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

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
Errors and Shift Work
Melnyk et al., 2018, JOEM

Proportion of Nurses with Depression, Anxiety, Stress, and Burnout
Melnyk et al., in press, Nursing Administrative Quarterly

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

Causes of Burnout and Distress Healthcare Professionals

Consequences of Burnout

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

There are many consequences of burnout:

- 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

There are many causes of burnout:

- Occupational stress
- Problematic leadership
- Work overload
- Decreased control
- Role ambiguity
- Moral distress
- Financial pressures
- Decreased time with patients
- Difficulty balancing personal & professional lives
- Inefficiency of the Electronic Medical Record

You are Not Alone!

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

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

Clinician Suicides During COVID-19

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

Laure Breen, Top E.R. Doctor Who Treated Virus Patients Dies by Suicide

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 of languishing: absorption in a meaningful task without interruptions; small wins are important

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/
Evidence-based Action That Can Be Taken

- **Prevention**
- **Address Root Causes**
- **Interventions**
- **Treatment and Recovery**

Wellness policies and programs to reduce burnout and increase resiliency

Positive organizational culture that supports wellness

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

Evidence-based Interventions to Build a Culture of Wellness

Must be Multi-Component

System Issues Must be Fixed!

- **Individuals and Small Groups**
- **Faculty/Supervisors/Managers**
- **Top Leaders**
- **The System**

Stay Well and Calm During the COVID-19 Storm

**Webinar Series**

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

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

Evidence Plus Emotion = Behavior Change

What Will the Last 10 Years of YOUR Life Look Like?
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.

Not the Size of Alcoholic Beverages in Vegas!

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

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

29 studies (2,708 participants)

What Works?

- Mindfulness
- Gratitude
- Cognitive-Behavioral Therapy/ Skills Building
- 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
- Sense of purpose
- Forgiveness
- Connection

-Amit Sood, Mayo Clinic
Plus, cognitive-behavioral skills building and mindfulness

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.”

An Ounce of Prevention is Worth a Pound of Cure

-Benjamin Franklin

We Must Equip Our Children, Teens and Ourselves with Evidence-based Cognitive Behavioral, Coping and Resiliency Skills to Provide Protection from Mental Health Disorders

An Ounce of Prevention is Worth a Pound of Cure

-Benjamin Franklin

Starting with a Dose of Vitamin G

Positive Effects of Gratitude

- Improved Mood
- Improved Heart Health
- Increased Optimism
- Improved Sleep
- Improved blood pressure

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!

- 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”

  - Mind Full, or Mindful?

  - The Present by Spencer Johnson is a great book to help

Positive Thinking Statements

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- 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

- Change your thinking, change your life.

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

- **Find**: 5 things you can see.
- **4 things you can touch**.
- **3 things you can hear**.
- **2 things you can taste**.
- **1 thing you can smell**.

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

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!

Behavioral Activation is Part of CBT

Choose an activity that you enjoy and even if you don’t feel like it, do it!

Mindfulness and guided meditation

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

Stress Management Apps

- Cleveland Clinic Stress Free Now
  - Sit and Rise Mindful Reset
  - Guided Imagery
  - Mindfulness of Being
  - Loving Kindness Meditation
  - Mountain Meditation
- Sanvello (Free version available)
  - Mood Tracker
  - Guided self-help paths
  - Meditation Tools

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 important for top performance.
- Sit less, stand more!
**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)

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**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

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**The Next 5 Years**

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

Shoot for the moon, even if you miss, you will hit the stars.

*Les Brown*

There is a magic in thinking big!
Plant your seeds, nurture them, and don't give up before they grow!

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

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

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