

Fill Your Own Cup First: *Prehab for Nurses*

Terry S. Johnson, APN, NNP-BC, ASPPS, MN
Clinical Education Director
Prolacta Bioscience



1

Disclosure Statement

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- I am an employee of Prolacta Bioscience
- Clinical Education Director
- **I personally developed this slide deck**
 - It is strictly for educational purposes and is my own work
 - It is without bias, branding, or commercial influence
 - It is to the best of my knowledge evidence-based
 - I will make no recommendation for any off-label use of a drug, nutritional, or medical device



2

Objectives

- 1 Expand awareness/knowledge regarding work related stress for nurses/HCPs
- 2 Define the concept of "prehab" as an intervention for the nurses/HCPs stress management
- 3 Identify 3 self care interventions for the nurses/HCPs management of workplace associated stress



3

Morbidity and Mortality Weekly Report: MMWR

CDC Centers for Disease Control and Prevention
CDC 24/7. Saving Lives. Protecting People™

Morbidity and Mortality Weekly Report (MMWR)

Vital Signs: Health Worker–Perceived Working Conditions and Symptoms of Poor Mental Health Quality of Worklife Survey, United States, 2018–2022

Early Release | October 24, 2023 | 72



4

Nursing: State of the Profession

NCSBN
Leading regulatory excellence

Shortages and Crisis

POSTED 04/13/2023

The data reveals that 100,000 nurses left the workforce during the pandemic and by 2027, almost 900,000, or almost one-fifth of 4.5 million total registered nurses, intend to leave the workforce, threatening the national health care system at large if solutions are not enacted.

FOR IMMEDIATE RELEASE



[https://www.ncsbn.org/news/ncsbn-research-projects-significant-nursing-workforce-shortages-and-crisis#:~:text=Approximately%20100%20nurses%20left%20the%20workforce%20during%20the%20pandemic%20and%20by%2027%20almost%20900%20000%20or%20almost%20one-fifth%20of%204.5%20million%20total%20registered%20nurses%20intend%20to%20leave%20the%20workforce%20threatening%20the%20national%20health%20care%20system%20at%20large%20if%20solutions%20are%20not%20enacted.](https://www.ncsbn.org/news/ncsbn-research-projects-significant-nursing-workforce-shortages-and-crisis#:~:text=Approximately%20100%20nurses%20left%20the%20workforce%20during%20the%20pandemic%20and%20by%2027%20almost%20900%20000%20or%20almost%20one-fifth%20of%204.5%20million%20total%20registered%20nurses%20intend%20to%20leave%20the%20workforce%20threatening%20the%20national%20health%20care%20system%20at%20large%20if%20solutions%20are%20not%20enacted.,text=Approximately%20100%20nurses%20left%20the%20workforce%20during%20the%20pandemic%20and%20by%2027%20almost%20900%20000%20or%20almost%20one-fifth%20of%204.5%20million%20total%20registered%20nurses%20intend%20to%20leave%20the%20workforce%20threatening%20the%20national%20health%20care%20system%20at%20large%20if%20solutions%20are%20not%20enacted.)

5

Nursing: State of the Profession

- ~100,000 RNs left the workforce during the COVID-19 pandemic in the past two years due to stress, burnout and retirements
- Another 610,388 RNs report an *"intent to leave"* the workforce by 2027 due to stress, burnout, and retirement
- 188,962 additional RNs younger than 40 years old report similar intentions
- Altogether, about *one-fifth of RNs* nationally are projected to leave the health care workforce



[https://www.ncsbn.org/news/ncsbn-research-projects-significant-nursing-workforce-shortages-and-crisis#:~:text=Approximately%20100%20nurses%20left%20the%20workforce%20during%20the%20pandemic%20and%20by%2027%20almost%20900%20000%20or%20almost%20one-fifth%20of%204.5%20million%20total%20registered%20nurses%20intend%20to%20leave%20the%20workforce%20threatening%20the%20national%20health%20care%20system%20at%20large%20if%20solutions%20are%20not%20enacted.](https://www.ncsbn.org/news/ncsbn-research-projects-significant-nursing-workforce-shortages-and-crisis#:~:text=Approximately%20100%20nurses%20left%20the%20workforce%20during%20the%20pandemic%20and%20by%2027%20almost%20900%20000%20or%20almost%20one-fifth%20of%204.5%20million%20total%20registered%20nurses%20intend%20to%20leave%20the%20workforce%20threatening%20the%20national%20health%20care%20system%20at%20large%20if%20solutions%20are%20not%20enacted.,text=Approximately%20100%20nurses%20left%20the%20workforce%20during%20the%20pandemic%20and%20by%2027%20almost%20900%20000%20or%20almost%20one-fifth%20of%204.5%20million%20total%20registered%20nurses%20intend%20to%20leave%20the%20workforce%20threatening%20the%20national%20health%20care%20system%20at%20large%20if%20solutions%20are%20not%20enacted.)

6

Nursing: State of the Profession

- Analysts predict that the job market for NICU RNs will **grow 12%** from 2018 to 2028
- In general, the employment for RNs is projected to **increase 6%** from 2021 to 2031
- That breaks down to about **203,200** job openings for RNs every year, on average, over the coming decade

"The data reveals that 100,000 nurses left the workforce during the pandemic and by 2027, almost 900,000, or almost one-fifth of 4.5 million total registered nurses, **intend** to leave the workforce, threatening the national health care system at large **if solutions** are not enacted."

<https://hmg.assosiateonline.com/the-job-outlook-for-travel-nicu-nurses/>

7

Nursing: State of the Profession

Where Are "We" Post COVID?

" A quarter to half of nurses reported feeling

"Emotionally drained"	50.8%
"Used up"	56.4%
"Fatigued"	49.7%
"Burned out"	45.1%
"End of the rope"	29.4%



"...a few times a week" or "every day..."

<https://www.ncsbn.org/news/ncsbn-research-projects-significant-nursing-workforce-shortages-and-practice---text-Approximately%201.000-2.000nurses%20leave%20the%20workforce%20every%20year%20due%20to%20burnout%20and%20retirement>

8

Nursing: State of the Profession

Where Are "We" Post COVID?



Findings	
Emotional exhaustion	34.1%
Depersonalization	12.6%
Lack of personal accomplishment	15.2%

Risk Factors
↑ Younger age
↓ Social support
↓ Family/colleague readiness to cope with COVID outbreak
↑ Working time in isolation
↑ High-risk environment
↓ Inadequate material resources
↓ Inadequate human resources
↑ Workload
↓ Specialized training - COVID

Shaw C, Gallagher K, Petty J, Mancini A & Boyle B (2021). Neonatal nursing during the COVID-19 global pandemic: a thematic analysis of personal reflections. *Journal of Neonatal Nursing*, 27(1): 165-171.

9

Nursing: How Did We Get to Here

▪ We All Started Out Like This...



▪ And Some of Us Have Become This...



10

Legitimate and Illegitimate Stressors



Berner P, Wribell J. The primacy of caring: stress and coping in health and illness. California: Addison-Wesley Publishing Company,1989.

11

Legitimate and Illegitimate Stressors

Legitimate stressors

- Result from the pain and suffering
- Dealing with human tragedy
- Infinite need
- Ignorance, violence, poverty
- Death and dying



Berner P, Wribell J. The primacy of caring: stress and coping in health and illness. California: Addison-Wesley Publishing Company,1989.

12

Legitimate and Illegitimate Stressors

Illegitimate Stressors

- Result from circumstances that prevent adequate caring
 - Limited resources
 - Staffing shortages
 - Fear and risk
 - Work overload
 - Inadequate reimbursement



And the last couple of years it has been an unimaginable amount of both stressor types

Berner P, Whibel J. The primacy of caring: stress and coping in health and illness. California: Addison-Wesley Publishing Company, 1989.

13

13

Compassion Fatigue Syndrome

- Being “depleted, exhausted, numb”
- Symptoms include but not limited to
 - Withdrawal
 - Inappropriate anger or irritability
 - Inability to enjoy life
 - Overwhelmed by endless tasks
 - Chronic fatigue
 - Rigidity
 - Sense of one’s work as routine
 - Shortened attention span
 - Headaches, GI symptoms, neck/back pain



Figley CR (ed.) (2002). Treating Compassion Fatigue. New York, NY: Routledge.

14

14

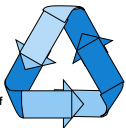
Compassion Fatigue Syndrome

Themes for HCPs

- Compassion Fatigue Syndrome

Exhausted, depleted, numb

Delivering self as product



Vertically ill
Horizontally ill



Sweigart E. Compassion fatigue, burnout, and neonatal abstinence syndrome. Neonatal Now. 2017;36(1):7-11. doi: 10.1891/0730-0832.36.1.7

15

15

Compassion Fatigue Syndrome



16

16

"Prehab" for Nurses



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What is "Prehab"?

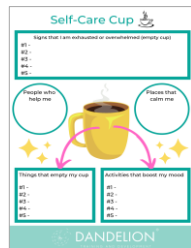
- A "preventive mechanism" to decrease the risk of injury and/or to optimize your functional ability/quality of life
- Described as "prehabilitation" or "preventive rehab" with the goal of reducing the risk for injury
- Focuses on efforts to "decrease the burden" on individuals and the healthcare system

17

17

Fill Your Own Cup First

- LID
- CUP
- SLEEVE



18

<https://dandeliontraininganddevelopment.com/2021/05/10/ways-to-increase-your-self-care/>

18

“Prehab” for Nurses

Evidence Based Strategies

- Awareness
- Debriefing
- Taking Breaks
- Personal Self-care Strategies
- Organizational interventions
- *First, fill your own cup...*



19

“Prehab” for Nurses

Evidence Based Strategies

- **Awareness**
- Vital to overcoming adversity as it makes one take action
- Be attentive to coping strategies that you use & that work for you
- Have n on-going process of ‘self-tuning’ or self-adjustment

Evidence Based Strategies

- **Debriefing**
- Discussing personal experiences is a crucial intervention that supports mental health
- Can be formal or informal

¹Jackson J, Wendall-Walker V, Vanderspank-Wright B et al (2018) Burnout and resilience in critical care nurses: a grounded theory of Managing Exposure, Intensive and Critical Care Nursing, 48, 28-39. doi: 10.1016/j.iccn.2018.07.002; ²Spreitzer G, Sutcliffe K, Dutton J et al (2005) A socially embedded model of thriving at work, Organization Science, 16, 5, 537-549. doi: 10.1287/orsc.1050.0153; ³Shawyer R (2020) How do we recover from COVID-19? Helping diabetic teams foresee and prepare for the psychological harms. Diabetic Medicine, 37, 10, 1655-1657. doi: 10.1111/dme.14360

20

“Prehab” for Nurses

Evidence Based Strategies

- **Taking Breaks**
- Physically removing themselves from the work environment
- Facilitate emotional support and debriefing process
- 95% of nurses said they often ‘skipped breaks during short staffing
- Take time off away from work

Evidence Based Strategies

- **Personal Self-care Strategies**
- Check in with your body
- Adequate sleep
- Spousal support
- Supportive relationships off work
- Consecutive days off
- Eat, Sleep, Play.
- Mindfulness
- Spiritual practices

SOURCE: ¹ Al-Kandari F, Thomas D (2008) Adverse nurse outcomes: correlation to nurses’ workload, staffing, and shift rotation in Kuwaiti hospitals. Applied Nursing Research, 21, 3, 139-146. doi: 10.1016/j.apnr.2006.10.008; ² Chung MH, Kuo TB, Hsu N et al (2012) Recovery after three-shift work: relation to sleep-related cardiac neuronal regulation in nurses. Industrial Health, 50, 3, 24-30. doi: 10.2486/indhealth.ms130

21

“Prehab” for Nurses

▪ **Evidence Based Strategies**

- **Organizational interventions**
 - Managers have a central role
 - Programs for nurses including stress reduction, counselling, mindfulness and exercise
 - Turning down the lights, limiting noise during a shift




Nakai H, Midonikawa S, Murakami M et al (2018) Mental health of nurses after the Fukushima complex disaster: a narrative review. *Journal of Radiation Research* 59, 2, 108-113. doi: 10.1093/jrr/rry023; Riemer HC, Mateo J, Ryan L et al (2015) Decreased stress levels in nurses: a benefit of quiet time. *American Journal of Critical Care* 24, 5, 396-402. doi: 10.4037/ajcc2015706

22

“Call, text, email me anytime...”

Speaker Contact Information:
 Terry S Johnson, APN, NNP-BC, ASPPS, CLEC, MN
 Clinical Education Director
 Prolacta Bioscience
 Email: tjohnson@prolacta.com
 Cell: 630.881.2606



23
