



Nursing Burnout

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What is Nursing Burnout?

- Nursing burnout can happen to nurses with years of experience, newly graduated RNs, and even students in nursing school experience burnout.
- “The term “burnout” describes the emotional state that results in the deployment of unsuccessful coping strategies by those who are experiencing long-term pressure in their work” (Lernihan and Sweeney)

What Are The Signs of Nursing Burnout?

- Every day is a bad day.
- Caring about your work or home life seems like a total waste of energy.
- You're exhausted all the time.
- The majority of your day is spent on tasks you find either mind-numbingly dull or overwhelming.
- You feel like nothing you do makes a difference or is appreciated.
- Physical manifestations can be chronic headaches, back pain, weight gain and/or GI problems.

Dealing with Burnout: The "Three R" Approach

- **Recognize** – Watch for the warning signs of burnout
- **Reverse** – Undo the damage by managing stress and seeking support
- **Resilience** – Build your resilience to stress by taking care of your physical and emotional health



What Causes Nursing Burnout

- Under-staffing
- Home and life issues.
- Feeling like you have little or no control over your work.
- Lack of recognition or rewards for good work.
- Unclear or overly demanding job expectations.
- Doing work that's monotonous or unchallenging.
- Working in a chaotic or high-pressure environment
- Working too much, without enough time for relaxing and socializing
- Being expected to be too many things to too many people.
- Taking on too many responsibilities, without enough help from others
- Not getting enough sleep
- Lack of close, supportive relationships

Personality traits can contribute to burnout

- Perfectionistic tendencies; nothing is ever good enough
- Pessimistic view of yourself and the world
- The need to be in control; reluctance to delegate to others
- High-achieving

Warning signs and symptoms of burnout

- **Physical signs and symptoms of burnout**
- Feeling tired and drained most of the time
- Lowered immunity, feeling sick a lot
- Frequent headaches, back pain, muscle aches
- Change in appetite or sleep habits
- **Emotional signs and symptoms of burnout**
- Sense of failure and self-doubt
- Feeling helpless, trapped, and defeated
- Detachment, feeling alone in the world
- Loss of motivation
- Increasingly cynical and negative outlook
- Decreased satisfaction and sense of accomplishment

Warning signs and symptoms of burnout Cont.

- **Behavioral signs and symptoms of burnout**
- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early

Prevention

- **Start the day with a relaxing ritual.** Rather jumping out of bed as soon as you wake up, spend at least fifteen minutes meditating, writing in your journal, doing gentle stretches, or reading something that inspires you.
- **Adopt healthy eating, exercising, and sleeping habits.** When you eat right, engage in regular physical activity, and get plenty of rest, you have the energy and resilience to deal with life's hassles and demands.
- **Set boundaries.** Don't overextend yourself. Learn how to say "no" to requests on your time. If you find this difficult, remind yourself that saying "no" allows you to say "yes" to the things that you truly want to do.
- **Take a daily break from technology.** Set a time each day when you completely disconnect. Put away your laptop, turn off your phone, and stop checking email.
- **Nourish your creative side.** Creativity is a powerful antidote to burnout. Try something new, start a fun project, or resume a favorite hobby. Choose activities that have nothing to do with work.
- **Learn how to manage stress.** When you're on the road to burnout, you may feel helpless. But you have a lot more control over stress than you may think. Learning how to manage stress can help you regain your balance.

Cost of Burnout

- The financial cost of burnout to organizations and society is significant, but the consequences to the individual staff member can be severe, with the person struggling to retain some semblance of a normal life.
- By reducing the effects of burnout you could improve job performance, patient satisfaction, reduce nursing turn over, and improve unit morale.

How do you deal with burnout?

- SHOPPINGGGG
- Watching TV
- Relaxing
- Drinking
- Watching horror flicks
- Walking my dog
- Getting outside

Volunteer Your Time or Expertise

- One of the best feelings in the world is giving back to others.
- As a nurse, you have tons of knowledge and experience, so why not share your skills with someone else
- Where to volunteer?
 - Volunteer.gov, American Red Cross, Serve.gov, Volunteers of America, and Habitat for Humanity



Sleep

- Stress causes insomnia by making it difficult to fall asleep and to stay asleep, and by affecting the quality of your sleep.
- Set your bedtime and your wake-up time.
- Spend some time winding down.
- The bedroom should be visually pleasing and very comfortable.
- For more information
<http://www.sleepfoundation.org>

Visit the Shooting Range

- “Before you tear down your curtains and punch that hole in your wall, consider paying a visit to your local shooting range”.
- Loading a gun, aiming, squeezing the trigger can be calming. It releases the physical tension that’s been building up from your stress.



Take a Bath with Candles and Aromatherapy

- The healing properties of water have many stress-relieving benefits and allow the body to fall into a deeper sleep.
- Submerging in a bath tub relieves your body from the constant pull of gravity, and heated water relaxes muscle tension, improving circulation, range of motion and energy flow.

Get Your Adrenaline Pumping

- Exercise and the adrenaline it produces has been proven to help people relax . There are tons of great ways to exercise that don't involve weights, spandex, or protein powder.
- Pilates, Yoga, Cycling, Aerobics, and Kickboxing are great ways to get your adrenaline pumping.

Make “To-Do” Lists and Actively Check Off Items

- Organize
- Each time you complete a task, check it off. The action of crossing something off a list is a way to see how much you’ve accomplished in a day.





MASSAGE

- Massage reduces anxiety and the level of stress hormones in the body, improves circulation and your immune system, and increases your self-esteem via direct contact with another person through touch.
- Your body can go through significant wear and tear from being on your feet tending to patients, or hunched over a desk all day. Relax by a massage of a significant other or look up a massage school near you for a discounted massage.

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