R U OK 2DAY? Evidence-based Strategies to Boost Resiliency and Well-being During the Ongoing COVID-19 Pandemic

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Disclosure of Conflicts

- Editor/Author of 7 Books
- Founder and Owner of COPE2Thrive, LLC that disseminates my brief evidence-based CBT-based COPE programs for children, teens and young adults

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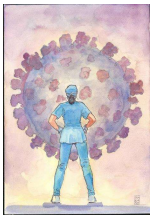
Let's Start with a Dose of Vitamin G

Thank You for All That You Have Done During COVID-19 and Continue to Do



Artist: Milo Manara

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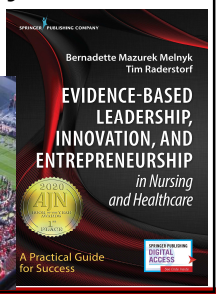
From a Small Coal Mining Town Chapter 2: My Story



The Terrible Toos (Adapted from Allo, 2009)

Too much stress, Too much work, Too many tasks, Too little time for self-care

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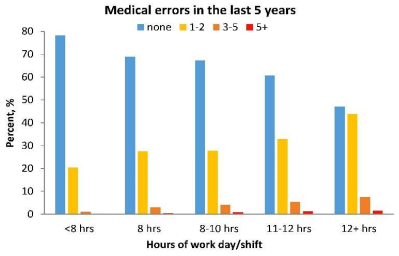
Errors and Shift Work

Melnyk et al., 2018, JOEM



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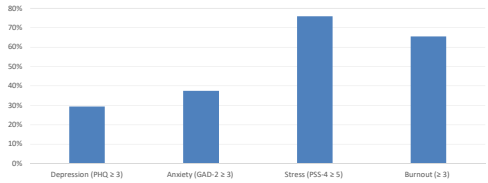
Proportion of Nurses with Depression, Anxiety, Stress, and Burnout

Melnyk et al., in press, *Nursing Administrative Quarterly*



- Mental health screening tools indicated that nurses were struggling mentally, especially with **stress (75.6%)** and **burnout (65.5%)**.

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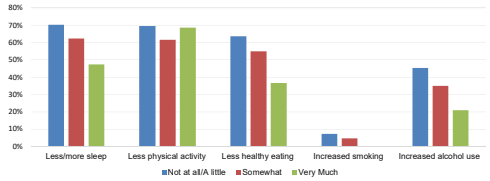
Proportion of Nurses Reporting Negative Changes to Healthy Lifestyle Behaviors Due to COVID-19 by Perceived Support of Wellness at the Place of Employment



- The proportion of nurses who reported that COVID-19 had a negative impact to their sleep, eating, smoking, and alcohol use decreased as perceived wellness support increased.
- Compared to nurses whose workplaces provided little/no support, **those whose workplaces supported higher wellness were less likely to report a negative impact of COVID-19 pandemic on their healthy lifestyle behaviors.**

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Causes of Burnout and Distress Healthcare Professionals

- Increased clinical demands
- Decreased control
- Poorly functioning teams
- Role ambiguity
- Moral distress
- Reimbursement issues
- Decreased time with patients
- Difficulty balancing personal & professional lives
- Inefficiency of the Electronic Medical Record
- Isolation

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Consequences of Burnout

There are many consequences of burnout:

CLINICIANS AND LEARNERS	HEALTH CARE ORGANIZATIONS
• Occupational injury • Problematic alcohol use • Risk of depression and suicide • Career regret • Suboptimal professional development	• Fewer available staff (absenteeism and turnover) • Lower morale and productivity • Presenteeism (working while sick) • Threat to organizational reputation

$4.6 BILLION Estimated societal costs attributable to burnout in the United States each year.

BURNOUT LOWERS PATIENT CARE QUALITY:

- Resulting staffing challenges decrease patients' access to care.
- High workloads, administrative burdens, and poorly designed technologies divert clinicians' time away from patient care.
- Workplace ethical dilemmas can erode clinician professionalism.
- Barriers to patient-clinician communication adversely affect patient satisfaction and health outcomes.
- Safety incidents, medical errors, and malpractice claims are more likely.

Reference: www.nam.edu/initiatives/clinician-resilience-and-well-being/

SPRINGERPUB.COM 11

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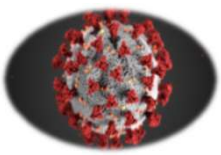
COVID-19 is Triggering Mental Health Problems and Unhealthy Lifestyle Behaviors

You are Not Alone!

- Feelings of **despair**
- Fear for **loved ones**
- Decreases in **job security**
- Increases in **loneliness**
- Mindset switch from **"thriving"** to **"survival"**
- **Zoom fatigue and burnout**
- **Increases in alcohol use**
- **Unhealthy eating patterns**



- Feelings of **hopelessness**
- Increases in **anxiety**
- Decreases in **financial security**
- **Social withdrawal**
- **Sleep disturbances**
- **Declines in Physical Activity**

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Be Aware of Your Own Level of Burnout

Based on your definition of burnout, how would you rate your level of burnout?

1 = *"I enjoy my work. I have no symptoms of burnout."*
2 = *"Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out."*
3 = *"I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion."*
4 = "*The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot."*
5 = *"I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help."*

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A Mental Health Pandemic within the COVID-19 Pandemic

A third of Americans now show signs of clinical anxiety or depression

Don't Wait!

Get help if you are experiencing signs of stress, anxiety and depression that are interfering with your concentration, judgement or performance

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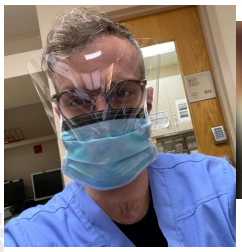
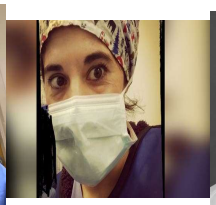
Clinician Suicides During COVID-19



William Coddington, Florida nurse, found dead after struggling with Coronavirus Trauma



Coronavirus: Infected nurse, Daniela Trezzi, dies by suicide over COVID-19 fears

Laura Breen, Top ER Doctor Who Treated Virus Patients Dies by Suicide

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Feeling Blah During the Pandemic
It's Called Languishing

Mental health ***exists on spectrum*** of depression to flourishing

Languishing ***exists in the middle*** of this spectrum and comes with a sense of stagnation and emptiness – **you aren't depressed, but you aren't thriving**

Those languishing in Spring 2020 were **3X more likely** than their peers to be diagnosed with PTSD

Flow is one approach for easing a sense languishing: absorption in a meaningful task without interruptions; small wins are important

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hpio
Health policy institute of ohio

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COLLEGE OF NURSING

HELENE FULD HEALTH TRUST NATIONAL INSTITUTE FOR EVIDENCE-BASED PRACTICE IN NURSING AND HEALTHCARE

Evidence-based policy brief by the Health Policy Institute of Ohio and the Helene Fuld Health Trust National Institute for EBP at The OSU College of Nursing

See http://www.hpio.net/a-call-to-action/

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Evidence-based Action That Can Be Taken

Source: The Ohio State University College of Nursing Fuld Institute and Health Policy Institute of Ohio, "A Call to Action: Improving Clinician Wellbeing and Patient Care and Safety"

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Evidence-based Interventions to Build a Culture of Wellness Must be Multi-Component

System Issues Must be Fixed!

Stay Well and Calm During the COVID-19 Storm Webinar Series

COPE with COVID

C *ontrol the things that you can, not the things you can't*
O *pen up and share your feelings*
P *ractice daily stress reduction tactics, including physical activity*
E *ngage in mindfulness; be here now; worry will not help!*

C *ount your blessings daily*
O *verturn negative thoughts to positive*
V *olunteer to help others*
I *dentify helpful supports and resources*
D *o your part to prevent spread of the virus*

Bernadette Melnyk,
PhD, APRN-CNP, FAANP, FNAP, FAAN
VP for Health Promotion/Chief Wellness Officer

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OFFICE OF THE CHIEF WELLNESS OFFICER

go.osu.edu/copewithcovid safeandhealthy.osu.edu

All recordings can be viewed by visiting: https://u.osu.edu/keepcalmcovid19/

Self-Care is Necessary for Your Own Health and Well-being and Safe and Great Care of Others

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Considering all Causes of Morbidity and Mortality, Behaviors are the #1 Killer of Americans

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Evidence Plus Emotion = Behavior Change
What Will the Last 10 Years of YOUR Life Look Like?

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Every day, we make behavioral choices that influence our health and wellness outcomes

Based on Evidence, What Do We Know?

People who have the following behaviors have 66% less diabetes, 45% less heart disease; 45% less back pain, 93% less depression, and 74% less stress

- **Physical activity** - 30 minutes 5 days per week
- **Healthy eating** - 5 fruits and vegetables per day
- **No smoking**
- **Alcohol in moderation if you drink it** - 1 drink per day for women and men

Getting 7 hours of sleep and regularly engaging in stress reduction will result in even greater reductions in chronic disease.

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Not the Size of Alcoholic Beverages in Vegas!

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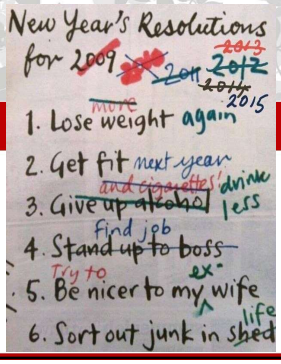
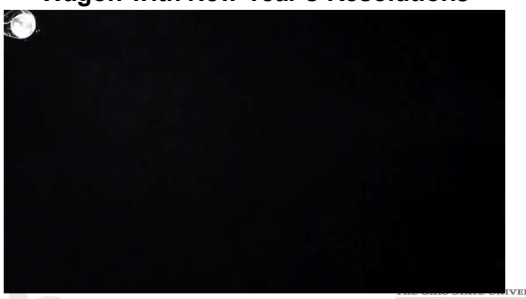


Time: A Big Excuse for Falling Off the Wagon with New Year's Resolutions



My Main Reasons for Engaging in Healthy Lifestyle Behaviors: Who are Yours?

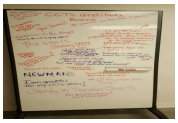
Interventions to Improve Mental Health, Well-being, Physical Health and Lifestyle Behaviors in Physicians and Nurses: A Systematic Review

29 studies (2,708 participants)

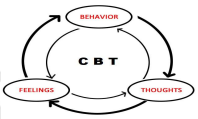
Melnyk, Kelly, Stephens, et al., 2020, *American Journal of Health Promotion*

Mindfulness

What Works?



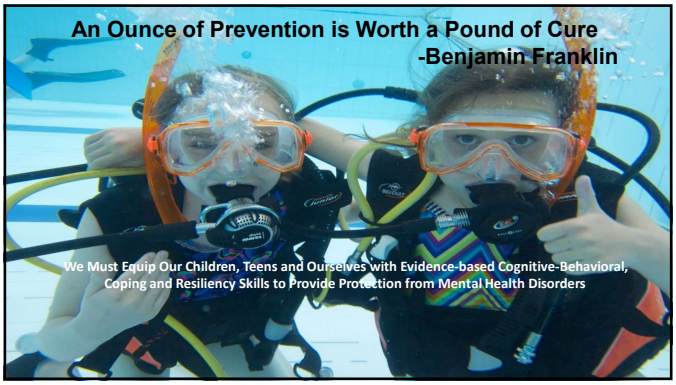
Gratitude



Cognitive-Behavioral Therapy/ Skills Building

Sync your breathing with this

Deep Breathing: See go.osu.edu/justbreathe



A Paradigm Shift is Needed from Sick Care and Crisis Intervention to Prevention and the Building of Resiliency Skills

- Composure
- Patience
- Optimism
- Gratitude
- Acceptance
- Kindness
- Sense of purpose
- Forgiveness
- Connection

-Amit Sood, Mayo Clinic

Plus, cognitive-behavioral skills building and mindfulness

https://www.everydayhealth.com/wellness/resilience/get-your-resilience-score

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Starting with a Dose of Vitamin G
Positive Effects of Gratitude

Improved Mood

Improved Heart Health

Increased Optimism

Improved Sleep

Improved blood pressure

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Nick Vujicic On Gratitude

"Often people ask how I manage to be happy despite having no arms and no legs. The quick answer is that I have a choice. I can be angry about not having limbs, or I can be thankful that I have a choice. I can be angry about not having limbs, or I can be thankful that I have a purpose. I chose gratitude."

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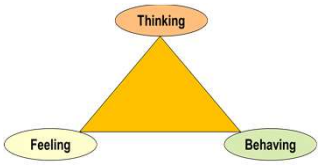
MINDBODYSTRONG (A Cognitive-Behavioral Skills Building Program) adapted from the evidence-based COPE program

Journal of Nursing Administration, 2019
Sampson, Melnyk & Hoying
Worldviews on Evidence-based Nursing, 2020
Sampson, Melnyk & Hoying
6 Month Outcomes showed improvements in stress, anxiety, depression and job satisfaction

The MINDBODYSTRONG Program (also known as COPE in the literature)

Consists of cognitive restructuring, problem solving and behavioral change to help cope with and PREVENT depression/anxiety

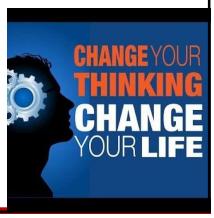


The thinking/feeling/behaving triangle

Catching, Checking and Changing Your Automatic Negative Thoughts

- When you notice your mood has changed or intensified, or is going in a negative direction or you are noticing bodily sensations associated with negative emotions, ask:

What was just going through my mind?
Is this thought really true?
Is this thinking helpful?
Do I have evidence to back this up?

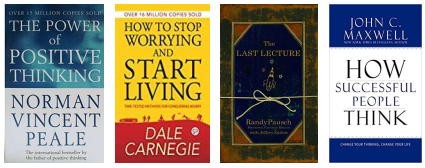


Daily Positive Self-Affirmations Work!

Positive Thinking Statements

- Think about two negative automatic thoughts/cognitive distortions that you often have
- Write down 2 positive self-statements and place them where you can see them every day
- Say them 10x every morning and 10x every night for the next week

Read 5 Minutes in a Positive Thinking Book Every Morning and Night



Mindfulness Integrated CBT

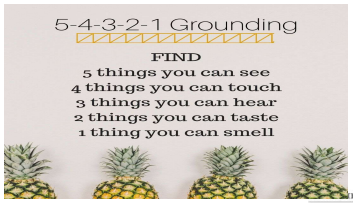
Learn to Stay "In the Present Moment"

The Present by Spencer Johnson is a great book to help

unplug

DISCONNECT TO CONNECT

The 5-4-3-2-1 Method of Grounding/Mindfulness



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Changing Negative to Positive Thinking Takes 30 to 60 Days of Consistent Practice

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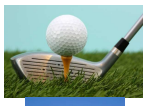
Behavioral Activation is Part of CBT Choose an activity that you enjoy and even if you don't feel like it, do it!



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Problem Solving Skills

- What is the problem?
- What are the possible causes of the problem?
- What are 2-3 solutions to the problem?
- **Pick the best one and ACT on it!**

Stress Management Apps

headspace

Mindfulness and guided meditation
https://www.headspace.com/health-covid-19

Cleveland Clinic Stress Free Now
- Day and Night Mindful Breath
- Guided Imagery
- Mindfulness of Being
- Loving Kindness Meditation
- Mountain Meditation

Sanvello (free version available)
- Mood Tracker
- Guided self-help paths
- Meditation Tools

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Boosting and Sustaining Energy

- Managing ENERGY, not just time, is the KEY to extraordinary results!
- Full engagement is the acquired ability to intentionally invest your FULL and BEST energy, right HERE, right NOW.
- Energy is four dimensional: Physical, Emotional, Mental, Spiritual (purpose).
- **Multitasking is the enemy of extraordinary energy.**
- Human energy oscillates, peaks in demand and recovery are im performance.
- Sit less, stand more!

From the HPI corporate athlete course

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Energy Management Tips

Are you aligned with your ultimate dream/purpose and mission in life?

Face the truth in all ways: Physically, Emotionally, Mentally, Spiritually

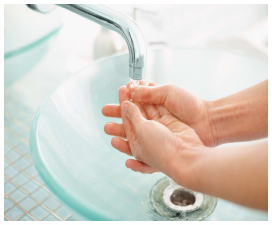
Stories (positive or negative) that you tell yourself are powerful

Changing your story is key to changing your life.

Human Performance Institute, Inc. (2010)

Brief Interventions & Micro-Recovery Breaks Work

During 20 second handwashing, take a deep abdominal breath using a 5, 7 and 8 technique



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A BIG ENERGY ZAPPER
POOR NUTRITION PRACTICES AND OVEREATING

Remember ELEO
Eat Light and Eat Often like a Baby!

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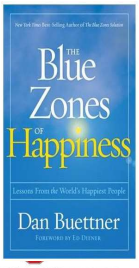
Three Keys for Happiness
Purpose, Passion and Pride

- To enhance pleasure, look for ways to add fun and joy to your daily routines (e.g., socialize often)
- To enhance purpose, increase opportunities to use your strengths to achieve meaningful goals
  - Knowing your sense of purpose is worth up to 7 years of extra life expectancy!
- To enhance pride, look for ways to align your job with your passions; reflect upon your accomplishments (none are too small!)



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The 3Ds as Key to Success
The Ability to Dream, Discover and Deliver

The Next 5 Years

What can you do in the next 3 to 5 years if you know that you can not fail?

Shoot for the moon, even if you miss, you will hit the stars. *-Les Brown*

There Is A Magic In Thinking Big!

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Plant your seeds, nurture them, and don't give up before they grow!

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Now More than Ever, We Need to Keep Dreaming, Discovering, Delivering and Taking Good Self-Care Just "Do It!"

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It's Time to Have Fun and Move for Energy with Chair Aerobics!

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