- 4. Moderate Stress Lifestyle: A stress-free lifestyle is a myth. Therefore, ensure that your daily routine is not very stressful. A lot is about how we plan and prioritize and manage our time in the most effective way. So, make a realistic plan/schedule for yourself where stress levels are moderate or ensure that there is fair balance between stressful and not-so-stressful activities to your day. Drawthe line! Maintain boundaries and ensure that you are not always taking more than you can handle... be assertive where you should..
- **5. Time with Oneself:** Spend time with yourself reflecting on days gone by. Take stock of work and family. Reflect on your goals, make time to process your emotions and give yourself some positive strokes/encouragement.
- 6. Time with Family and Friends: Spend quality time with your loved ones. It is important to make time for those that we care about and ensure that we remain connected to friends and family, not just virtually! Plan some activities that you can do along with your spouse, children, parents, cousins, friends etc over the weekends..it helps you refresh!
- 7. Time for Hobbies: It is important to sustain your talents and interests. Make time to learn something new or different that you like and spend time doing things that gives you a sense of pleasure, and accomplishment areas other than your work..
- **8. Spirituality:** Making time for spiritual practices also contribute to a sense of healing and growth...spiritual practices are diverse; for some its meditative practices while for others it may be regular practice of certain religious rituals.

This list is not exhaustive....we have only listed a few strategies...draw up a similar list for yourself because only you know what works for you!

# Take Care!

In case you would like to seek consultation for yourself or someone you know, kindly fix an appointment with the clinic. Details are given below:

# Trauma Recovery Clinic

NIMHANS Centre for Well Being 1/B, 9th Main, 1st Stage, 1st Phase, BTM Layout, Bangalore – 560076 Mobile Phone Number - 9480829670 Landline Number- (080) 26685948 E-mail: nimhans.wellbeing@gmail.com

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# NURSE: NURSES Recovery from Stress and Exhaustion

An Educational Pamphlet on Burnout, Secondary Trouma and Self-Care

# BURNOUT

Recover

WoWorkplace stress is a well-known phenomenon and is experienced by individuals working in diverse settings such as the medical profession, nursing profession, and police force. Burnout is a prolonged response to chronic emotional and interpersonal stressors on the job. Continuous and significant work stressors require adequate coping methods in order to work efficiently.

## **Continuum of Stress**



Burnout is commonly conceptualised as a multidimensional syndrome consisting of three components: emotional exhaustion, depersonalisation, and reduced personal accomplishment. Emotional exhaustion arises 'when emotional resources are depleted, workers feel they are no longer able to give of themselves at a psychological level'. Depersonalisation occurs when workers develop 'negative cynical attitudes and feelings about one's clients'. Reduced personal accomplishment refers to the tendency to 'evaluate oneself negatively, particularly in regard to one's workwith clients'.

Specific signs and symptoms of burnout include physical and emotional exhaustion; boredom, frustration; insomnia; headache; gastrointestinal symptoms; weight loss; interpersonal difficulties at the work place; poor job satisfaction; impaired work performance.

Multiple factors influence risk for burnout. These are: (i) Individual factors such as age, gender, designation and marital status (ii) Personality characteristics such as perfectionism, compulsiveness, rigidity and emotional instability (iii) Cultural factors such as family roles and social roles (iv) Organizational factors such as hours of work, work load, job satisfaction and nature of patients (especially patients with severe injuries, terminal illnesses and trauma).

Nurses and others working in the health care field are subject to two very different types of stress – systemic workplace stress and traumatic workplace stress. It has been found that six domains of the work environment determine job stress. These are: (i) Workload (ii) Community of people one works with (iii) Control over the work environment (iv) Fairness at the work place (v) Reward for one's work (vi) Values in the workplace. The greater the gap or mismatch between the person and the job environment, the greater the likelihood of burnout.

#### SECONDARY TRAUMA

Secondary trauma is commonly referred to as "the stress resulting from helping or wanting to help a traumatized or suffering person". Secondary trauma also refers to the emotional distress that occurs when an individual hears about the first hand trauma experiences of another. Most of the professionals in the field of medical and paramedical such as physicians, psychiatrists, surgeons, therapists, counsellors, social workers, nurses, hospice workers, etc. are vulnerable for secondary trauma. Development of secondary trauma stress is recognized as a common occupational hazard especially for professionals who are working in health settings. Experience of secondary trauma by professionals has larger implications on service delivery and personal, occupational and social health of the professionals.

#### Signs and symptoms of secondary trauma:

	Physical	Psychological/ Emotional
•	Exhaustion	• Intrusive thoughts
•	Weakness	Anxiety and sadness
•	Easy fatigability	• Anger
•	Reduced appetite	Poor concentration
•	Reduced	Second guessing
	functioning	• Detachment
•	Aches and pains	Emotional exhaustion
•	Physical illness	• Fearfulness
		• Shame
		Absenteeism

**Consequences:** 

The consequences of secondary trauma are multi-fold and affect all spheres of life. Secondary trauma might affect the professionals functioning and capacity to deal with certain professional issues. At the same time, it also has significant impact on personal and social life of professionals. Some traumatized professionals, believing that they can no longer help the clients, end up leaving their jobs and some of them, due to failures and severe mental health problems, even try to commit suicide.

#### Management and Prevention:

It is important for the nursing professionals and their employers to identify (a) Identify the signs and symptoms of secondary trauma and (b) When required, consult mental health professionals.

#### **SELF-CARE**

Regular practice of self-care strategies to prevent burn-out and secondary trauma is critical. There are many variations in the manifestation of burnout and secondary trauma. It is important to be aware of your body and mind respond to stress and choose from an array of self-care strategies that work best for you!

- 1. Nutrition/Diet: Make sure you are eating regular balanced meals, drinking enough water and restricting consumption of addictive substances such as alcohol and caffeinated drinks.
- **2. Physical Exercise:** Regular physical exercise is known to have remarkable benefits for one's body and mind. About 30-45 minutes of physical exercise in the form of brisk walking, jogging, running, Yoga or playing a sport may be built into your daily routine.
- **3.** Get enough Sleep/Rest: Adequate rest is very essential for our body and mind to recover and bounce back. About 6-8 hours of quality sleep is critical to improving our efficiency during waking hours!