

Rediscovering JOY in Work in a Post- Pandemic World

COVID

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Disclosures

The presenter has no conflict of interest or industry relationships to disclose.

HAPPY NEW YEAR



2021

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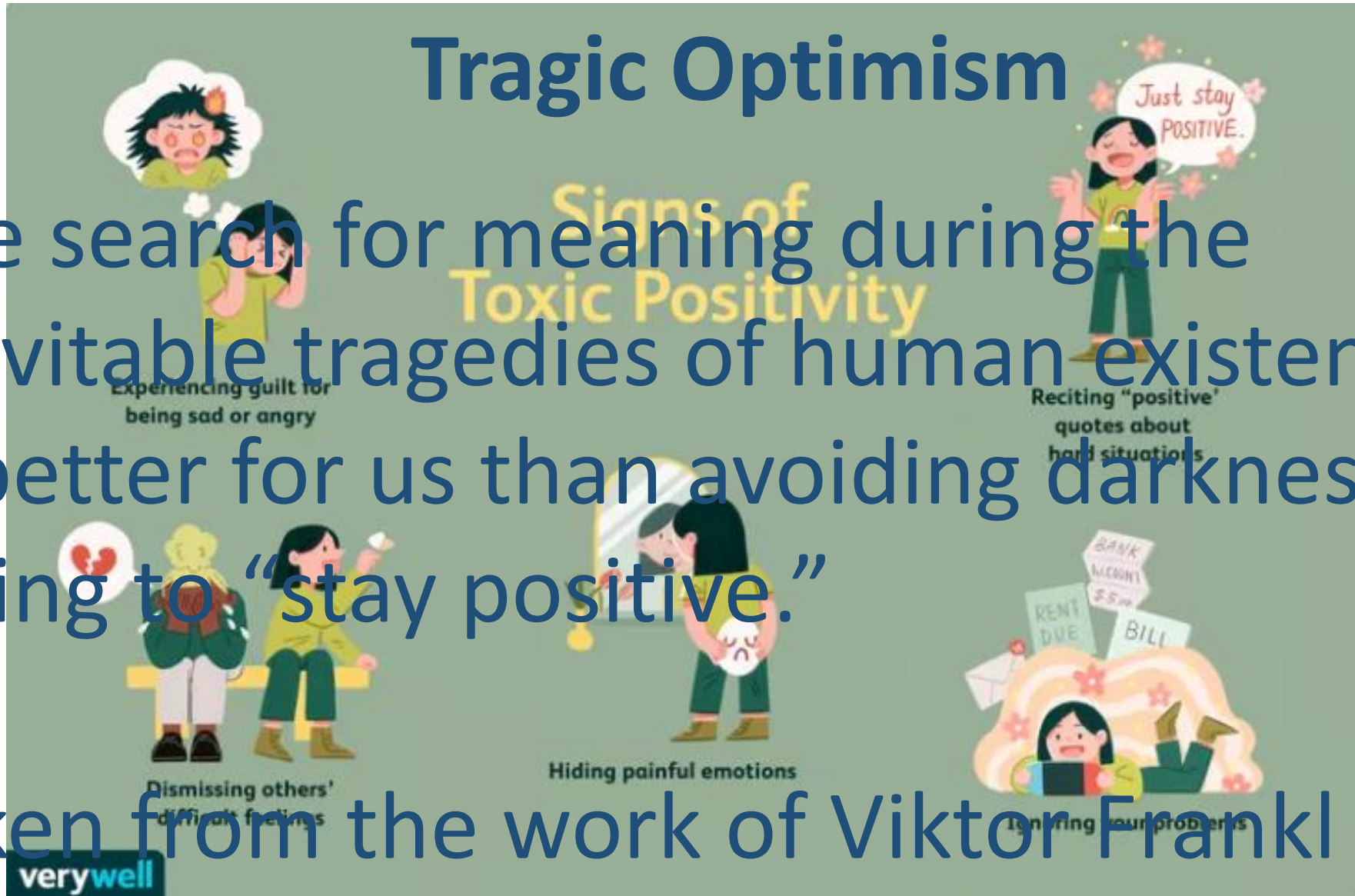


Weird vernacular...

Tragic Optimism

The search for meaning during the inevitable tragedies of human existence. It is better for us than avoiding darkness and trying to “stay positive.”

Taken from the work of Viktor Frankl



Stockdale Paradox

James Stockdale

United States Navy Medal of Honor
recipient (1923-2005)



Ability to balance optimism with realism in the face of difficulty.

“You must never confuse faith that you will prevail in the end—which you can never afford to lose—with the discipline to confront the most brutal facts of your current reality, whatever they might be.”

Self-Care & Joy, it's a thing!

ANA: According to the ANA Code of Ethics, the nurse owes the same duties to self as to others, including the responsibility to promote health, safety and well-being as well as to preserve wholeness of character.



IHI FRAMEWORK FOR IMPROVING JOY IN WORK

“In our work in health care, joy is not just humane; it’s instrumental. As my colleague Maureen Bisognano has reminded us, “You cannot give what you do not have.” The gifts of hope, confidence, and safety that health care should offer patients and families can only come from a workforce that feels hopeful, confident, and safe. Joy in work is an essential resource for the enterprise of healing.”

*Donald M. Berwick, MD President Emeritus and Senior Fellow
Institute for Healthcare Improvement*

Figure 2. IHI Framework for Improving Joy in Work



Joy v. Happiness

A state of mind and an orientation of the heart.

- It is a settled state of contentment, confidence and hope
- Intentional choice
- Soul experiences joy—body displays the results of soulful joy
 - Tears of joy
 - Beaming with joy

What generates **joy** in you?

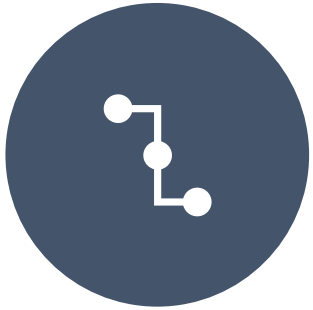


Resilient

From the APA:

- “Psychologists define resilience as the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress—such as family and relationship problems, serious health problems, or workplace and financial stressors.”
 - It’s not just “bouncing back,” it includes GROWTH!

Core Components



CONNECTION



WELLNESS



HEALTHY
THINKING



MEANING

Connection

Prioritize
relationships



Healthy Thinking

- Perspective
- Hope
- Embrace change
- Reflecting on past experiences

FINDING
HOPE

Meaning



- Self-awareness
- Goal-setting
- Meaningful employment
- Altruistic work



Time for a
polling question.

Log onto:
www.menti.com



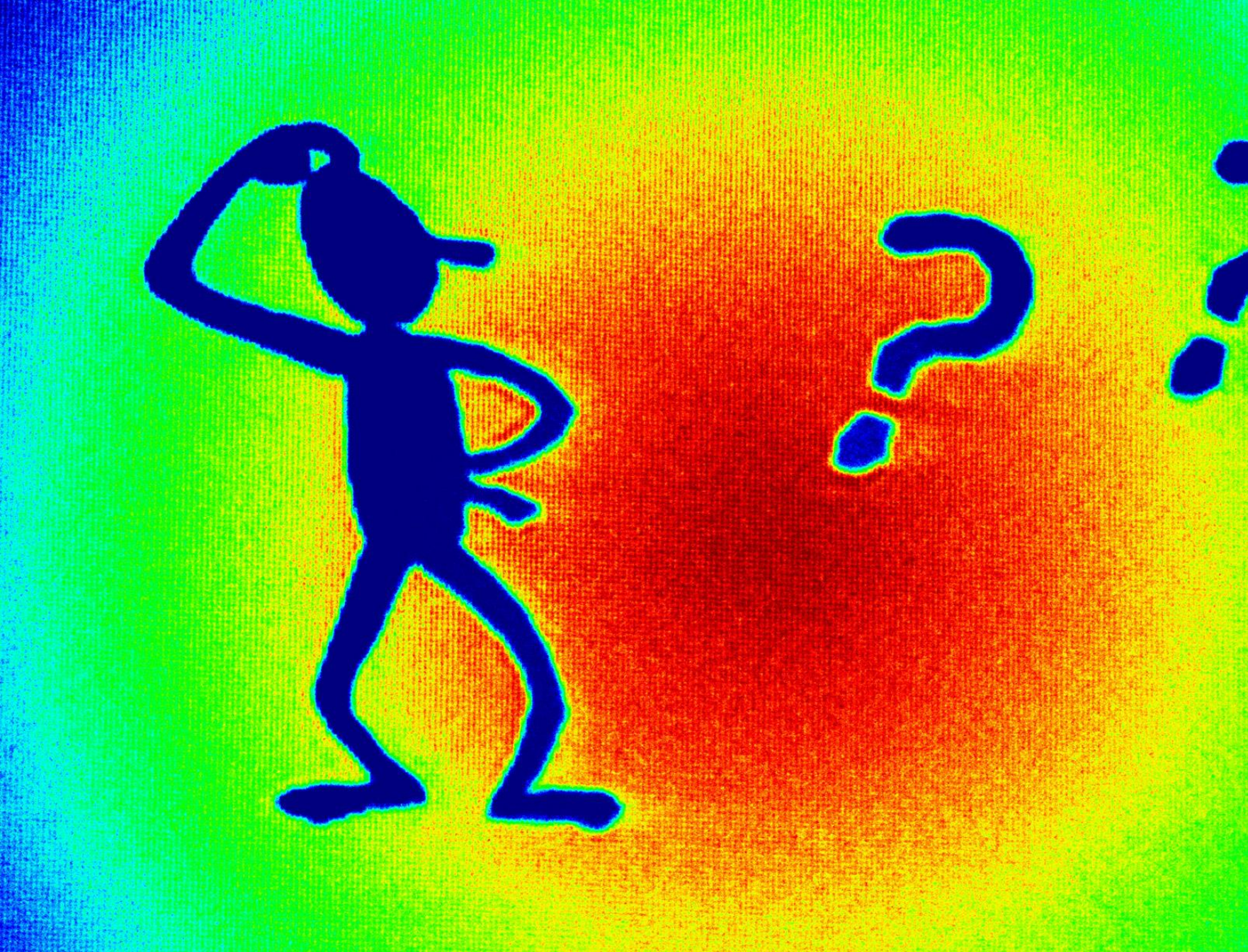
Gratitude & Gratefulness

- Gratitude—a momentary emotion
- Gratefulness, an “overall orientation” that is “not contingent on something happening to us, but rather a way that we arrive to life.”
 - Kristi Nelson, the executive director of A Network for Grateful Living



SELF-CARE, WHAT IS IT REALLY?

The practice
of taking
action to
preserve or
improve
one's own
health.



How
are
YOU
doing?



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Valid and Reliable Survey Instruments to Measure Burnout, Well-Being, and Other Work-Related Dimensions

A key organizational strategy to improving clinician well-being is to measure it, develop and implement interventions, and then re-measure it. A variety of dimensions of clinician well-being can be measured including burnout, engagement, and professional satisfaction. Below is a summary of established tools to measure work-related dimensions of well-being. Each tool has advantages and disadvantages and some are more

Maslach Burnout Inventory (MBI)

The Maslach Burnout Inventory (MBI) is the most commonly used tool to self-assess whether you might be at risk of burnout. To determine the risk of burnout, the MBI explores three components: exhaustion, depersonalization and personal achievement.



Welcome to My Well-Being Index

Whether referred by your institution or recommended from a colleague, we're glad you've chosen to assess and monitor your well-being in a completely anonymous platform.

[Create an Account](#)

ProQoL

Professional Quality of Life

www.proqol.org

CARING FOR YOURSELF IN THE FACE OF DIFFICULT WORK

Our work can be overwhelming. Our challenge is to maintain our resilience so that we can keep doing the work with care, energy, and compassion.

10 things to do each day

1. Get enough sleep.
2. Get enough to eat.
3. Vary the work that you do.
4. Do some light exercise.
5. Do something pleasurable.
6. Focus on what you did well.
7. Learn from your mistakes.
8. Share a private joke.
9. Pray, meditate or relax.
10. Support a colleague.

**For More Information see your supervisor or visit www.istss.org,
www.proqol.org and www.compassionfatigue.org**

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FOCUSING YOUR EMPATHY

Your empathy for others helps you do your job. It is important to take good care of your feelings and thoughts by monitoring how you use them. The most resilient workers are those that know how to turn their feelings to work mode when they go on duty, but off-work mode when they go off duty. This is not denial; it is a coping strategy. It is a way they get maximum protection while working (feelings switched to work mode) and maximum support while resting (feelings switched off-work mode).

How to become better at switching between Work and Off-Work Modes

1. Make this a conscious process. Talk to yourself as you switch.
2. Use images that make you feel safe and protected (work-mode) or connected and cared for (non-work mode) to help you switch.
3. Develop rituals that help you switch as you start and stop work.
4. Breathe slowly and deeply to calm yourself when starting a tough job.

Event + Response = Outcome

Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

Viktor E. Frankl, Man's Search for Meaning

Things we already know:

Nurses whose own emotional reservoirs are low are less equipped to meet the care needs of their patients, and this may negatively impact patient safety

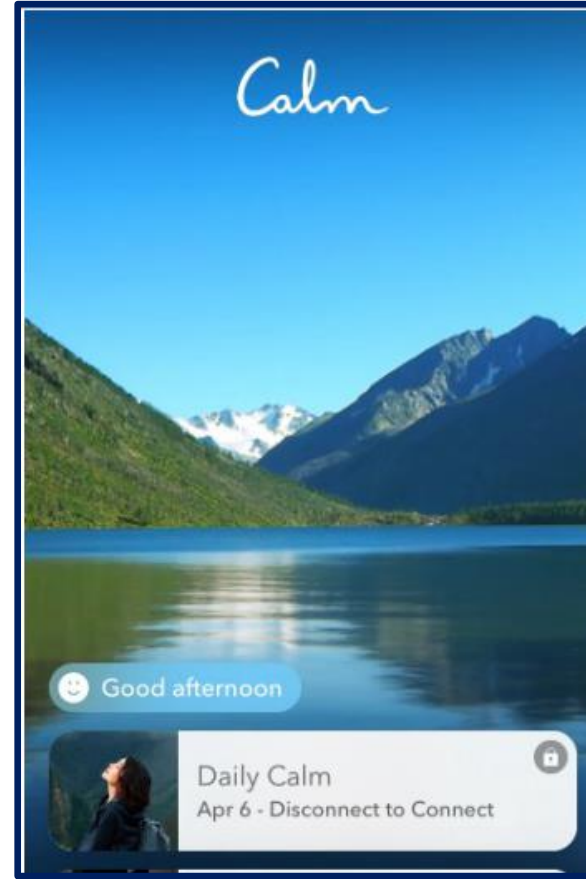
(Laschinger & Leiter, 2006).





What do you do for self-care?

There's an app for that!



At Stop, Breathe & Think, we believe that taking a few minutes each day to feel the calm is as important as regular exercise. If we can help more of you regularly find peace of mind, we're doing our part to help make the world a better place.

APP CREDITS

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Rituals

- What is your daily intention?
- How do you prepare for work?
- How do you disconnect from work?

Create Your Own Self-Care Plan: “Now, then...”





She generally gave herself

Very Good
Advice

Though she very seldom followed it.

Blessing of the Hands

May these hands that touch life
continue to bring others the gifts of
strength, comfort, hope and peace.
May those same gifts be yours in abundance
as you fulfill your special calling
in this place and in the world.
May the spirit of wholeness be with you,
awakening healing power within.
May the spirit of harmony
restore rhythms of body, mind and spirit.
May love touch you, strengthen you and give you peace.

