Inland Empire Nurses Association

Nurse Wellness and Stress Management

Thursday May 8, 2014

Karen Bowman, LHT, MN, RN, COHN-S
WSNA Occupational and Environmental Health Specialist

kbowman@karenbowman.com
(206) 617-0844
Presenting the Case for Self Care

- Rights and responsibilities to self care
- The stressful practice of nursing and our health
- Burn out, stress and negative health effects
- Love thyself and the art of self repair
- Q & A
Deep Breathing
Definition of Occupational Health

- Promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations;

- The prevention among workers of departures from health caused by their working conditions;

- The protection of workers in their employment from risks resulting from factors adverse to health;

- The placing and maintenance of workers in an occupational environment adopted to his physiological and psychological capabilities.

http://www.envisnioh.org/occupational-health.htm
ANA Nurses Code of Ethics

• Provision 5: The nurse owes the same duties to self as others, including the responsibility to preserve integrity and safety, to maintain competence and to continue professional and personal growth
  – 5.1 Moral Self Respect
    • Moral respect accords moral worth and dignity to all human beings irrespective of their personal attributes or life situation. Such respect extends to oneself as well; the same duties we owe to others we owe to ourselves ...

http://www.nursingworld.org/codeofethics
The Nursing Profession is Stressful

- Moral distress
- Moral outrage
- Emotional Labor of Nursing

Self-Help Stress Management Training Through Mobile Phones: An Experience With Oncology Nurses
The Emotional Labor of Nursing

Workload/Overload (*curse of the competent*)

Multi-tasking (*Continuous Partial Attention*)

Violence in the workplace

Infrequent-no breaks
Poor sources for food

Poor coping mechanisms leading to burnout and stress
The Health of Health Care Workers

- The health of HCW has declined from 1982 to 2004;
- BMI among health care workers increased over time;
- A number of studies have shown that nurses, aides, and orderlies are at high risk of injury, illness, and job-related burnout.
- Long work hours = increased overweight and obese nurses.

10 Countdown
Burnout is ...

- A syndrome present in many individuals under constant pressure or stress over a long period of time characterized by:
  - Emotional/physical exhaustion (lack of interest/enthusiasm for work)
  - Depersonalization (treating patients and co-workers as inanimate objects)
  - Decreased sense of personal accomplishments (work is no longer meaningful or important)
What is Stress?

- Hans Selye “The non-specific response of the body to any demand for change.”

- HOLMES-RAHE LIFE STRESS INVENTORY
• Chronic stress changes brain circuitry
  – Lose capacity to remember things as we need to

• Very severe acute stress can have another effect - “Stress makes you stupid”

• Belly fat and stress hormone

• 46 chromosomes and telomere health
  – Mothers caring for disabled children
  – Nurses?
Physiological Consequences of Stress Driven by Catecholamines and Cortisol

- ↑ Alertness
- ↑ HR, BP, Resp rate
- ↑ Blood flow to muscles and skin
- ↑ Metabolic rate
- ↑ Blood clotting
- ↑ BS
- ↑ Fluid retention
- ↑ Triglycerides, LDL and Cholesterol
- ↓ Digestion
ANA defines a healthy nurse as one who actively focuses on creating and maintaining a balance and synergy of physical, intellectual, emotional, social, spiritual, personal and professional wellbeing.

A healthy nurse lives life to the fullest capacity, across the wellness/illness continuum, as they become stronger role models, advocates, and educators, personally, for their families, their communities and work environments, and ultimately for their patients.
What is Mindfulness?

• ... the quality or state of being conscious or aware of something.

• “a mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations, used as a therapeutic technique.
Medical Conditions & Mindfulness

- CAD
- HTN
- Cancer
- Chronic pain
- Fibromyalgia
- Diabetes
- IBS
- Anxiety
- Asthma
- Psoriasis
- Headache
- Depression
- Multiple Sclerosis
- Health Related QOL
Effects of Mindful Practices

- ↓ weight
- ↓ BS
- ↓ BP
- ↓ Cortisol
- Improved lipid profile
- ↓ Inflammation
- Improved well being, alertness
- ↓ Pain
- ↑ Brain size, grey matter
- ↑ QOL
- ↑ Concentration
- ↑ Learning
- ↑ Sleep quality
- ↑ Body awareness
- ↓ Depression
- Changes DNA activation

Stress Management for Care Providers Self Care for Those Who Care Richard E. Berger, MD
https://depts.washington.edu/abrc/stress
Many Paths to Quieting the Mind

- Purposeful Breathing
- Yoga
- Prayer
- TM
- Guided Imagery
- Meditation
- Self Hypnosis
Guided Imagery
Yoga Breathing
Efficacy of a 10 Day Yoga Based Lifestyle Intervention in Reducing Stress and Inflammation

- Yoga program including asanas (postures) and pranayama (breathing exercises)

- There was a reduction in:
  - stress (plasma cortisol), inflammation (interleukin [IL]-6 and
  - tumor necrosis factor [TNF]-x, and
  - an increase in β-endorphin by the end of the 10 day program.

Yoga and Stress Markers

Effects of Yoga Exercise on Serum Adiponectin and Metabolic Syndrome

- The findings of the study demonstrate the effects of yoga exercise on serum adiponectin and MS factors in obese postmenopausal women.

- Regular and continuous yoga exercise was effective in improving body composition, visceral fat, serum lipids, and energy metabolism.

What is Self-Hypnosis - Deep Relaxation

- What it is/what it is not
- Who can be hypnotized
- The physiology of induction
- The components
  - Induction
  - Message
  - Full awareness
Self Hypnosis and Health

- 12 week study assessing impact of Self hypnosis intervention on resilience and inflammatory cytokine IL-6
  - Significantly lower IL-6
  - Significant decrease in negative appraisal coping
  - Improvement in eating/nutritional habits

- Pilot study provides support that a brief self-administered CD hypnosis stress reduction program can modify a physiological measure of inflammation (IL-6), and improve coping and resilience in the face of work and life stress.

Self Hypnosis: Tools for Stress Reduction

- 20 Countdown
- 5 minute trip to paradise
- Guided imagery
  - Commercial products
Self-Hypnosis: The 20 Countdown

- Get in a comfortable position
- Take a deep breathe, exhale and close your eyes. Keep them closed till the exercise is over
- Start counting backwards starting at 20
  - After each number, take a deep breath and say the words “Calm and Relaxed”
- When the mind strays, just bring it back by saying “calm and relaxed”
- When you start confusing the numbers or when you reach the number 1, continue with “calm and relaxed”
- Come back to full awareness at the end feeling refreshed and renewed.
Guided Imagery: The 5 Minute Trip To Paradise

• Get comfortable - if you’re at work, find a quiet spot (be creative!!)

• Focus your vision on something that requires you to look slightly up without moving your head. Focus on that spot

• Take (3) long deep breaths and after each breath, say the words “calm and relaxed”

• After the 3rd breath, close your eyes and keep them closed for the duration of your trip but continue to breathe deeply

• Imagine a safe, comfortable spot. Let your mind “be there”

• Wake up refreshed, head clear and calm, ready to finish your shift
5 minute activities that benefit body, mind and spirit

• Drink a full glass of cold water
• Stretch your pectoral muscles, open up your breathing space
• Stretch everything else while you’re at it
• Go outside, regardless of weather
• Take a full breath in slowly, hold it for 2 counts, then let it out
• Marvel at the mountains

• Change your scenery
• Go for a walk, move around
• Listen to music
• Listen to comedy
• Do progressive relaxation
• Call your mom/dad/sister/brother/best friend just to say hi
• Nourish your body
• Wash your face and hands
• Write down 5 things you’re grateful for
Stress Reduction Steps You Can Take

- Awareness
- Set clear boundaries
- Learn art of saying “no”
- Develop healthy support system
- Support group
- Access EAP
- Develop/strengthen your spiritual side

- Self care
  - Eat correctly
  - Get plenty of rest
  - Meditation
  - Relaxation
  - Private time

- Think about your self image - don’t define yourself solely through your professional role
Self Interventions / Self Care

• PHYSICAL:
  – Exercise helps boost the flow of endorphins, stimulate the lymphatic system, and increase oxygenation to brain and body
  – It also fatigues the muscles so they are unable to hold much tension

• EMOTIONAL:
  – Setting healthy boundaries to avoid relational and emotional overload is actually clarifying where the patient ends and you begin.

• MENTAL:
  – Give your mind a break - focus on positive events outside of the workplace
Self Interventions / Self Care

• SOCIAL:
  – Talk to buddies; Increase activities with family and friends; Join a new group activity (through church, intramural sports, etc.); Find a way to become involved in community programs

• SPIRITUAL:
  – Solitude, stillness and silence are major sources of spiritual replenishment
  – Nature is also a source of nourishment for many

• OSCILLATE! All organic systems oscillate
Oscillating is doing something completely different! When was the last time you...

- Sit around a campfire
- Dance
- Sing
- Make something with your hands
- Hold a party
- Paint something
- Make music
- Wrestle with kids or dogs or both!
- Make a gift for someone from your kitchen
- Play ping pong
- Go on a picnic
- Watch the sunrise or sunset
- Fix your favorite food
- Call or visited someone you really enjoy
- Take a nap
- Go to the bookstore and got lost in a book
- Take a class

- Ride a horse
- Go to a circus
- Make ice cream sundaes at home
- Climb some rocks or a tree
- Sail a boat
- Ride a bike
- See a really good movie
- Spend time with your friends
- Work on a hobby
- Build a sand castle
- Have a potluck with coworkers
- Write some poetry
- Play with clay
- Jump on a trampoline
- Fly a kite
- Go to an amusement park
- Look through old photos
- Research your family tree
AND THEN I SAID,

"THE DOCTOR WILL BE WITH YOU IN A MINUTE!"
Nurse Heal Thy Self: Homework Rx

- Mindfulness exercise increase dose often
  - breathing

- 5 minute trip to paradise QD at work

- 20 Countdown at HS or ad lib

- Oscillate!!!
Resources

• Full Catastrophe Living by Jon Kabat-Zinn
• Holistic Nurses Handbook
• Mindfulness/Stress Management workshops based on Jon Kabat-Zinn’s work
• Why Zebras Don’t Get Ulcers by Robert M. Sapolsky
• ANA Healthy Nurse
  http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Nurse