WHAT IS RESILIENCY AND HOW DO YOU BUILD IT?

DEVELOPING RESILIENCY AMONG NURSE ANESTHESIOLOGISTS UTILIZING THE COMMUNITY RESILIENCY MODEL

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LEARNER OUTCOMES

Review current evidence on occupational risk to CRNAs mental health.

2

Describe a need for resiliency and an evidence-based model for education and practice. 3

Recognize opportunities for resiliency in the workplace by expanding on the Community Resiliency Model, an evidence-based model for regulation of autonomic responses to stress.

OCCUPATIONIAL RISKS TO CRNAS

Occupational Risks to CRNAs Mental Health

WORKING IN HEALTHCARE - STRESS



70% of nurses report high levels of stress compared to 30% of physicians

American

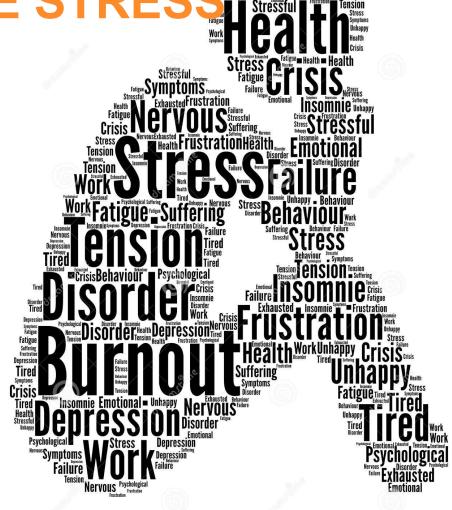
Nurses

Foundation

[ANF], 2022

CRNA WORKPLACE STRESS

- 10% shortage of anesthesia providers
- Travel CRNAs
- Additional call and overtime shifts
- Increased demand from following the global pandemic
- An aging workforce
- Diminished resources
- Second Victim Phenomenon



dreamstime.com

ID 243949552 @ Ricochet69

STRESS CAN LEAD TO BURNOUT



- According to the April 2022 AANA
 Journal article on burnout, job satisfaction,
 and turnover among CRNAs during COVID 19, nearly 40% of CRNAs reported high
 levels of occupational burnout during the
 pandemic.
- Approximately 80% reported high levels of disengagement along with exhaustion.
- In addition, Spok, a global leader in healthcare communications, reports that 96% of clinicians have experienced burnout.
- Up to 40% providers demonstrate signs of compassion fatigue.

COMPASSION FATIGUE AND ADVERSE EVENTS

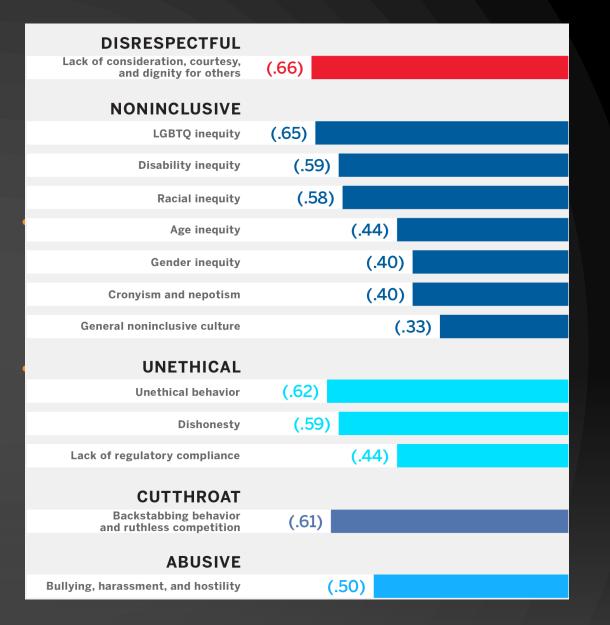
- Less likely to have have awareness and surveillance in the operating room
- Increases in medical errors positively correlate with burnout
- Providers are 2.2 times more likely to make a medication error
- Associated with higher levels of patient mortality

Rink LC, Oyesanya TO, Adair KC, Humphreys JC, Silva SG, Sexton JB. Stressors Among Healthcare Workers: A Summative Content Analysis. Glob Qual Nurs Res. 2023 Mar 30;10:23333936231161127. doi: 10.1177/2333936231161127. PMID: 37020708; PMCID: PMC10068501.



TOXIC WORK CULTURE

- Abusive management
- Lack of diversity
- No boundaries or trust
- Unhealthy interpersonal relationships



NEED FOR RESILIENCY

WHAT IS TRAUMA?



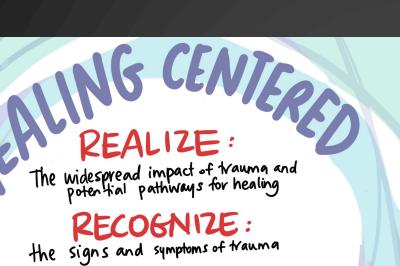


TRAUMA AND PTSD

- Post Traumatic Stress Disorder
 - Re-experiencing symptoms (e.g., flashbacks, distressing thoughts, recurring memories or dreams related to the event)
 - Avoidance symptoms (e.g., staying away from places, events, or objects that are reminders of the experience, avoiding thoughts)
 - Hyperarousal symptoms (e.g., having difficulty concentrating, feeling irritable, difficulty falling or staying asleep, feeling "on edge" or tense)



TRAUMA INFORMED CARE FOR OURSELVES



RECOGNIZE:
the signs and symptoms of trauma

RESPOND: by fully integrating knowledge of trauma into policies, practices + settings

1:47

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resiliency in CRNAs and SRNAs

Posts You've Seen

Most Recent Posted by

I'm wondering why the comments got turned off on my post? Could one of the moderators fix this please?

To all the educators out there... Could we please stop with all of the research on student resilience and CRNA coping mechanisms and self-care.

We don't need to become more resilient. To get to where we are we had to be extraordinarily resilient. Could we please start looking at the intrinsic violence, verbal, emotional and physical that goes on in healthcare? Could someone please look at at the long standing patriarchal sexism that is built into healthcare? The ascending bullying from the nursing staff?

First step to solving any problem is defining the problem.

Resilience isn't the problem.

Moral injury, power inequity, toxic medical culture is the problem.

I got asked what I would like to see researched...

I'd like to see data numbers collected for how often anesthesia providers are argued with preoperatively about moving a case forward when they have concerns.

look at what is considered hostile language or behavior from surgeons, nursing staff, c-suite and the ramifications of not treating it

Measuring perceived versus actual power in the entire operative suite. Ramifications of a high level of responsibility with a low level of power.

C-suite bullying of physician anesthesiologist and nurse anesthesiologist. The physicians get threatened with us... We get threatened with AAs.













EVIDENCE-BASED SOLUTIONS TO INCREASING RESILIENCY FOR THE WORKPLACE

- Creative staffing approaches
- Communicate best practices
- Promote well-being in the workplace
- Blame-free work culture

EVIDENCE-BASED SOLUTIONS TO INCREASING RESILIENCY - SELF

- Eat, sleep, and exercise regularly
- Take breaks from patient care
- Stay connected
- Perform self-check ins
- Community Resiliency Model

Me trying to excel in my career, maintain a social life, drink enough water, exercise, text everyone back, stay sane, survive and be happy







THE COMMUNITY RESILIENCY MODEL (CRM)®

BY
ELAINE MILLER-KARAS, LCSW
www.traumaresourceinstitute.com

WHAT IS THE COMMUNITY RESILIENCY MODEL

- l Human beings respond to stressful and traumatic experiences in similar ways.
- 2 Our reactions and emotions are biological responses to experiences. It is biology and not human weakness.
- 3 Human beings are resilient. They are able to bounce back to their best selves after difficult life experiences.
- 4 Current scientific research shows that the brain can be changed. The more you use the skills just as the body is hard-wired to survive, it is also hard-wired to recover and heal.



The Resilient Zone - "OK" Zone

Resilient Zone

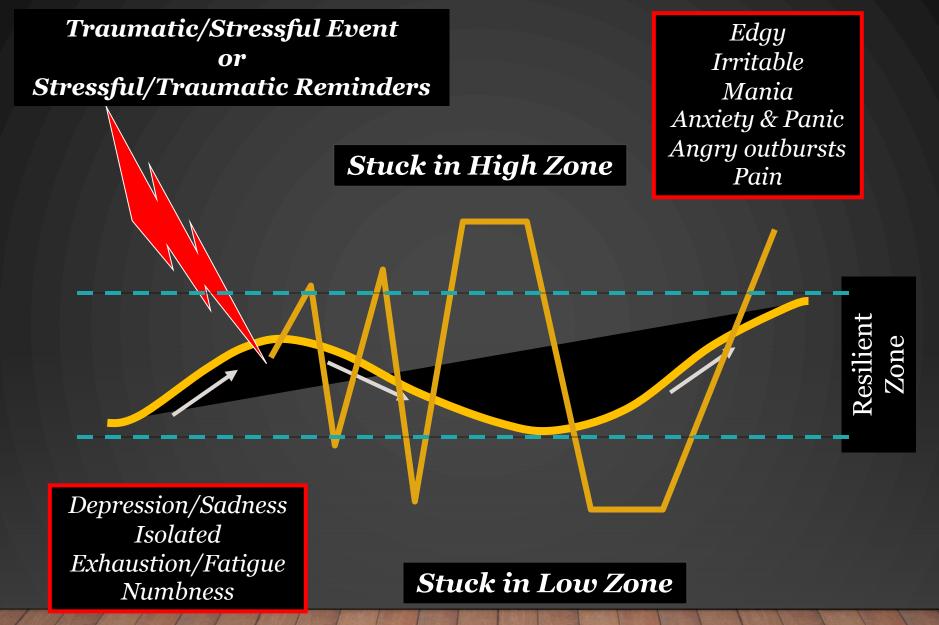
GOAL: TO WIDEN YOUR RESILIENT ZONE



Things happen in life and our thoughts, feelings and reactions move around in the OK ZONE









Narrow Resilient Zone: small stressors can bump a person into the Low/High Zone

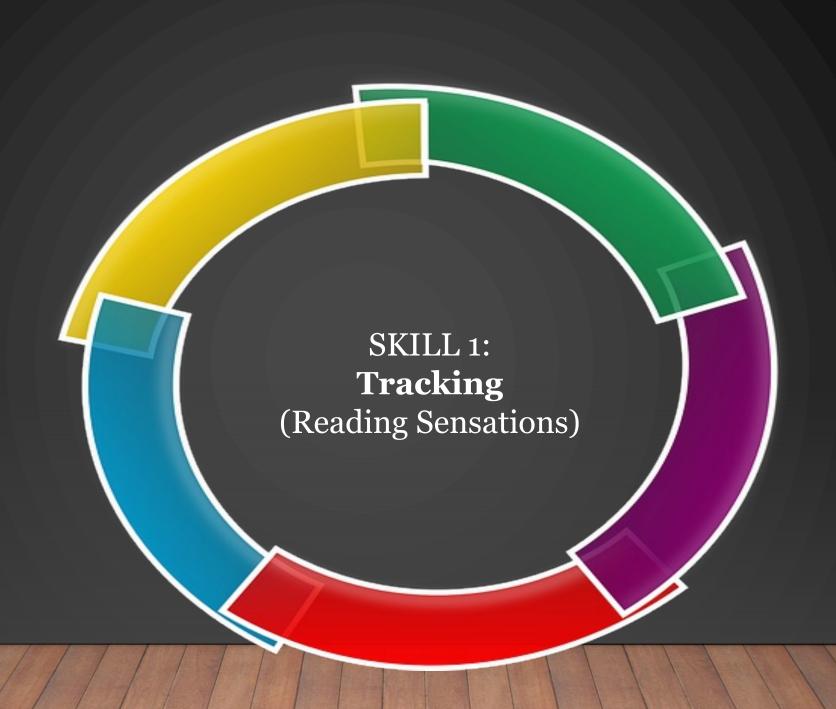
Wide Resilient Zone: greater capacity to stay within your Resilient Zone even when faced with life stressors



The Six Skills The Community Resiliency Model







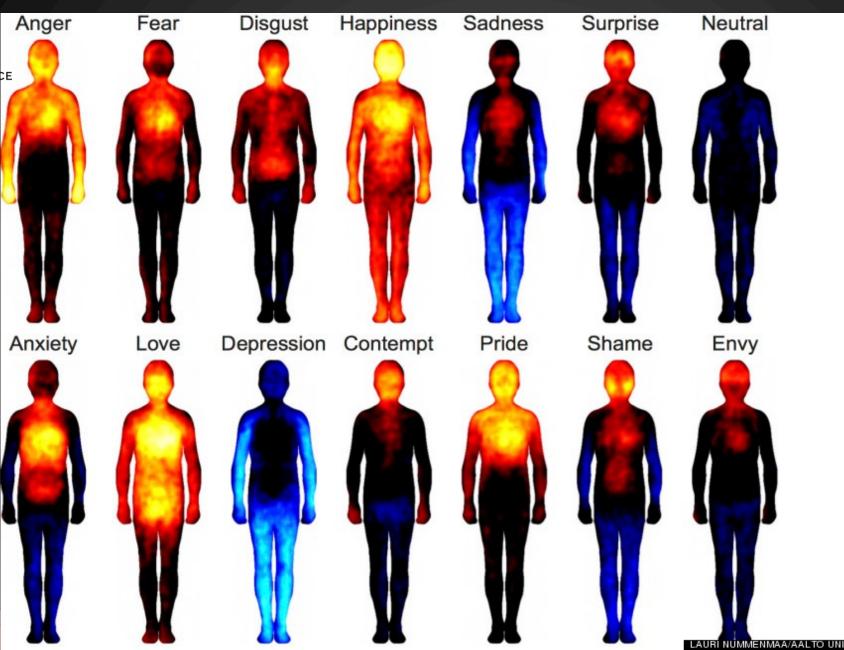




Tracking is the foundation for helping stabilize the nervous system

Tracking is noticing or paying attention to sensations - to what is happening inside the body in the present moment





A sensation is a physical experience in the body.

Sensation originates in billions of receptors distributed in every part of the body.

Life experiences, including our thoughts and feelings, have a corresponding sensation within the body.

Yellow shows regions of increased sensation while blue areas represent decreased feeling in these composite images. Image created by Lauri Nummenmaa, Enrico Glerean, Riitta Hari, and Jari Hietanen.



Learning Sensation Words

VIBRATION

SIZE/POSITION

TEMPERATURE

PAIN

MUSCLES

SHAKING TWITCHING TREMBLING FAST/SLOW SMALL
MEDIUM
LARGE
UP/DOWN
CENTER

COLD HOT WARM NEUTRAL INTENSE
MEDIUM
MILD
THROBBING
STABBING

TIGHT LOOSE CALM RIGID

BREATHING

HEART

TASTE

DENSITY

WEIGHT

RAPID DEEP SHALLOW LIGHT FAST SLOW RHYTHMIC FLUTTERS JITTERY SPICY SWEET SOUR JUICY BLAND

ROUGH SMOOTH THICK THIN HEAVY LIGHT FIRM GENTLE



Observation:

A person's body/posture, muscle tension/relaxation, breathing, skin color



Your internal "climate" – What you notice inside while talking to another person

Person self-report:

Helping another person become aware of sensations by asking:

- *What do you notice happening inside?
- Are the sensations inside pleasant, neutral or unpleasant?



When we learn to discern the differences between sensations of distress and well being.

We begin to have CHOICE of what to pay attention to on the inside.











RESOURCING



A Resource is any person, place, thing, memory or part of yourself that makes you feel calm, pleasant, peaceful, strong or resilient.



A Resource can be real or imagined



A Resource can be internal or external









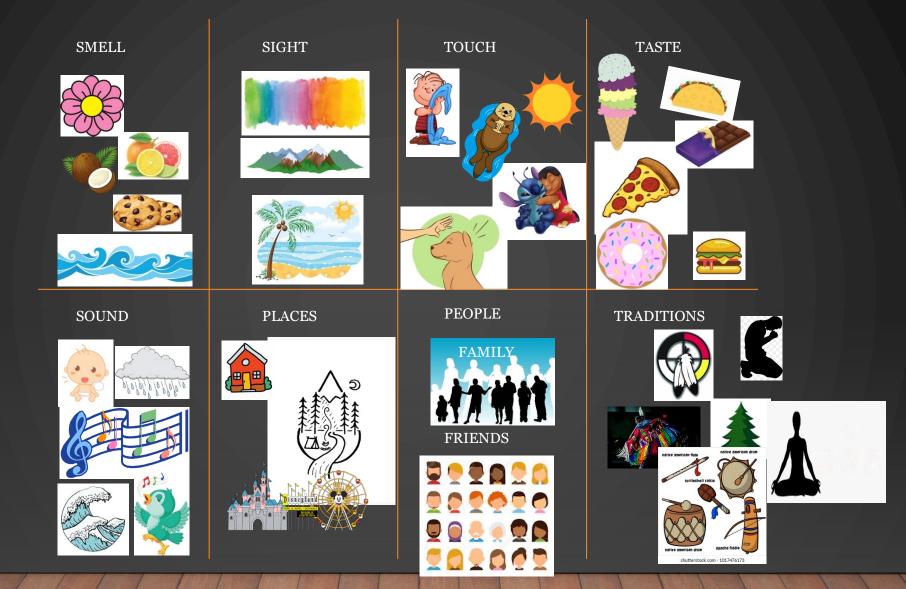
One of the best ways to learn how to develop your sensory vocabulary is through identifying a personal resource and then noticing sensations on the inside



What might be pleasant for the people in this photo?



Expanding Resources



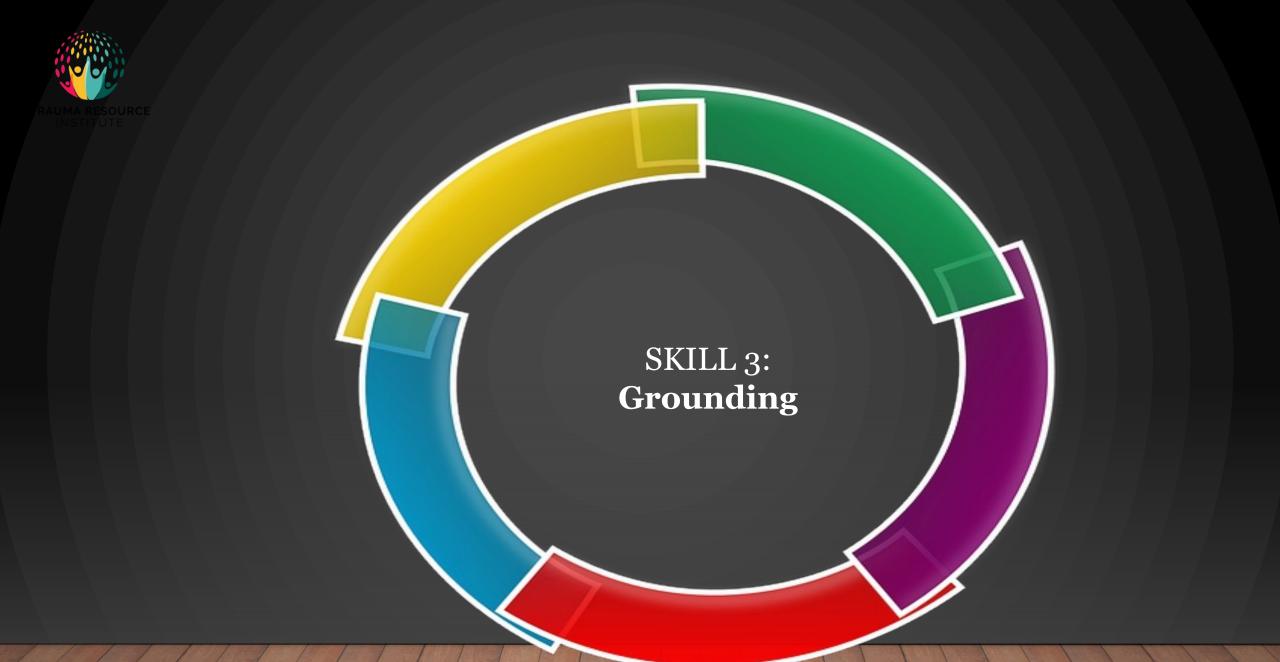
RESOURCES can be anything that can give an individual a sense of joy, peace, or calm.



RESOURCING PRACTICE

- 1. While picturing the resource above begin tracking the sensations that are pleasant or neutral connected to the resource you are thinking about.
- 2. Focus your attention on the places in your body where you feel a neutral sensation or a pleasant sensation.
- 3. As you focus on that neutral or pleasant sensation, notice what happens next within your body.
- 4. Bring your attention to sensations that are pleasant.
- 5. Notice the places in your body where you have less tension and continue to notice what happens next.







Skill 3: Grounding

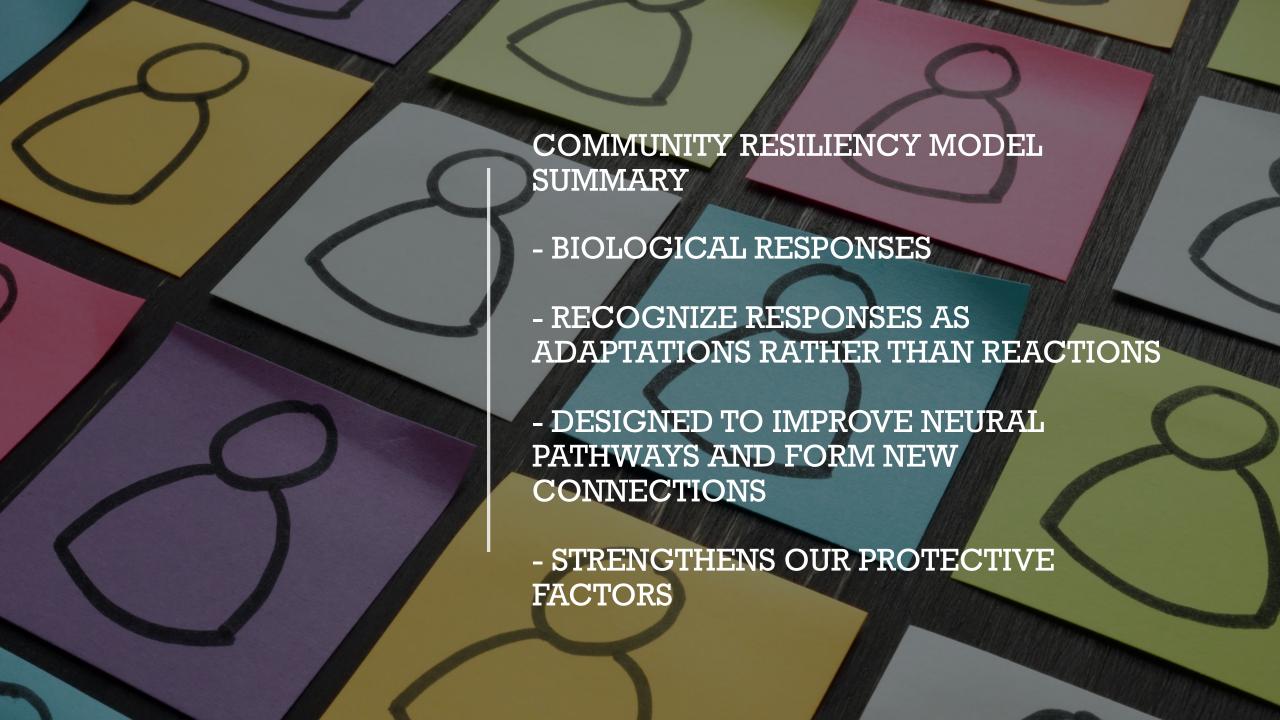
The direct contact of the body or part of the body with something that provides support in the present moment

- Gravitational security is the foundation upon which we build our interpersonal relationships.
- If our relationship to the earth is not safe, then all other relationships do not develop optimally.
- When we are grounded, we have a sense of self in relationship to present time and space.
- We are not worried about the past or the future.

YOU CAN GROUND IN MANY POSITIONS Laying down on a surface or Floating in water Through a part of your body like your hands or feet Walking and paying Attention to steps ıg on a chair, sofa or ground

Standing against a wall





INTERESTED IN MORE?

https://paninbc.ca/wp-content/uploads/2013/12/Community-Resiliency-Model-Workbook-

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