



Addressing Burnout During Times of Uncertainty

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Introductions

- ▶ Name
- ▶ What brought you to this session?

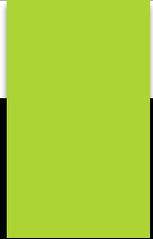


Objectives

- ▶ Reflect on impact of uncertainty
- ▶ Describe the human response to acute and chronic stress
- ▶ Identify trends in stress and forensic professionals
- ▶ Apply three evidence-based strategies to increase resilience and manage chronic, occupational stress during uncertainty



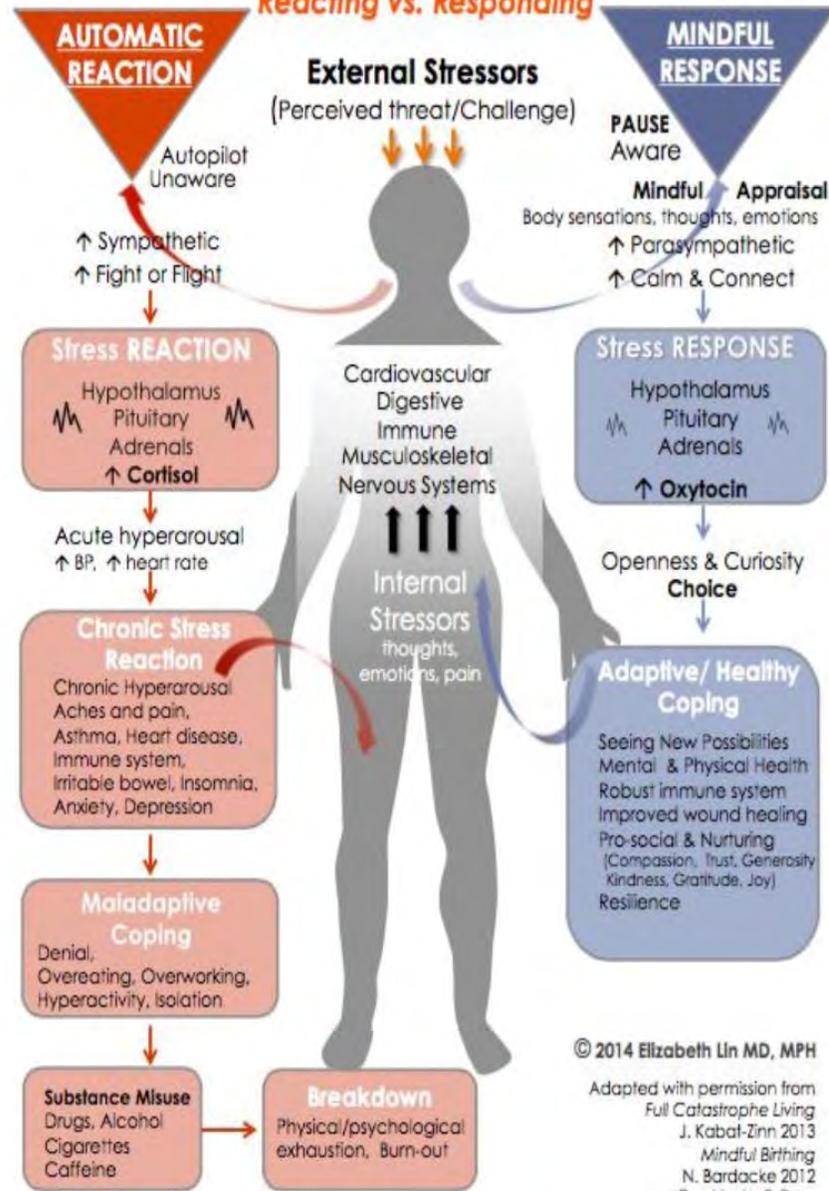
2020/2021: A Long Year of Uncertainty



The Neuroscience of Uncertainty

COPING WITH CHANGE

Reacting vs. Responding



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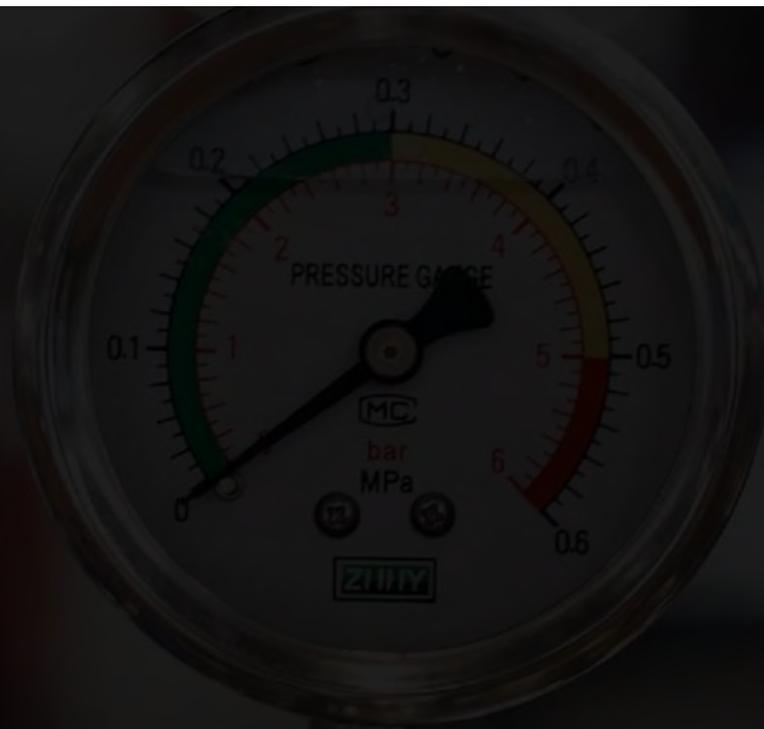
Adapted with permission from
Full Catastrophe Living
J. Kabat-Zinn 2013
Mindful Birthing
N. Bardacke 2012
Graphics by R. Ryan

The Stress Cycle

Digging into Emotions

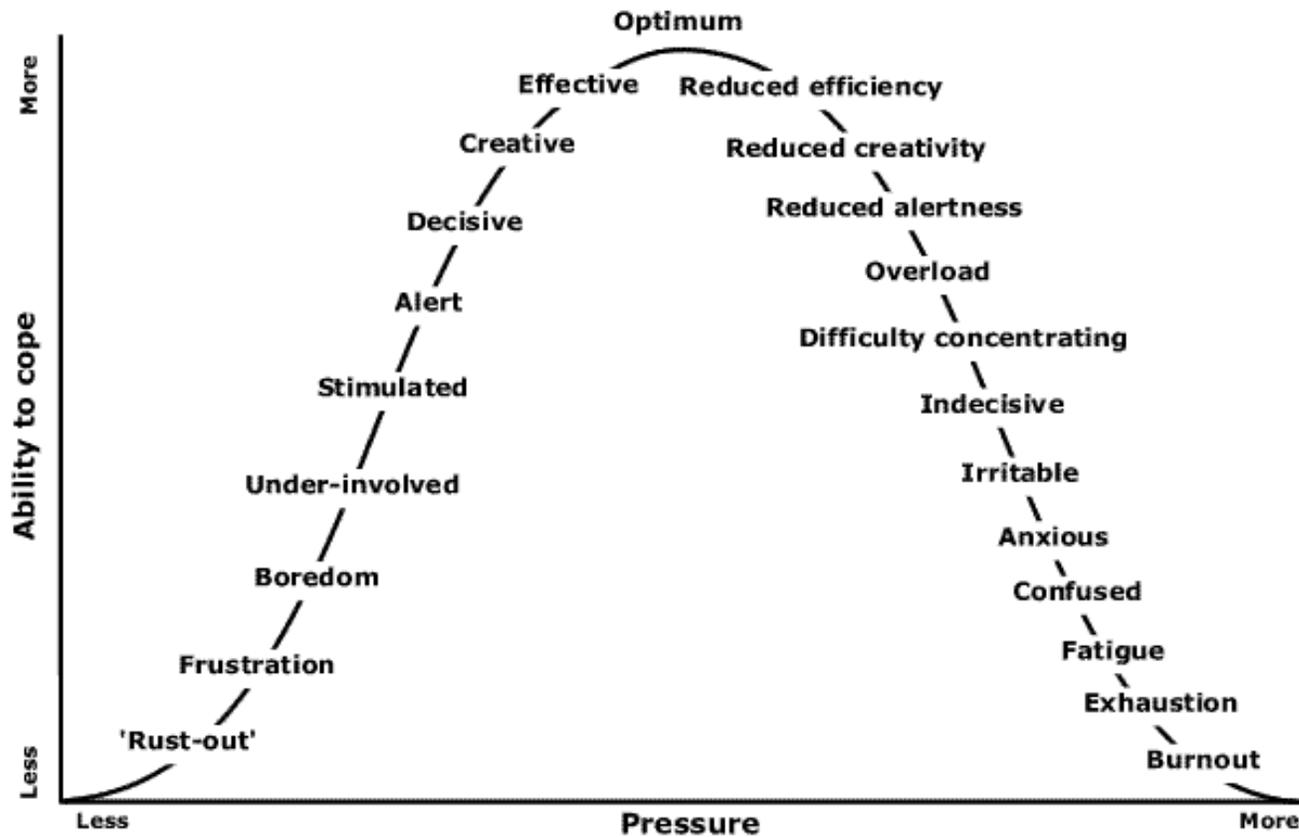


Impact of High Stress Environment



What Is The Impact?

Burnout



Burnout as a unidimensional construct
 Performance Curve/ Yerkes-Dodson Law

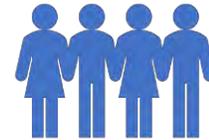
Beyond the unidimensional stress response



Increased Emotional
Exhaustion



Reduced Sense of
Personal
Accomplishment



Increased
Depersonalization of
Clients and Co-workers



Impact on Physical
Health

Pre-COVID trends in forensic professionals

- ▶ Burnout rates in:
 - ▶ Nurses
 - ▶ Physicians
 - ▶ Counselors
 - ▶ Correctional staff
 - ▶ Legal

Reflection

- ▶ How would you rate your current level of burnout?

Good News

- ▶ The Burnout (and mental health) Crisis is recognized
- ▶ We have more research on stress and burnout than ever before
- ▶ The science to empower professionals is well developed
- ▶ There are many evidence-based strategies to promote resilience and wellbeing
- ▶ Some strategies take only a minute or so
- ▶ Limits: systemic factors are hard to change

How Do We Know What Makes Us Resilient



Study Happy People- what do they have in common?



What predicts long term happiness?



What are the effects of interventions on happiness levels?

Move your body

Breathe

Positive social interactions

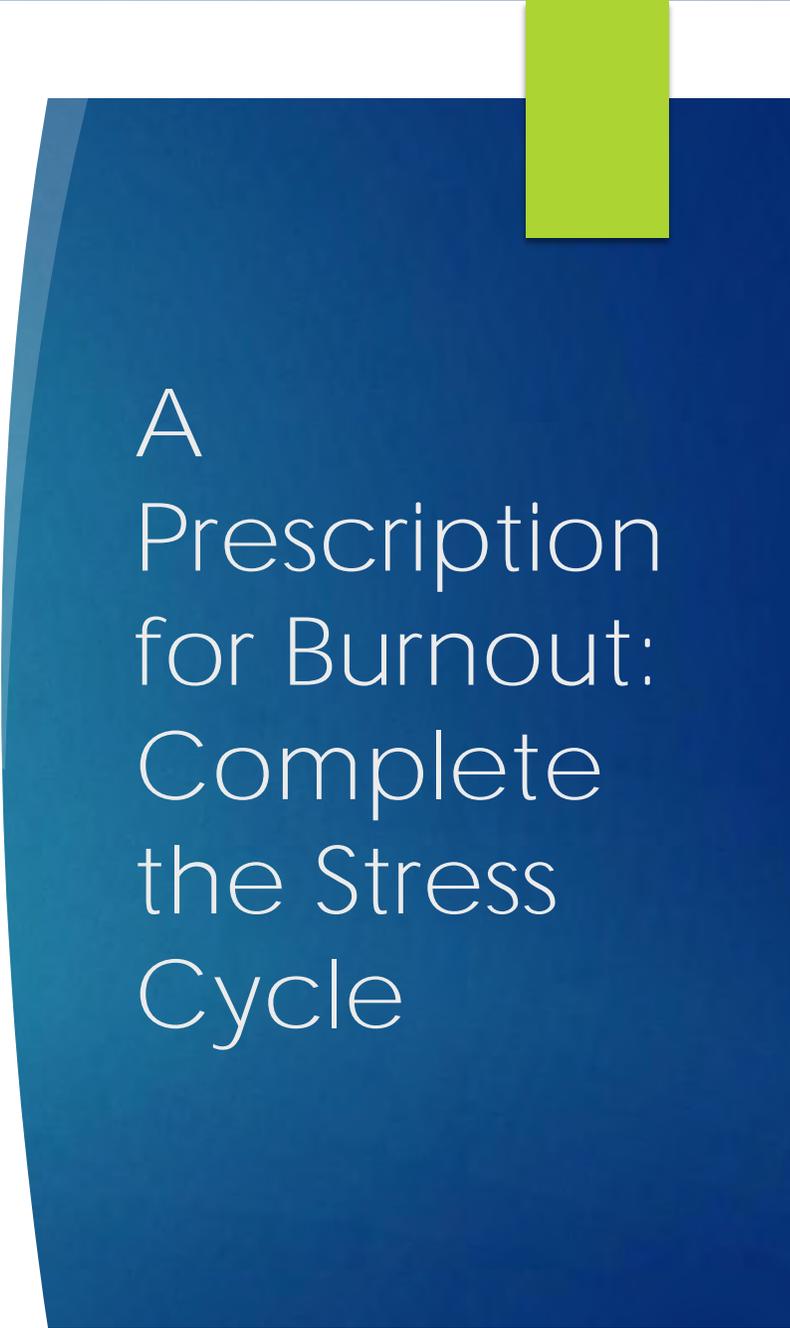
Laughter

Affection

Express Emotions

Creative expression

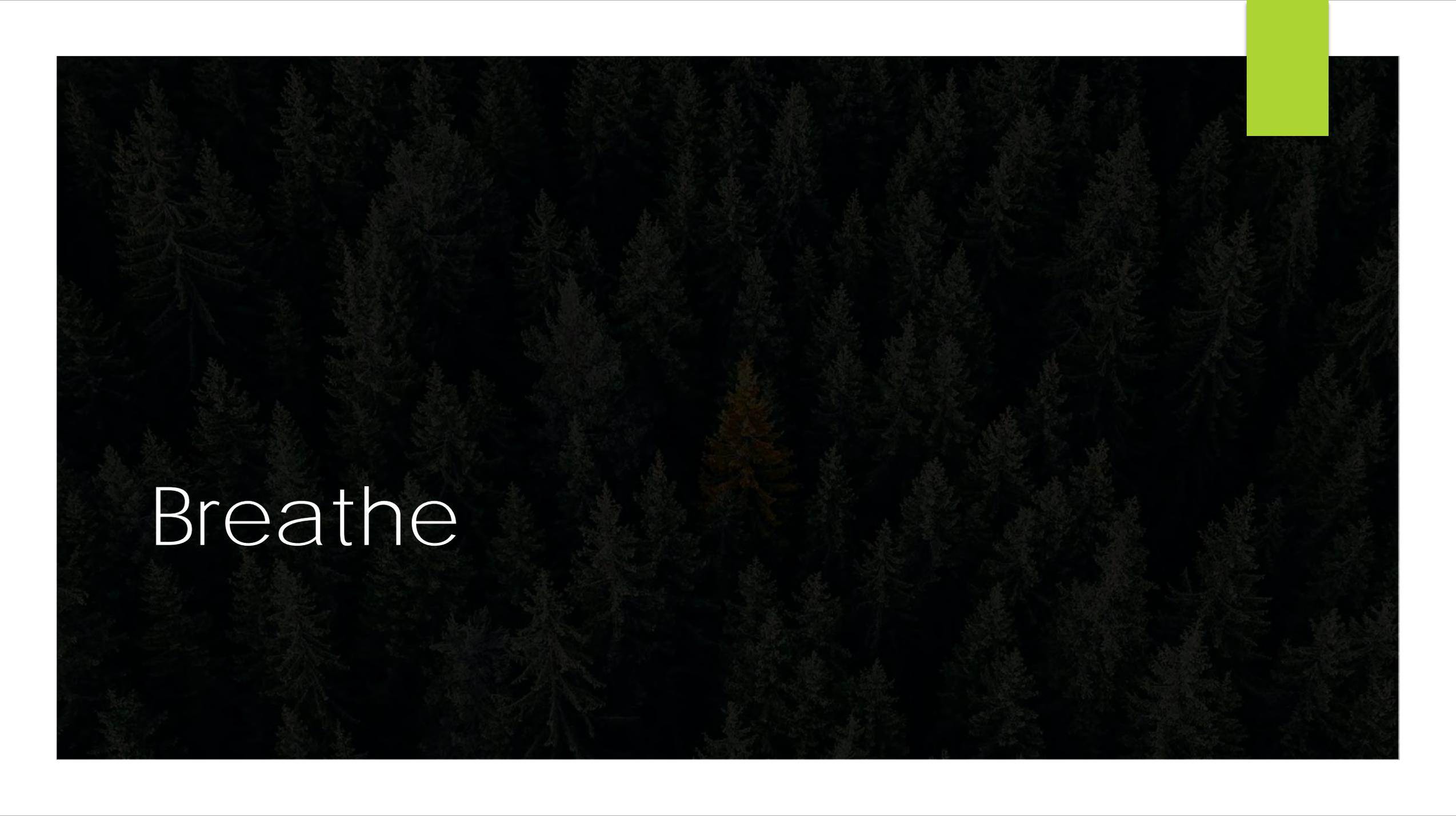
Gratitude



A
Prescription
for Burnout:
Complete
the Stress
Cycle



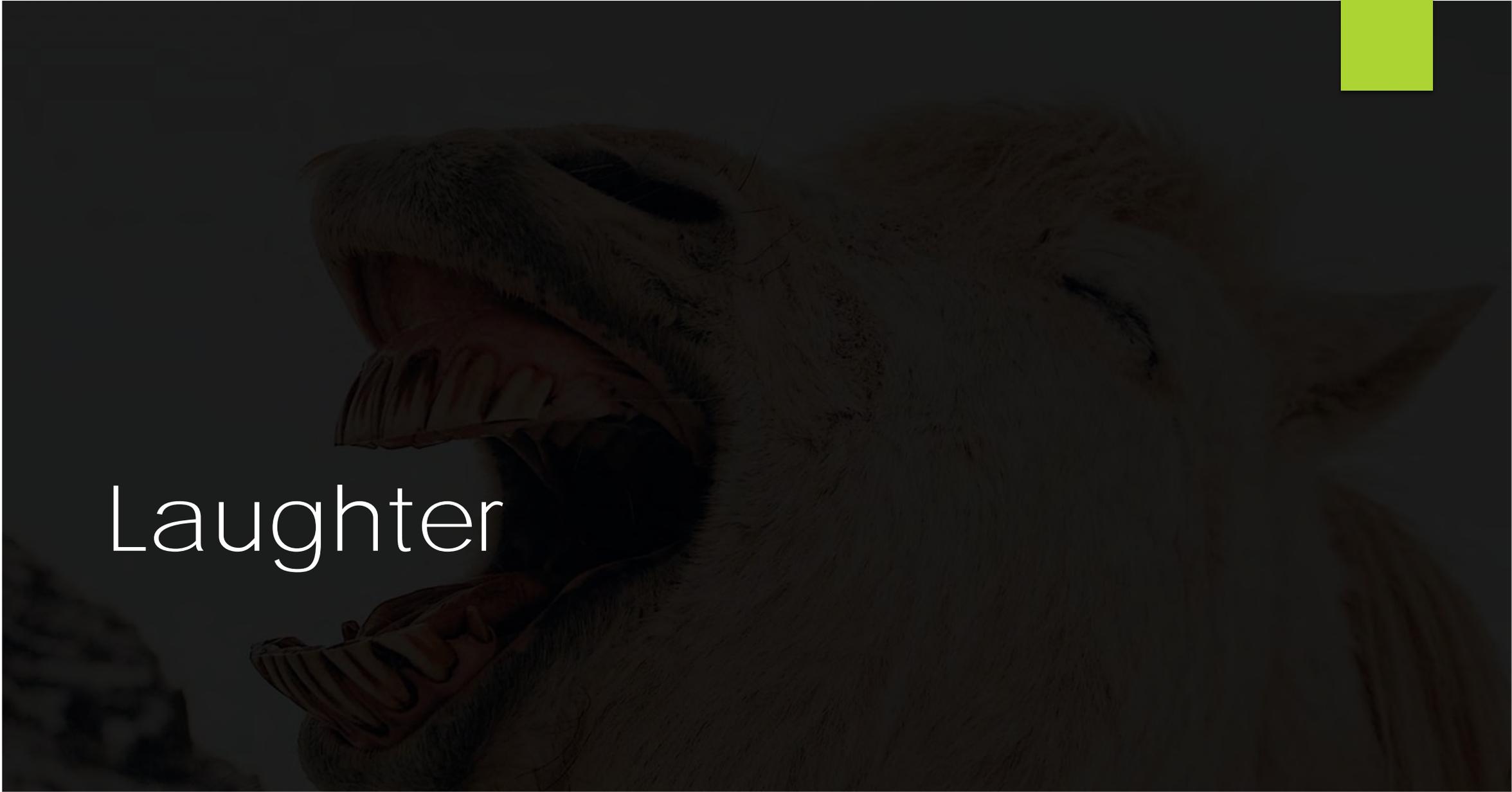
Move Your Body

An aerial photograph of a dense forest of evergreen trees. The majority of the trees are dark green, but one tree in the center is highlighted in a lighter, golden-brown color. The word "Breathe" is written in white, sans-serif font in the lower-left quadrant. A bright green rectangular block is positioned in the top-right corner of the image.

Breathe

A dark, atmospheric photograph showing the silhouettes of two people sitting on folding chairs on a grassy area. They are positioned under the large, dark branches of a tree on the right. A bright, glowing light source, likely the setting or rising sun, is visible between the two people, creating a soft glow. The background is a dark, hazy sky. In the top right corner, there is a small, solid lime green rectangular shape.

Positive Social Interactions



Laughter



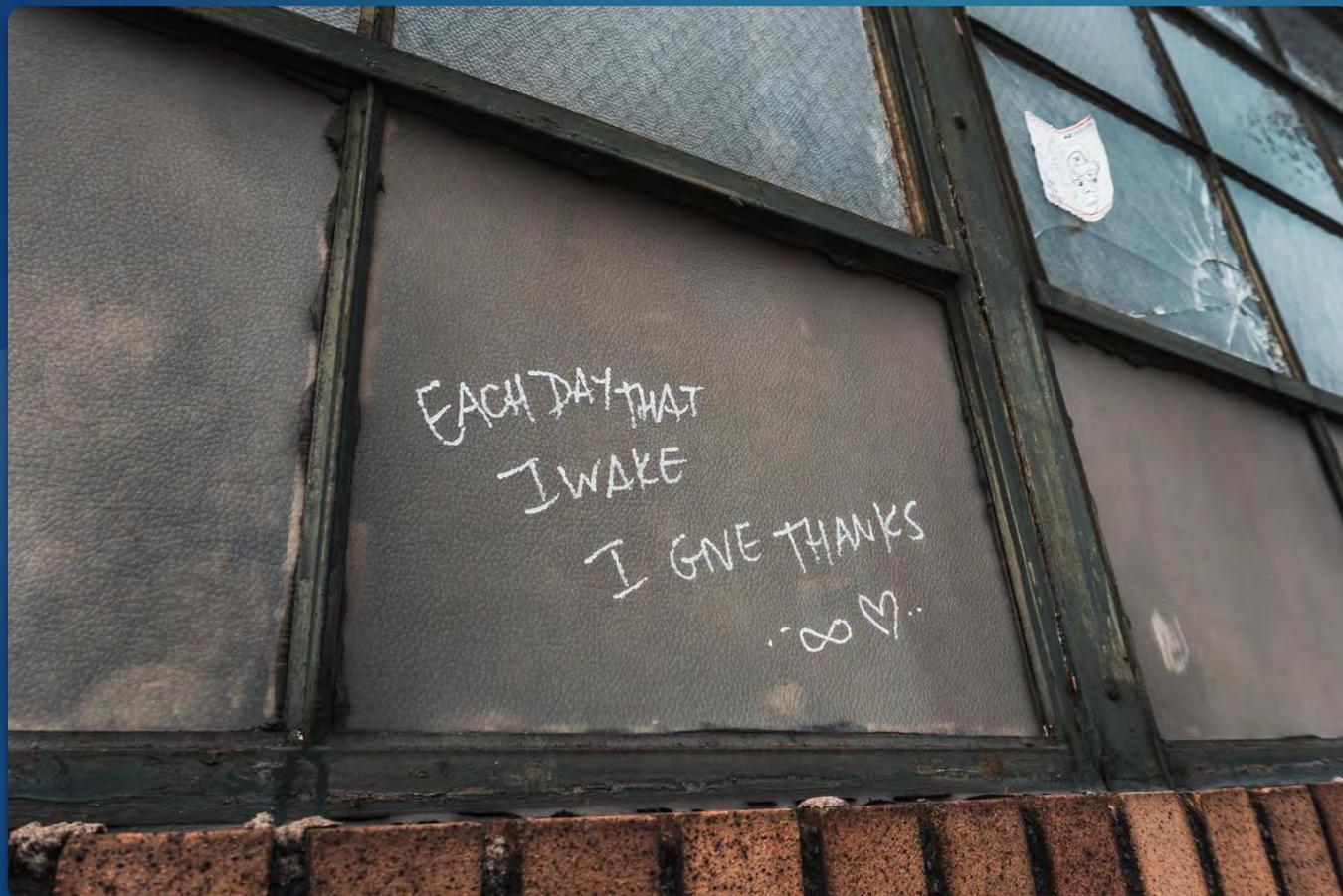
Affection



Express Emotions



Creative Expression



Look for
the
Good

Happy People Habits

Time with family and friends

Physically active

Practice gratitude

Practice optimism



Gratitude and Resilience

Forms of Gratitude Practice

- ▶ An ongoing gratitude journal
- ▶ Letter writing
- ▶ Gratitude visits/ calls
- ▶ Daily 2 minute habit: “3 things Specific Things For Which I am Grateful”

Applications

Reframing

Treasure Hunt

Gratitude

Soft Belly Breathing

STOP Practice

2 Minute Applications That Build Resilience

Optimism Practice: Reframing



Think of a problem.



How it might also be good?



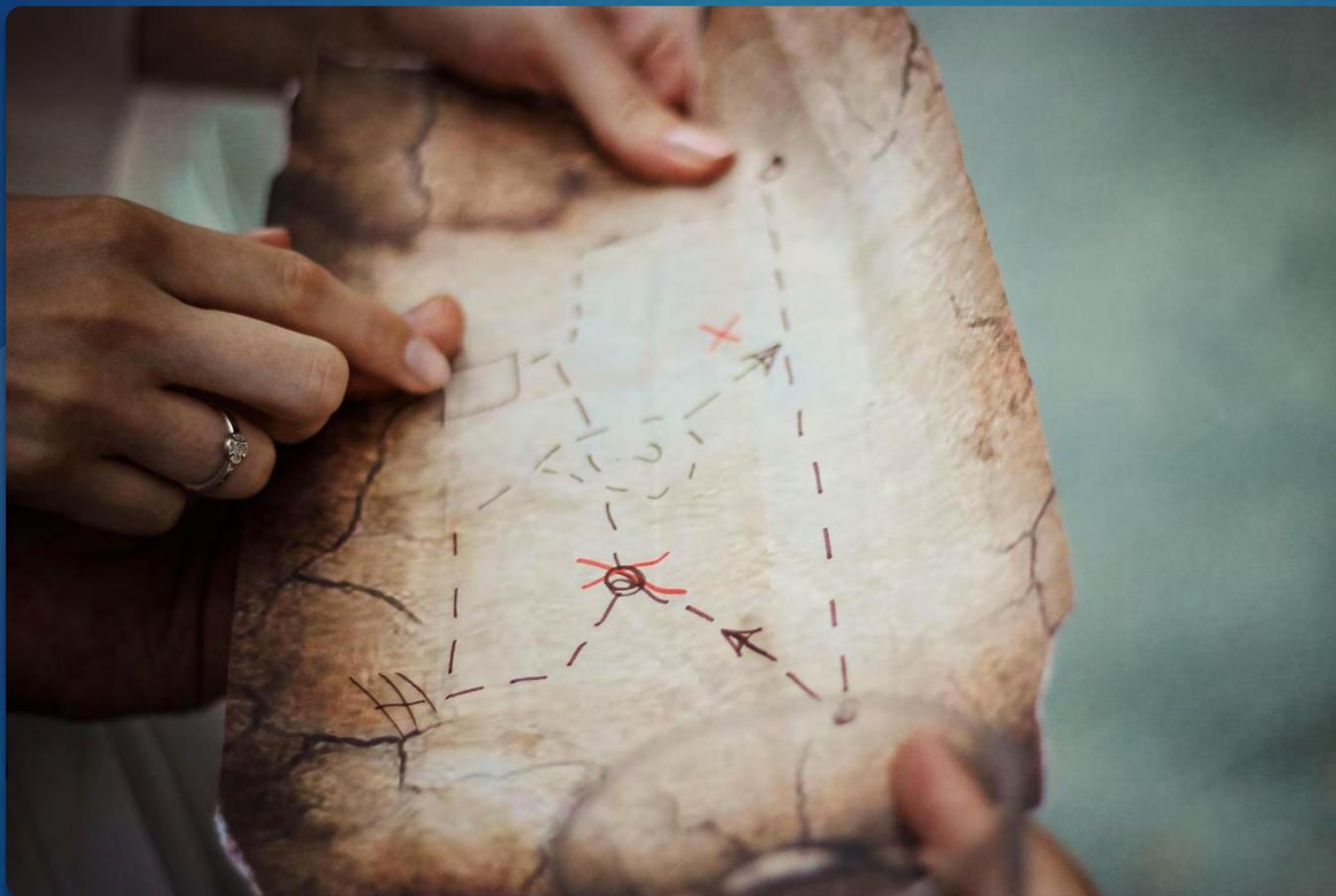
Write down three ways that problem may also be good.

Reframing

- ▶ Something bad happens. Natural dip in mood.
- ▶ Acknowledge it feels bad and:
- ▶ How is this also good?

COVID Sample Reframes

- ▶ It is good because it teaches me something I didn't know.
- ▶ It is good because I can use it somewhere else or for something else.
- ▶ It is good because it will change in time into a good thing.
- ▶ It is good because now I understand what another person struggles with.
- ▶ It is good because it required me to try something new.
- ▶ This is good because it brought out one of my strengths.
- ▶ This is good because I learned something important about myself and where I can grow.



Treasure Hunt



Gratitude List (2 minutes)

Social Wellbeing Exercise: Deliberate Act of Kindness.

For two minutes each day, start work by writing a two-minute positive e-mail or text praising or thanking one person you know.

- ▶ For a different person each day for a week.
- ▶ Expect great e-mails and texts back a
- ▶ Perceived as positive leaders because of the praise and recognition
- ▶ Social connection score is at the top end of the scale.

Let's Practice Now

Compose an Email or a text to a person you know and tell them:

A wonderful quality they have OR A thank you for something specific they do/have done



Mindfulness Application

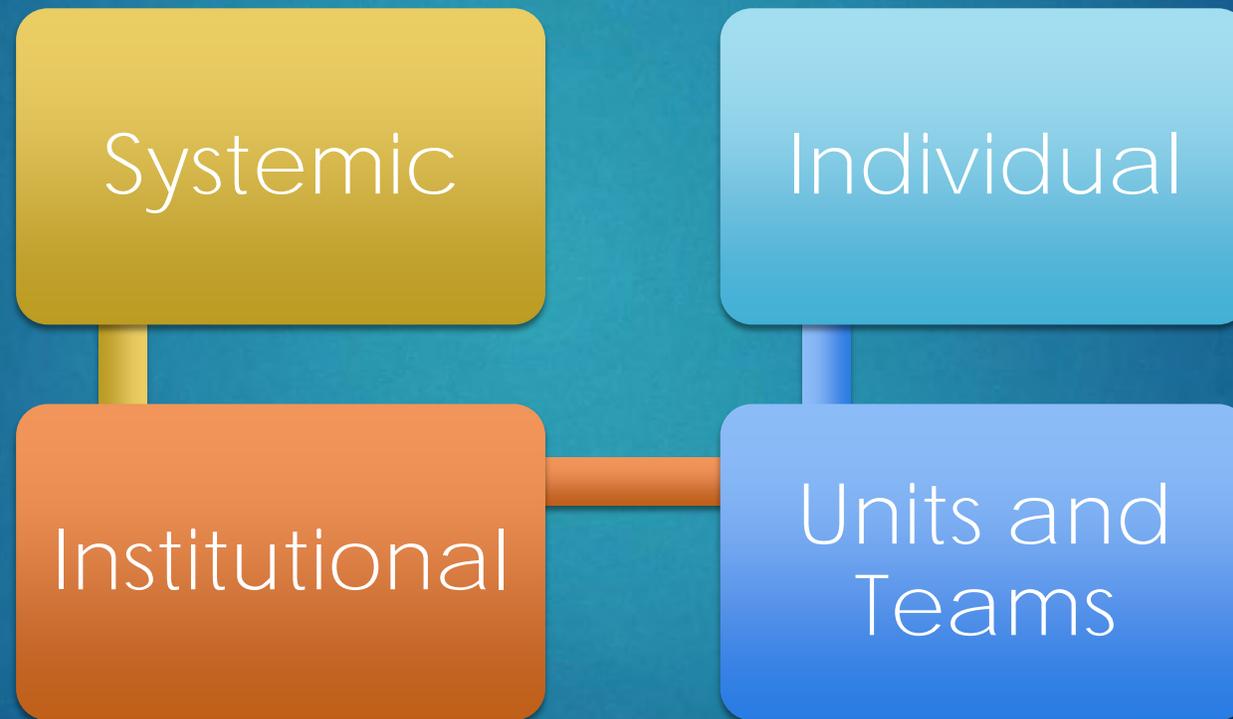
Self-care is
**“simply good
stewardship.”**

“Self-care is never a selfish act - it is simply good stewardship of the only gift I have, the gift I was put on earth to offer others. Anytime we can listen to true self and give the care it requires, we do it not only for ourselves, but for the many others whose lives we touch.”

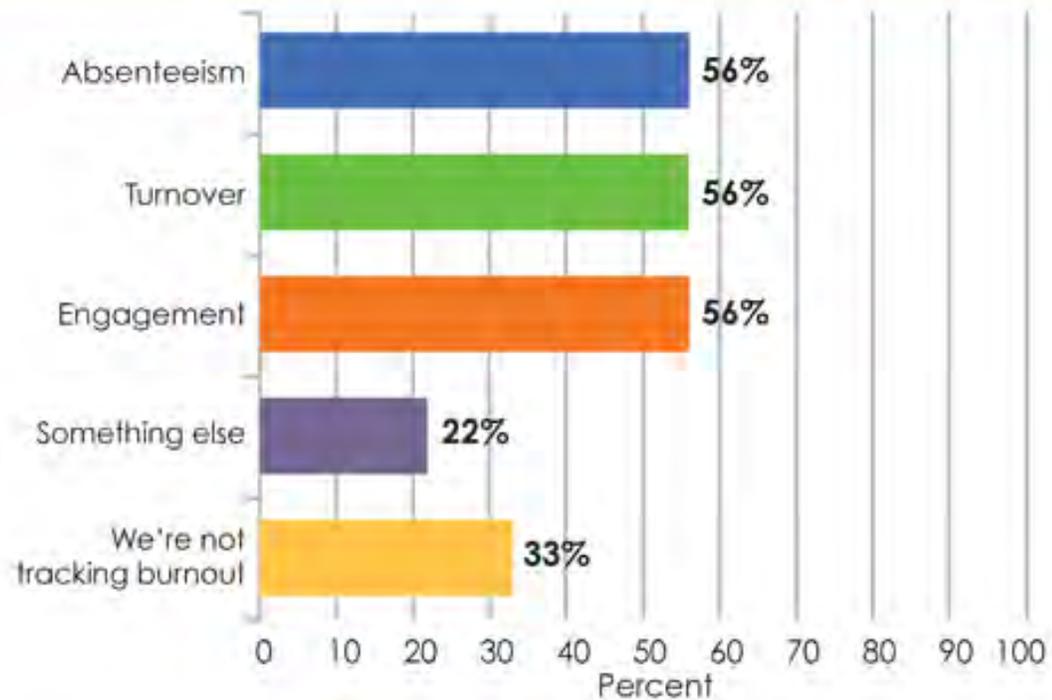
Parker Palmer, Senior Partner Emeritus of the
Center for Courage and Renewal

Your Care Plan

Wellbeing at Work: Levels of Assessment and Intervention



What factors do you track to evaluate nurse burnout at your facility or health system? (Choose multiple)



Systemic:
Starts with
Assessment



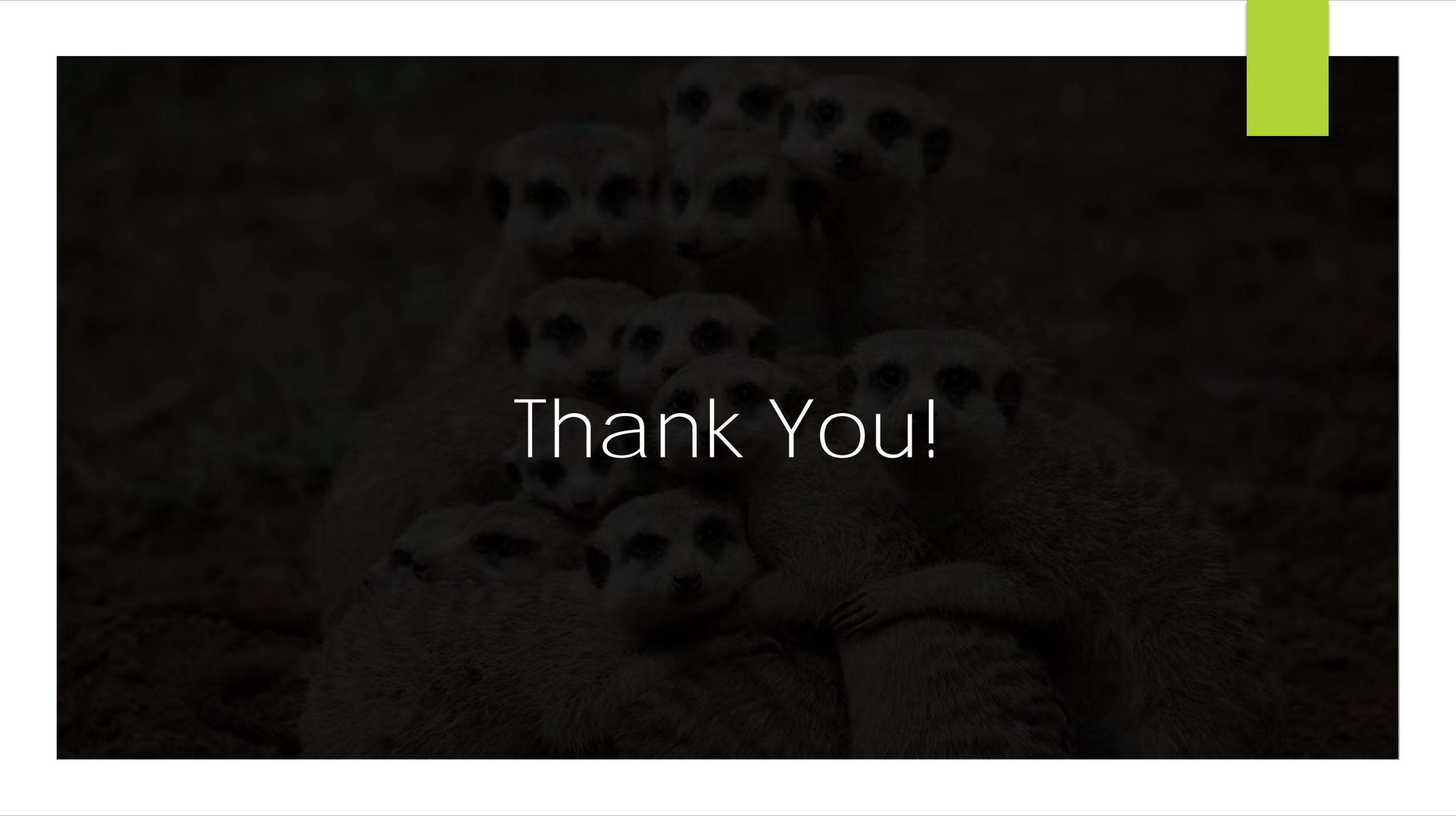
Guided Reflection: Meaning & Purpose

Wrapping Up

You do difficult
work in
(sometimes)
stressful settings

We can cultivate
resilience with
intentional actions
and exercises

Care for yourself
and each other

A group of white puppies is shown in a dark, almost black, environment. The puppies are clustered together, with some looking towards the camera. In the top right corner, there is a bright green rectangular shape. The overall mood is soft and grateful.

Thank You!

Contact

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