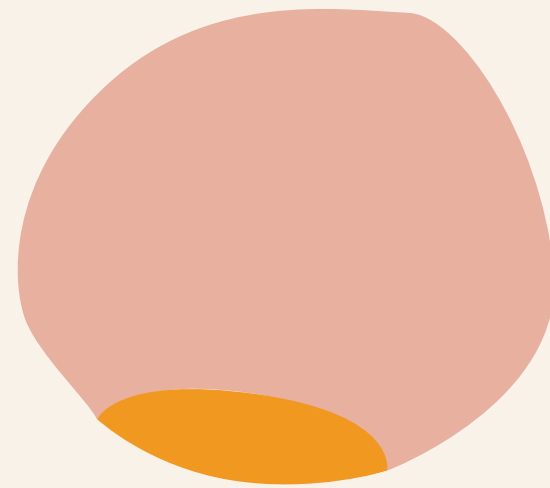
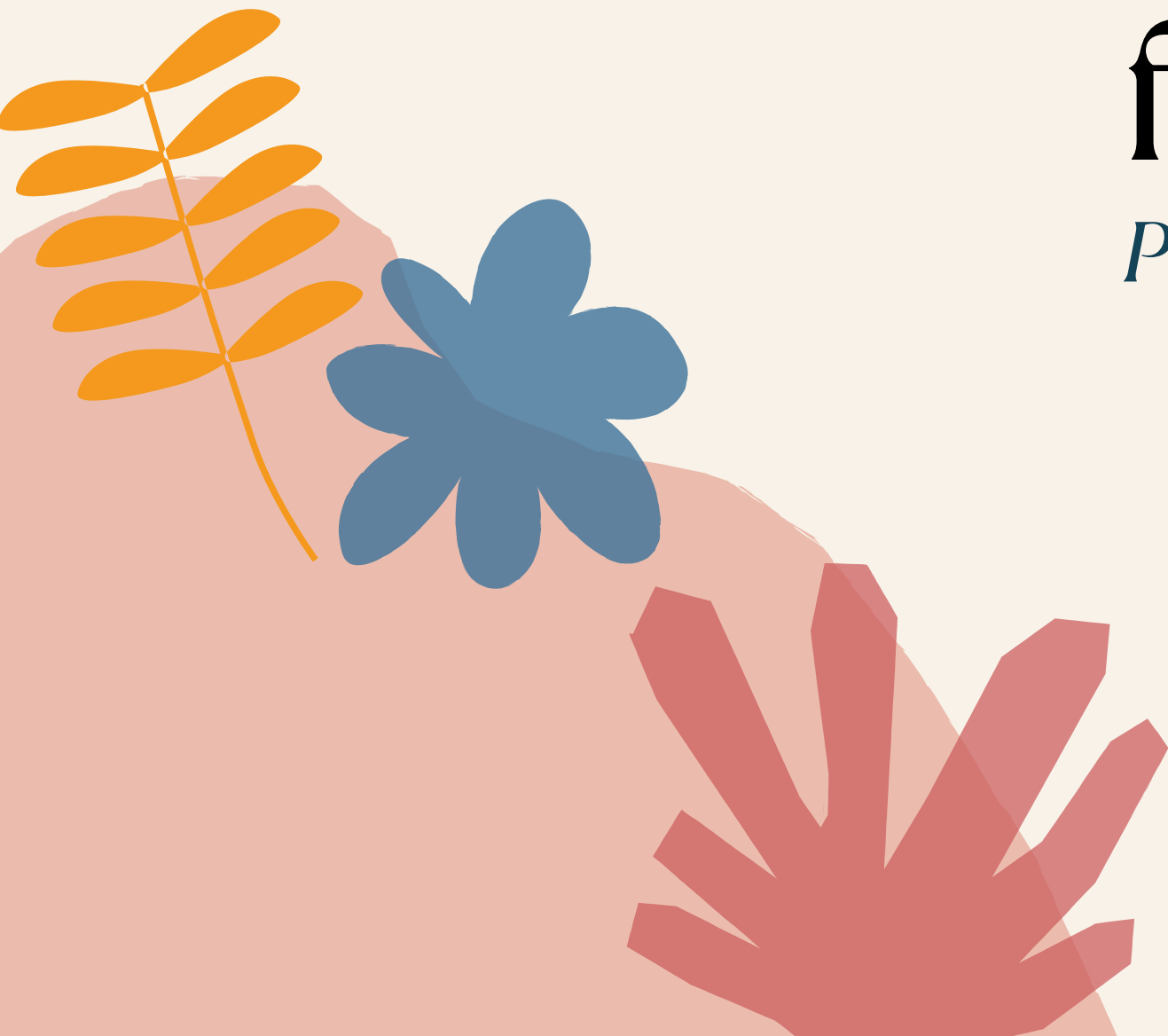




Burn Bright, Don't Burn Out: A Self-Care Guide for Healthcare Workers

Prioritizing Care for the Caregiver, at Work and at Home



Presented by:
Optum Health Enhancement

Gentle Reminders



This Presentation Deals With Topics of a **Sensitive Nature** that You, or a Colleague, may be Experiencing



The Purpose of this Webinar is to Identify **Shared or Common Sources of Stress** for Healthcare Workers, and Ideas to Relieve this Tension, both at Work and at Home



This Presentation is **NOT** Intended to Diagnose, Treat, or Cure any Mental or Physical Health Condition, nor is it Meant as Medical Advice



The Opinions Expressed Herein are **Not Meant to Replace** the Guidance of a Licensed Medical Provider





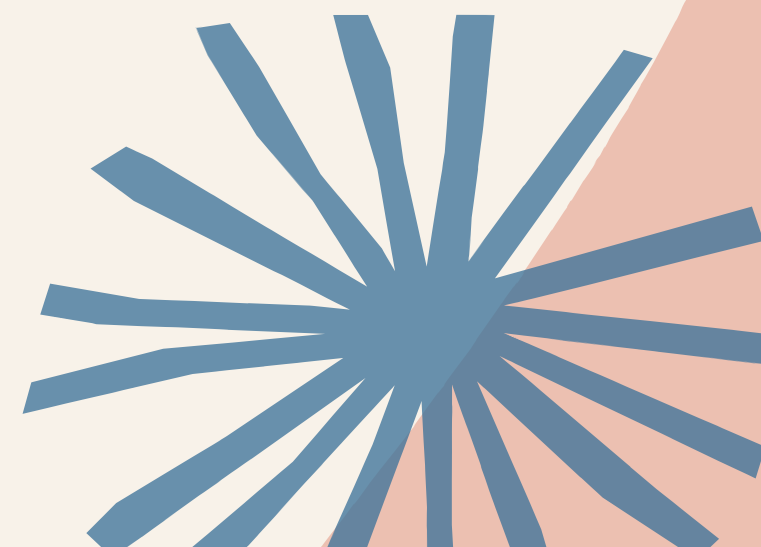
Topics of Discussion

- Stress, Trauma, and Burnout
- Resilience and Team Building
- Mindfulness and Grounding Exercises
- Self-Care: Basics to Benefits
- Next Steps / Resources



Stress, Trauma, and Burnout

How to Recognize the Warning Signs





What is Stress?


Stress is an automatic response to a challenging event or situation, which can manifest itself physically, mentally, or emotionally. Stress is a **normal part of everyday life** and can come from anything - from traffic and bills to disagreements and dentist visits.

There are two major types of stress:

- **Eustress**: "positive stress"
 - Can motivate us to do well
 - Initiates change, action
- **Distress**: "negative stress"
 - Saps focus, decreases performance at work/in life
 - Can lead to health issues



Manage Your Stress by Recognizing the Warning Signs:

- Becoming Easily Angered or Agitated
 - Physical Symptoms: Digestive Upset, Headaches, Tension in Neck or Back
 - Trouble Sleeping
 - Appetite Fluctuations: Either Not Hungry, or Overeating / Bingeing
 - Overwhelming Anxiety, Worry, Feeling of Being Trapped
 - Nervous Tics: Cracking Knuckles, Itching or Scratching, Tapping Feet or Fingers
 - Increased Dependence on Alcohol, Drugs, or Caffeine
- 





What is Trauma?



Trauma is an individual's **mental and emotional response** to a distressing experience.

Unlike stress or stressful incidents, trauma and/or traumatic events are marked by the following criteria:

- **Sudden and Unpredictable**
- **Involving a Serious Threat to Life, Limb, or Safety**
- **Feel Beyond a Person's Ability to Control**

Four Types of Trauma



1

Acute Trauma: Intense Distress in the wake of a *One-Time Event*; Reaction Tends to be Short-Lived (i.e. accident, death)

2

Chronic Trauma: Arises from *Repeated, Sustained Exposure* to Harmful Event(s) (i.e. abuse, neglect, bullying)

3

Complex Trauma: Exposure to Repeated or Multiple Traumatic Events from which there is *no possibility of escape* (i.e. war)

4

Secondary (Vicarious) Trauma: Can Develop from Exposure to the Suffering or Traumatic Events of *Others* (commonly seen in first responders, HCWs, law enforcement)



The Effect of Trauma on the Body

The body's trauma response is physical; the sympathetic nervous system (SNS) releases stress hormones that prepare for fight/flight/freeze response.

When the crisis goes away, the experience *should* fade from memory. But for some, these distressing feelings can linger, causing severe emotional damage in the form of intense anger, depression, survivor's guilt, loss of feelings of interest/pleasure, and post-traumatic stress disorder (PTSD).

Warning Signs: Trauma

- Sleep Issues or Disorders
- Feelings of Hopelessness
- Chronic Exhaustion
- Hypervigilance
- Strong Feelings of Guilt
- Unusual Anger or Cynicism
- Reliance on Drugs, Alcohol, or other Substances to Numb or Cope with Daily Life/Tasks

Warning Signs: PTSD

- Recurrent, distressing memories of the traumatic event
- Flashbacks of traumatic event
- Severe emotional distress when triggered re: traumatic event
- Memory Issues
- Self-Destructive Behavior
- Feeling "Flat" or "Detached"
- Intrusive Thoughts



What is Burnout?

Burnout is a special kind of **work-related stress** that involves **exhaustion** (mental and physical), a nagging sense of **uselessness** or **lack of accomplishment**, and a **loss of personal and professional direction**. Unlike trauma, it does *not* carry a medical component or diagnosis.

Burnout can be caused by:

- Loss or Lack of Control at Work
- Ambiguous Expectations
- Extremes of Activity - either too much or too little at once
- Work-Life Imbalance
- Lack of Support at Work/Home



Warning Signs & Health Consequences of Burnout

Burnout's warning signs look very similar to those of stress... because it IS stress!

- Depression/Anxiety
- Anger/Irritability
- Reduced Capacity for Positive Emotion
- Alcohol/Substance Use

Physical Symptoms:

- Excessive Fatigue
- Increased likelihood for Heart Disease, Hypertension, Respiratory Issues
- Higher Risk for Type 2 Diabetes

Preexisting Stressors for HCWs

There are many stressful elements in the field of healthcare

- Witnessing People Die
- Attempting to Resuscitate Patients
- End-of-Life Discussions with Family Members
- Verbal and Physical Abuse from Patients or Visiting Family Network
- General Sensory/Processing Overwhelm

What's the Solution?

*A Look at Resilience and
Team-Building in Healthcare*





Proper Care Requires More than Knowledge

HCWs can counter the corrosive effects of the pandemic, and the stress of their professions, by strengthening the qualities of:

- Resilience
- Gratitude/Positive Reframing
- Mindfulness
- Emotional Strength
- Team Building



What is Resilience?

Resilience (from Latin, *resilire*) literally means "to leap, spring, or bounce back."

Emotionally speaking, it is the ability to **cope with change**, especially that which results in negative outcomes.

If someone is **resilient**, they are able to return to a healthy/core sense of self, even after a setback or difficult experience.





How Can We Build Resilience?

- Taking Care of our Minds, Bodies, and Spirits
 - Understanding it's never "one thing only"
- Prioritizing Relationships
 - Both at Work and at Home
- Engaging in **Intentional** Self-Care
- Practicing Mindfulness



Mindfulness and Grounding Exercises

*How to Handle Extreme Stress by Taking a
Moment to Pause, Reflect, and Breathe*





What is Mindfulness?

Mindfulness is literally the act of being fully present - and finding a different way to connect to what's going on around us.

- It's not about relaxing or meditating; rather, **staying grounded** in the **present moment**
- Mindfulness can be practiced anytime, anywhere - even a **minute or two**
- It's **not about forcing** yourself to be cool and calm, but simply **sitting** with your emotions
- The goal of a mindfulness practice is to **increase awareness** so that you may respond to situations with **conscious choice**, rather than **reacting automatically**



Grounding Exercises

What can you do in a situation is so stressful that you begin to feel overwhelmed? Try one of these basic "grounding" exercises to connect with your five senses and clear your mind.



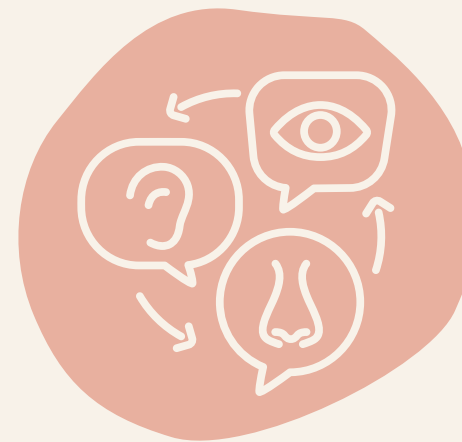
The Body Scan:

Take a moment to sit. Starting at your feet, allow your awareness to drift all the way up to the crown of your head, focusing on how you feel along the way. Pay attention to areas that need TLC.



Clasp and Release:

Grasp your hands together as tightly as you can for **five seconds**. Release and pay attention to the sensation. Focus your attention there as long as it lasts, staying in the present moment.



5-4-3-2-1 Technique:

This grounds the mind in the present moment.


Focus on:

- 5 things you can **see**
- 4 things you can **touch**
- 3 things you can **hear**
- 2 things you can **smell**
- 1 thing you can **taste**



Breathing Exercises

These help to slow our heartbeat and avert an anxious or panicked response.





Easy Breathing Exercises for Beginners

Belly Breath

Take a moment to focus on where your breath is coming from. Shallow breathing (chest breathing) limits the lungs' capacity, resulting in tension and anxiety.

Diaphragmatic (or "belly") breathing fills the lungs/abdomen to capacity for full oxygen exchange, which can slow our heartbeat and lower blood pressure.

Aim to practice "belly breathing" daily, building time as you go.

4-7-8 Series

This exercise helps to calm the nervous system by controlling the ebb & flow of oxygen:

- Take a deep breath, then fully exhale from your mouth
- Close your mouth and inhale through your nose to a count of **four**
- Hold your breath to a count of **seven**
- Exhale from your mouth, pushing out all remaining air to a count of **eight**

Four-Square Breathing

Four-Square, or "Box Breathing," is a very simple technique to help you get started focusing on your breath:

- Fully exhale to a count of **four**
- Hold the air out of your lungs for a count of **four**
- Inhale deeply to a count of **four**
- Hold the air in your lungs for a count of **four**
- As you exhale, start the process over

Mindfulness Mantra

Mindfulness Breathing involves focusing on the breath alone, instead of project deadlines, emails, or other things to do!

Try incorporating a "mantra" of a word, phrase, or emotion that speaks to you (i.e. "positivity," "breathe in calm, breathe out worry," etc.) and focus on only that while you slowly inhale and exhale. Start at one minute, then build up time as you go.



Self-Care: Basics and Benefits

Caring for the Caregiver... You!

Self-Care and the Link to Resilience

*We've All Heard of Self Care...
But How Can it Help Us?*

Self-Care is the practice of taking action to preserve or improve one's own health or well-being. It plays a vital role in keeping us healthy, balanced, and able to avoid burnout or exhaustion.

In addition, self-care improves our self-esteem and helps us recognize our own emotional responses to stress, which in turn develops our **cop**ing skills to better manage those stressors.

Mastering our emotions and bouncing back from adversity are two **key components** to resilience.

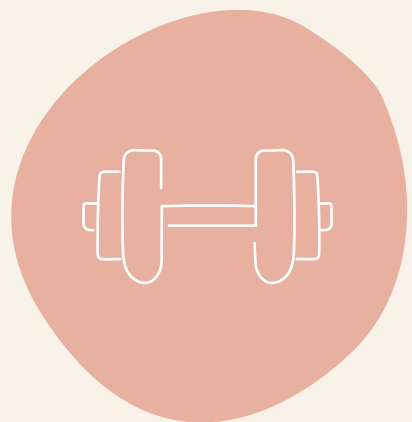


Self-Care isn't Selfish - it's Essential!



Simple Self-Care Practices

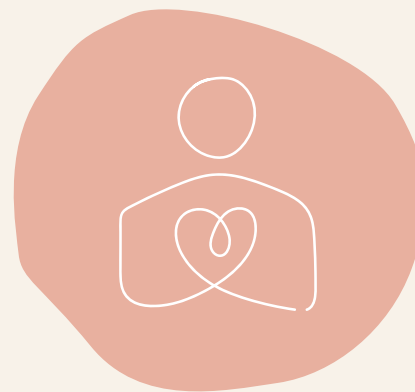
Self-Care doesn't need to be expensive, involve special equipment, or even a trip to the spa! The point is to make sure that we are taking the time to prioritize our health in the midst of our stressful lives.



Physical Activity is Vital! What feels like self-care to your body? Yoga? Walking?



Set and follow times for Work and Rest. Boundaries!



Stay Connected to Those Who Matter Most to You



Eat Well-Balanced meals (with the occasional treat)



Pamper Yourself! Mani/Pedi, Face Mask, Bubble Bath, etc.



Types of Self-Care



1

Physical: Centers around the health and well-being of your body (ex: daily exercise, good nutrition, proper sleep schedule)

2

Mental: Activities that help clear your mind and reduce your stress levels (ex: reading, music, podcasts, puzzles, personal hobbies)

3

Spiritual: Anything that satisfies your need for connection, purpose, and happiness (ex: yoga, faith community, volunteering)

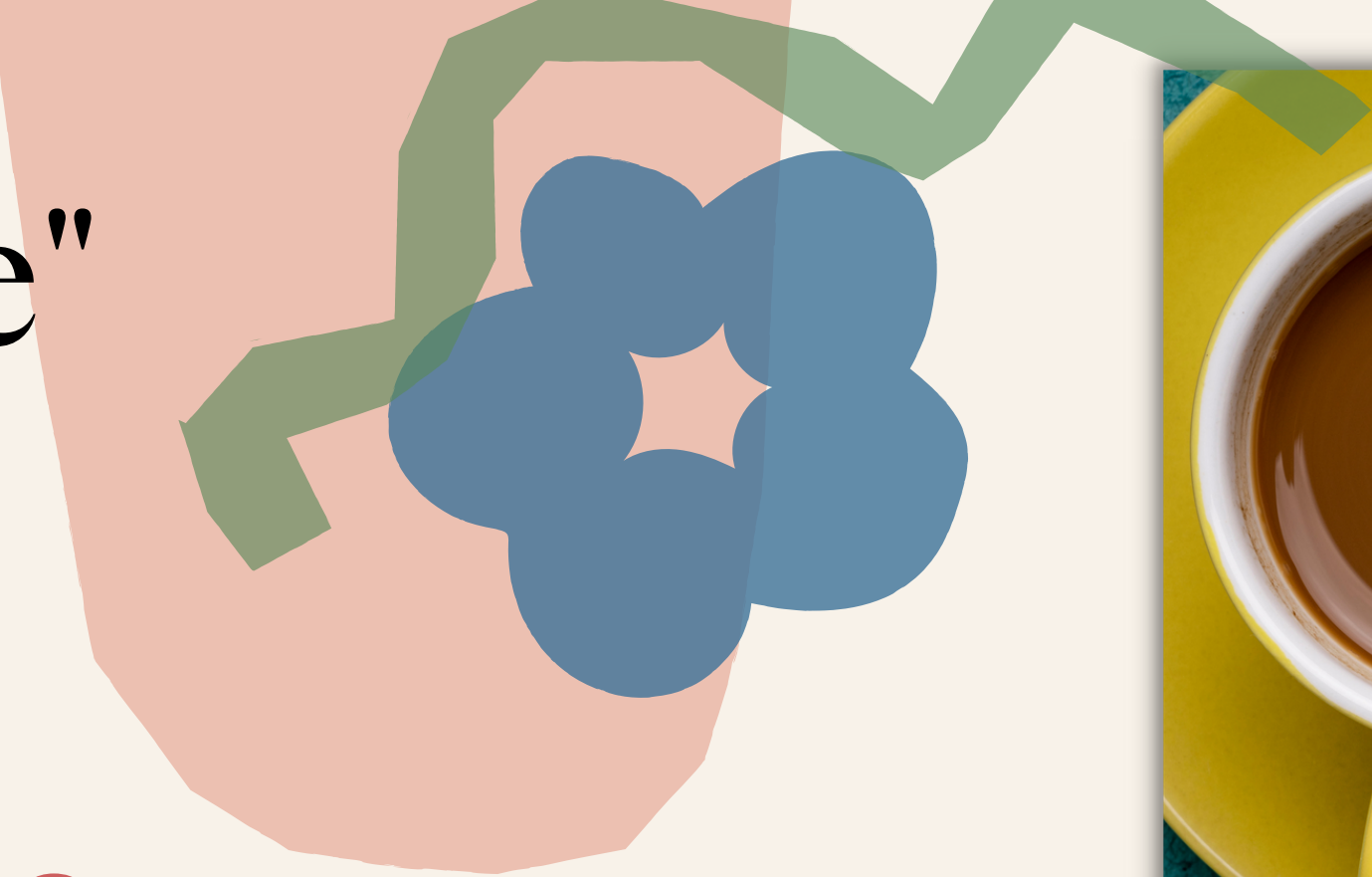
4

Professional: Maintaining an appropriate work-life balance and feeling fulfilled in your career (ex: enforcing boundaries, taking work-free vacations, leaving work at work)

"Self-Care" Means Making Yourself a Priority

Stop making excuses and postponing taking time for yourself! The **key to self-care** is discovering activities that **bring you joy** and reserving time to **make them happen**.

Do whatever it takes - make a non-reschedulable appointment with yourself. Set reminders. Get the help of an "accountability buddy" to make sure you're staying on track. Yes, you're THAT important!





Self-Care Contract

This Contract is Here to Remind Me That I Am **Valued, Appreciated,**
and will **Prove It to Myself** by Prioritizing My Self Care!

In What Way?

How Often?

My "Accountability Buddy" is:

My Signature

Today's Date





Next Steps and Resources

Sometimes our work demands can be overwhelming. Where can we turn for help when we need it?

Wellness Works Here

Your Wellness Team:

Phone: (909) 387-5787

Email: mhm@hr.sbcounty.gov

Employee Wellness Website:

link.sbcounty.gov/Wellness

Employee Assistance Program (EAP):

hr.sbcounty.gov/eap



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