

Caring for yourself first, before caring for patients is much easier said than done. The following information provides facts and assistance to help get you through this difficult time.

Be healthy, be safe and take care of yourself.

WHAT IS BURNOUT?



A SYMPTOM IS

Emotional Exhaustion

Burnout occurs not just when you're physically tired, but when you're emotionally exhausted. Signs are when you don't have the motivation to get up, get moving and finish that one last clinical note. Emotional weight becomes heavier by the day.



A SYMPTOM IS

Depersonalization

This happens when you have an un-empathetic or impersonal response toward recipients of your service, care or instruction. You may feel as though nothing sparks your passion or that you don't have that intrinsic motivation any longer.



A SYMPTOM IS

Dissatisfaction

You may lack feelings of competence and achievement in your work. The feeling of becoming a shell of yourself, losing interest in things you normally enjoy. Maybe you dread going into a patient's room or going home to make yet another dinner.

WHAT ARE FACTORS CONTRIBUTE TO BURNOUT?



Workload

If there is an excessive, the wrong kind, or emotionally draining work.



Community

If there is a lack of connection with others in the workplace.



Control

If there is insufficient control over resources or authority to be effective.



Values

If there is a mismatch between personal values leadership or organizational values.



Fairness

If there is a perceived or true lack of fairness and mutual respect.

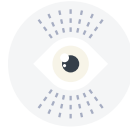


Reward

If there is a lack of appropriate rewards (financial, social or intrinsic).

TIPS TO COMBAT STRESS & BURNOUT

Burnout is a real struggle, however these are some best practices to combat it.



Take a moment to stop & breathe

Most times when we are feeling stressed, we forget to really breathe. Stop what you're doing, take a deep breath and collect yourself. Think about how you can handle the situation rather than spiral out of control.



Take inventory of your stressors

Write down the things that are causing you anxiety, then brainstorm at least one way to reduce each stressor. It might be as simple as asking another nurse, your nurse manager or a PCNA for help.



Say "no" to new commitments

If you're already feeling overwhelmed, get whatever it is you are dealing with under control before you add something else to your plate and overextend yourself. Delegate when possible.



Unplug frequently and daily

With smart phones at our fingertips, it's easy to be available 24/7. But you should set some parameters, such as no mobile phones at mealtimes and no screens of any kind 30 minutes before bedtime.



Set boundaries

This requires some self-control. If you need to leave work to pick up your child, but stay late charting, then you're not setting good work boundaries. If you stay up late and don't get enough sleep, you're not setting good boundaries for work.



Engage in healthy activities

Get enough sleep, eat healthy foods and exercise. Don't be too hard on yourself. If you can't walk during lunch, then walk to a bathroom or refill your water bottle on another floor. If the burrito is tempting, fix a taco salad instead.



Seek support

Contact the St. Joseph's Health Employee Assistance Program through ComPsych. You can call 877-595-5284 or log onto: guidanceresources.com. The Company ID is: EAPComplete. It's completely confidential and available everyday at any hour.



Practice gratitude

When you're feeling stressed, take a second and appreciate the things in your life that are good and bring you some joy. That actually can make you feel better.

WHY THIS IS IMPORTANT

Burnout of front-line staff is twice that of U.S. workers in other fields, and this increases in times of crisis.

The Front-line Abroad

What factors are associated with mental health outcomes among health care workers in Asia who are treating patients with coronavirus disease 2019 (COVID-19)?

In this cross-sectional study of 1257 health care workers in 34 hospitals equipped with fever clinics or wards for patients with COVID-19 in multiple regions of China and elsewhere, a considerable proportion of health care workers reported experiencing symptoms of depression, anxiety, insomnia, and distress, especially women, nurses, those in Wuhan, and front-line health care workers directly engaged in diagnosing, treating, or providing nursing care to patients with suspected or confirmed COVID-19.

These findings suggest that, among these health care workers exposed to COVID-19, women, nurses, those in Wuhan, and front-line health care workers have a high risk of developing unfavorable mental health outcomes and may need psychological support or interventions.

NYT: The Psychological Trauma That Awaits Our Doctors & Nurses

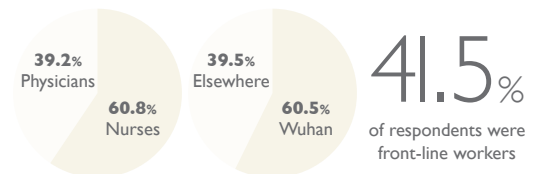
This is the moment to pray for the psychological welfare of our health care professionals. In the months ahead, many will witness unimaginable scenes of suffering and death, modern Pietàs without Marys, in which victims are escorted into hospitals by their loved ones and left to die alone.

I fear these doctors and nurses and other first responders will burn out. I fear they will suffer from post-traumatic stress. And with the prospect of triage on the horizon, I fear they will soon be handed a devil's kit of choices no healer should ever have to make. It's a recipe for moral injury.

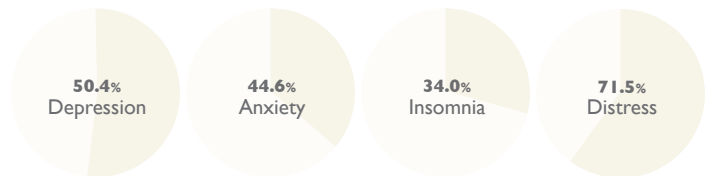
Moral injury is now a looming reality for our front-line medical professionals, should they be forced to ration ventilators or other lifesaving resources. This is not why most of them went to medical and nursing school.

Participants

Demographic data and mental health measurements from 1257 health care workers in 34 hospitals from 1/29/20 to 2/3/20.



Reported Symptoms



Nurses, women, frontline health care workers, and those working in Wuhan, China, reported more severe degrees of all measurements of mental health symptoms than other health care workers. Frontline health care workers engaged in direct diagnosis, treatment, and care of patients with COVID-19 were associated with a higher risk of symptoms of depression, anxiety, insomnia, and distress.

Factors Associated With Mental Health Outcomes Among Health Care Workers Exposed to Coronavirus Disease 2019: <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2763229>

"It's something none of us have been trained for, except perhaps military physicians," Dr. R. Sean Morrison, chair of geriatrics and palliative medicine at the Icahn School of Medicine at Mount Sinai in New York, told me. "There's a tremendous amount of worry about what it'll feel like in the moment."

"The angst that clinicians may experience when asked to withdraw ventilators for reasons not related to the welfare of their patients should not be underestimated," warns the authors of the article in *The New England Journal of Medicine*. "It may lead to debilitating and disabling distress."

The New York Times: [nytimes.com/2020/03/29/opinion/coronavirus-ventilators-rationing-triage.html](https://www.nytimes.com/2020/03/29/opinion/coronavirus-ventilators-rationing-triage.html)



"This article speaks to the many truths that we as medical professionals face daily. It's important, now more than ever, to manage our post-traumatic stress from this COVID-19 pandemic as soon as possible."

DR. CARLOS RUEDA
Chairman Department of Psychiatry & Chief Innovation Officer

THANK YOU!

Notes of gratitude from Sr. Marilyn Thie, Kevin Slavin, Lisa Brady & Judy Padula.

“As you continue this daily fight against COVID-19, I want to express my gratitude for your continued dedication to caring for our patients during this stressful time. As you face enormous challenges and difficulties each day, please know how appreciated your work is to all of us.

You are truly living the Mission of St. Joseph’s, perhaps more meaningfully and dramatically than any of us can recall in recent times. You are all in my daily prayers as you continue to embody the true meaning of our Mission.”



SISTER MARILYN THIE
Board Chair of St. Joseph’s Health

“During these challenging times, we find some comfort in knowing that we are in this together. Thank you for the exceptional work you do every day - especially during this trying time.

We all continue to support you, and reiterate our commitment to safeguard you as you continue to provide the best care to our patients and community.”



LISA BRADY
Senior Vice President & Chief Operating Officer

Remember, we are all in this together!
St. Joseph’s Health has a 24-hour crisis hotline: 973-754-2230.

If you, or someone you care about, are feeling overwhelmed with emotions like sadness, depression, or anxiety, or feel like harming yourself or others, please call the National Suicide Prevention Lifeline: 1-800-273-TALK or call 911.

“We all recognize that the past few weeks have been unlike anything we have ever faced before, but I am truly amazed by everyone’s willingness to step up to the plate to support one another.

Please understand that I, along with all other leadership team members, recognize and appreciate your dedication to caring for those in our community. While we continue to face uncertainty, I am amazed by everyone’s commitment to upholding our mission of providing exceptional care to all those in need.”



KEVIN SLAVIN
President and Chief Executive Officer

“In my 40 years as a nurse, I’ve never seen anything quite like this. This pandemic will change all of us, as it continues to impact our lives here at St. Joseph’s and also at home.

Witnessing how our entire St. Joseph’s Family pulls together to support both our patients and one another gives me incredible confidence that we will get through this... together. Thank you for your continued commitment to caring for those in need.”



JUDY PADULA
Chief Nursing Officer