlovich, 2006} showed that for many nurses job satisfaction is still elusive.

---

---

---

---

---

---

---

---

### Structural Empowerment

- ◆ Opportunity
- ◆ Information
- ◆ Support
- ◆ Resources

---

---

---

---

---

---

---

---

### Most Important Factors

- ◆ MD-Nurse communication
- ◆ Collaboration
- ◆ Inclusion
- ◆ Debriefing

---

---

---

---

---

---

---

---

### And so.....

◆ "Physicians know that patients need good nursing care and nurses know that patients need good medical care. Generally speaking, neither is possible in the absence of the other"

-Leah Curtin

---

---

---

---

---

---

---

---