

# Building Resilience & Avoiding Burnout for the Long-term



# What is Resilience?

katatagan

כּוֹשֵׁר הַתְּאוּשָׁוֹת

स्थितिस्थापकता

弾力

المرونة

**resiliência**

resiliencia

fleksibilite

sprężystość

- Resiliency is bouncing back and growing through challenges, enjoying what we do, who we do it with, and why we do it.



## After This Webinar You Should be Able to:



- Identify areas of stress and burnout specific to long-term care professionals
- Define stress management and why it matters personally, professionally and ethically
- Experience and explore ways to develop resilience and a personal self-care plan review

## Definition of Burnout

*BURNOUT: burn·out | \ 'bɜrn-,aʊt \*

- A group of symptoms
- Happens in your body, your emotions, and your thoughts
- Often leads to feeling frustrated with our residents and family members



# Reason to Pay Attention

- **Being a long-term care facility professional is stressful... Period.**
- The burnout rate for all medical professionals is rising each year.
- Medical professionals often place a low value on self-care, believing “self care is for others, not me”
- Lack of leadership training can lead to increased distress if there are no role models for professional and personal self-care.
- There are connections between physician self care and reduced ethical violations – this may also occur in other medical professions
- 400 doctors committed suicide last year, which is double the rate of the population average.[2]



# Areas of Stress Specific to Working in the Medical Profession

Environmental stressors specific to your role:

- Regular exposure to pain, suffering and death
- Ever-changing technology – EMR
- Ever-changing state and regulatory guidelines
- Challenging institutional and ethical issues
- Emotionally charged patients and families
- Inadequate staffing
- Ingrained beliefs about self care within the culture

# Ineffective Coping Increases Risk of Burnout

- Smoking
- Substance use and abuse
- Overeating/poor eating
- Technology surfing
- Others?



# Stressful Thinking Contributes to Burnout

Filtering

Polarized thinking

Overgeneralization

Mind reading

Catastrophizing

Personalization

“Shoulds”



# Stressful Behaviors Contribute to Burnout

Worry

Seeing with tunnel vision

Procrastination

Perfectionism

Inflexibility, Rigidness

Highly competitive

Critical of self and others

Inability to say “no”

Poor self-care

Unrealistic expectations



## Effective Coping

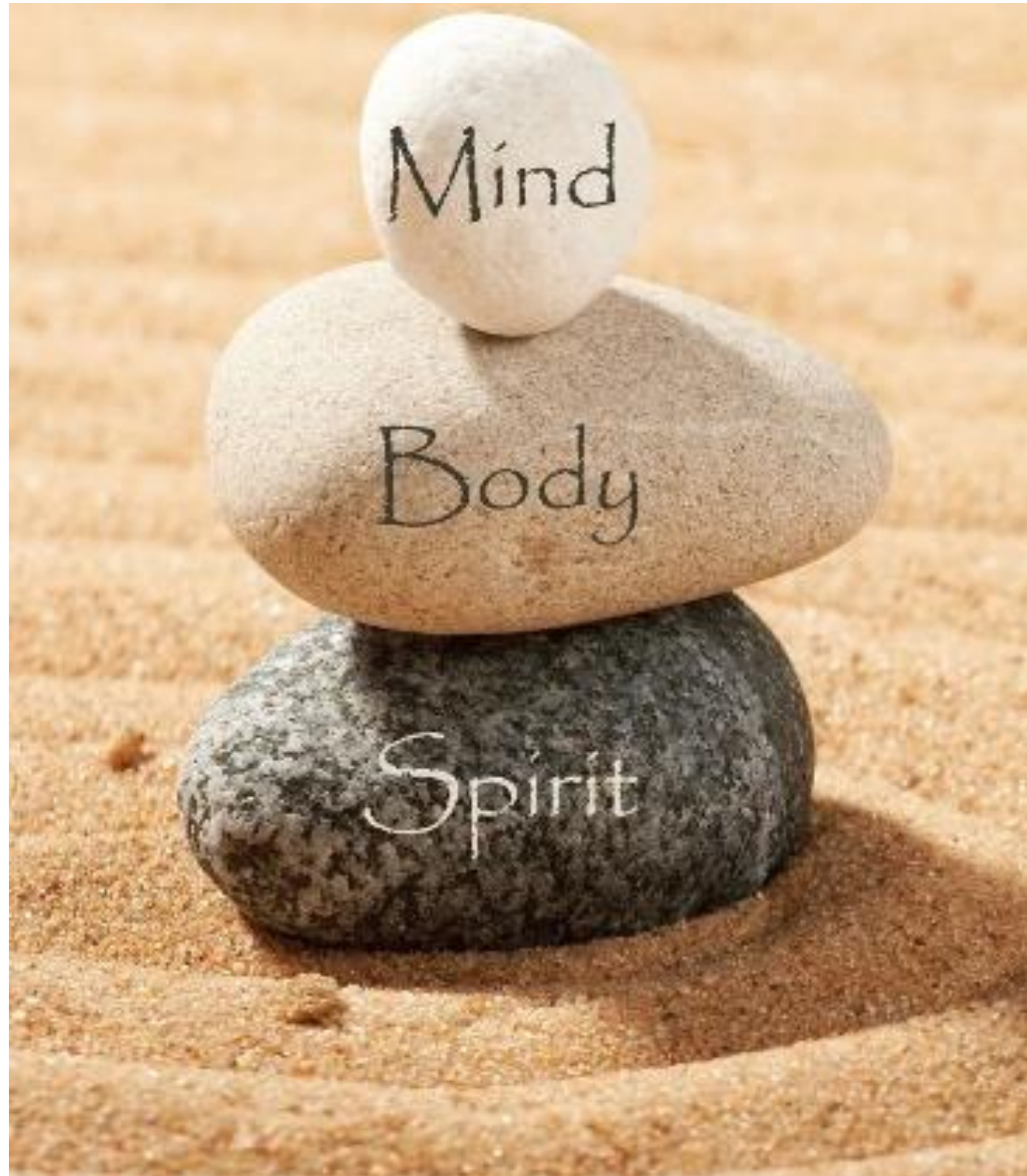
Belief in personal power to control life circumstances (*Locus of control*)

Creating achievable goals

Generating positive mood

Cultivating resilience

## 3-Part Check In: Take Your Own Pulse



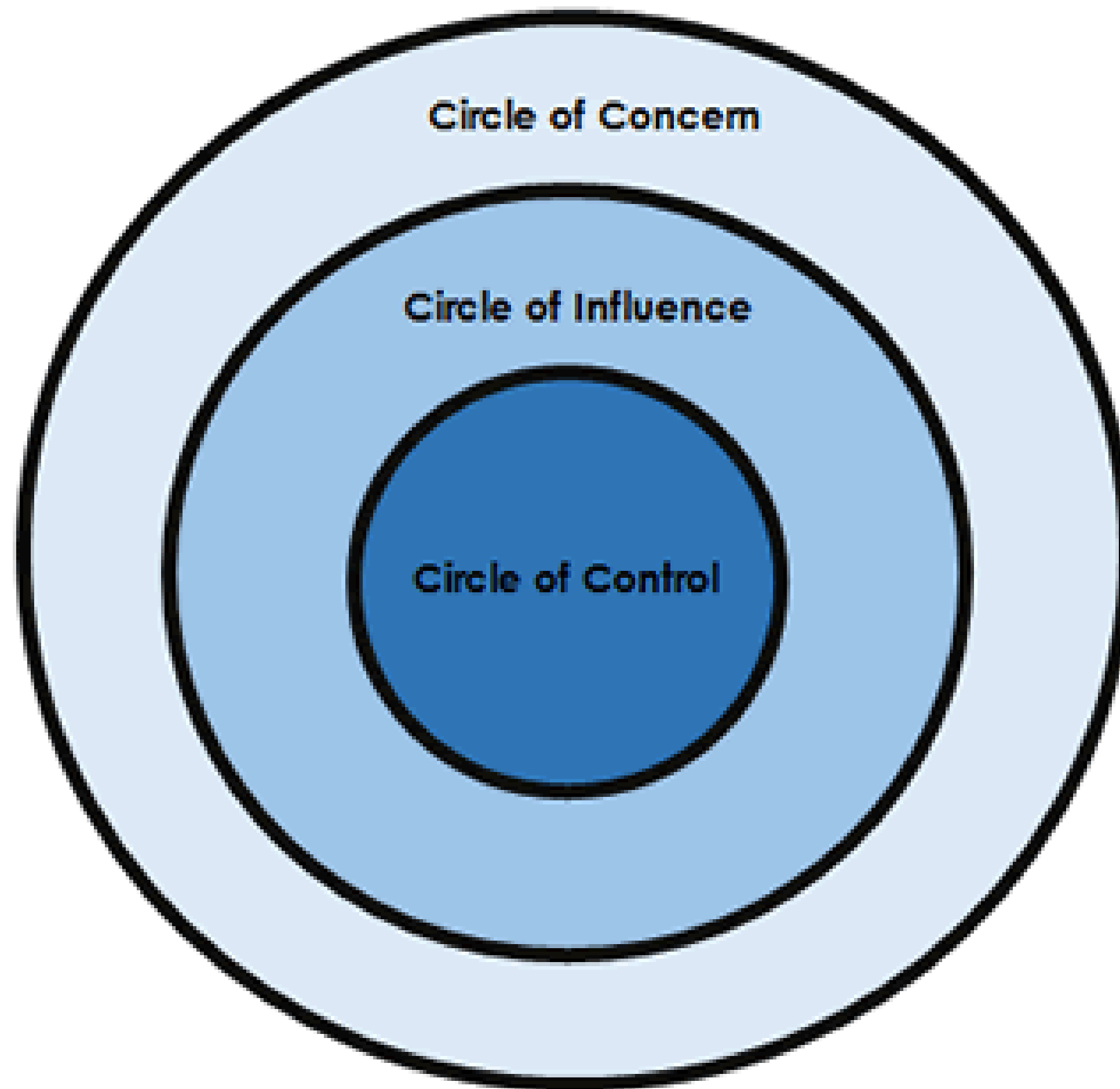
- Check in with the **body**
- Check in with the **emotions**
- Check in with the **thoughts**



# Self-Care Means the Whole Self



# Locus of Control





# Interventions that Promote Personal Well-being to Reduce Burnout

- Regular self-assessments of stress level
- Self awareness and mindfulness training
- Social support
- Cognitive techniques
- Exercise
- Proactive coping strategies
- Setting positive intentions
- Guided imagery
- Music/art

(Mimura & Griffiths, 2003)





# Interventions that Promote Personal Well-being to Reduce Burnout.... Continued

- Appreciative Inquiry
- Narrative Medicine
- Work/Life balance and healthy boundaries between work and non-work life areas
- Exerting control *where possible* over your work hours
- Creating focus where possible on work activities that provide the most meaning
- Ongoing creation of a personalized wellness plan that changes with needs and situation

# Mindfulness is a Superpower that Can Help Manage Stress



- <https://www.youtube.com/watch?v=w6T02g5hnT4>
- Mindfulness is moment-by-moment awareness. It is paying attention, on purpose, in a particular way, with a non-judgmental attitude.



# STOP and Mindful Movement

- STOP
- Take a Breath
- Observe
- Proceed





# Self-Care and Medical Professionals...

## *Perfect Together*



# The Power of Mindfulness

- In this powerful short film, watch and hear from elementary school students learning to use mindfulness to navigate complex feelings.



<https://www.youtube.com/watch?v=RVA2N6tX2cg>



## Online Mindfulness Resources

- [www.marc.ucla.edu](http://www.marc.ucla.edu) (go-to free meditations)
- <http://www.fammed.wisc.edu/mindfulness/about/>
- <http://www.umassmed.edu/cfm/>
- [www.mindfulnet.org](http://www.mindfulnet.org)
- [www.stresscommunity.com/mindfulness-exercises/](http://www.stresscommunity.com/mindfulness-exercises/)
- <http://palousemindfulness.com/selfguidedMBSR.html>
- <http://www.mindfulnessandmore.com/meditations/>
- [http://www.mindfulselfcompassion.org/meditations\\_downloads.php](http://www.mindfulselfcompassion.org/meditations_downloads.php)



# Mindfulness Apps for Smartphones & Tablets



- Simply Being
- Calm
- Insight Timer
- Headspace
- ...and more

# Making a Clearing

## *Clearing* by Martha Postlewaite

Do not try to save  
the whole world  
or do anything grandiose.  
Instead, create  
a clearing  
in the dense forest  
of your life  
and wait there  
patiently,  
until the song  
that is your life  
falls into your own cupped hands  
and you recognize and greet it.  
Only then will you know  
how to give yourself  
to this world  
so worth of rescue.



