

Can Focused Efforts Overcome the Effects of Burnout, Compassion Fatigue, and Vicarious Trauma for Nurses?

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Learning Objectives

- **Describe the evidence-based program developed to mitigate BO, CF, and VT.**
- **Describe methods used to conduct and complete the study and data analysis.**
- **Explain results, conclusion, and significance of study as it may apply to your setting.**



-  Wilmington Hospital
-  Christiana Hospital
-  Middletown Emergency Department
-  Visiting Nurse Association
-  High School Wellness Center
-  Satellite Location
-  Other Hospital

Christiana Health Care Systems

- 150+ Patient and Family Advisers
- Primary Care Office Visits: 227,295
- Home Health Care Visits: 308,096
- 21st in U.S. Admissions: 53,072
- 29th in U.S. Surgeries: 38,712
- 21st in U.S. ED Visits: 187,317
- 32nd in U.S. Births: 6,469



Catalyst For The Program





THE END RESULT

- **It effects more than us**



Ineffective Coping Results

- **Withdrawal and/or detachment**
- **“Vegging Out”**
- **Feeling depleted**
- **Developing negative self-image**
- **Imagining intrusive thoughts or images**
- **Difficulty separating work from one’s personal life**
- **Stress Hormones**

Effective Coping Strategies Education

- **Tracking & monitoring all the external trauma exposure you are unconsciously absorbing**
- **Use low impact debriefing (give warning)**
- **Practice engaging with others--try to refocus and also monitor where your thoughts wander off to (spend more than 12 min)**
- **Try to keep in mind the definition of compassion**
- **It's not my journey**

Effective Coping Strategies, cont.

- **Have a symbolic transition ritual that you are no longer a nurse**
- **Don't allow the negative/dead people into your home**
- **Do something selfish for your self**
- **As you drive home remind yourself of three things you did to make someone feel better**
- **Take 20 seconds to let that positive experience register in your brain**

More Effective Coping Strategies

- Nurture your dopamine and oxytocin,
- Plan on something every 8 weeks so you have something to look forward to, accomplish a goal (dopamine)
 - Connect with people; reach out and touch someone (oxytocin)

Research Study

- **The study enrolled 105 nurses**
 - MED-SURG (25)
 - CVCCC (27)
 - ED (53)
 - 4 hour workshop
 - 6 month follow-up

ProQOL®

Compassion Satisfaction and Fatigue
PROFESSIONAL QUALITY OF LIFE SCALE (PROQOL)
(ProQOL) Version 5 (2009)

1=Never 2=Rarely 3=Sometimes 4=Often 5=Very Often

- ____ 1. I am happy.
- ____ 2. I am preoccupied with more than one person I [help].
- ____ 3. I get satisfaction from being able to [help] people.
- ____ 4. I feel connected to others.
- ____ 5. I jump or am startled by unexpected sounds.
- ____ 6. I feel invigorated after working with those I [help].
- ____ 7. I find it difficult to separate my personal life from my life as a [helper].
- ____ 8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].
- ____ 9. I think that I might have been affected by the traumatic stress of those I [help].
- ____ 10. I feel trapped by my job as a [helper].
- ____ 11. Because of my [helping], I have felt "on edge" about various things.
- ____ 12. I like my work as a [helper].
- ____ 13. I feel depressed because of the traumatic experiences of the people I [help].
- ____ 14. I feel as though I am experiencing the trauma of someone I have [helped].
- ____ 15. I have beliefs that sustain me.
- ____ 16. I am pleased with how I am able to keep up with [helping] techniques and protocols.
- ____ 17. I am the person I always wanted to be.
- ____ 18. My work makes me feel satisfied.
- ____ 19. I feel worn out because of my work as a [helper].
- ____ 20. I have happy thoughts and feelings about those I [help] and how I could help them.
- ____ 21. I feel overwhelmed because my case [work] load seems endless.
- ____ 22. I believe I can make a difference through my work.
- ____ 23. I avoid certain activities or situations because they remind me of frightening experiences of the people I [help].
- ____ 24. I am proud of what I can do to [help].
- ____ 25. As a result of my [helping], I have intrusive, frightening thoughts.
- ____ 26. I feel "bogged down" by the system.
- ____ 27. I have thoughts that I am a "success" as a [helper].
- ____ 28. I can't recall important parts of my work with trauma victims.
- ____ 29. I am a very caring person.
- ____ 30. I am happy that I chose to do this work.

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Compassion Satisfaction

<i>ProQOL Compassion Satisfaction Subscale Analysis</i>	<i>Baseline Mean</i>	<i>6 Month Mean</i>	<i>T stat</i>	<i>P value</i>
3. I get satisfaction from being able to help people.	4.27	4.47	1.94	< 0.029
6. I feel invigorated after with those I help.	3.33	3.58	2.22	< 0.016
12. I like my work as a helper.	4.21	4.3	0.59	< 0.278
16. I am pleased with how I am able to keep up with helping techniques and protocols.	3.68	4.03	2.90	< 0.003
18. My work makes me feel satisfied.	3.96	4.09	1.26	< 0.106
20. I have happy thoughts and feelings about those I help and how I could help them.	3.74	3.96	1.67	< 0.05
22. I believe I can make a difference through my work.	4.13	4.17	0.36	< 0.359
24. I am proud of what I can do to help.	4.25	4.37	1.06	< 0.147
27. I have thoughts that I am a "success" as a helper.	3.54	3.92	3.56	< 0.0004
30. I am happy that I chose to do this type of work.	4.23	4.35	1.23	< 0.112
Total Subscale Findings	39.39	41.19	2.54	< 0.007

Compassion Fatigue--Burnout

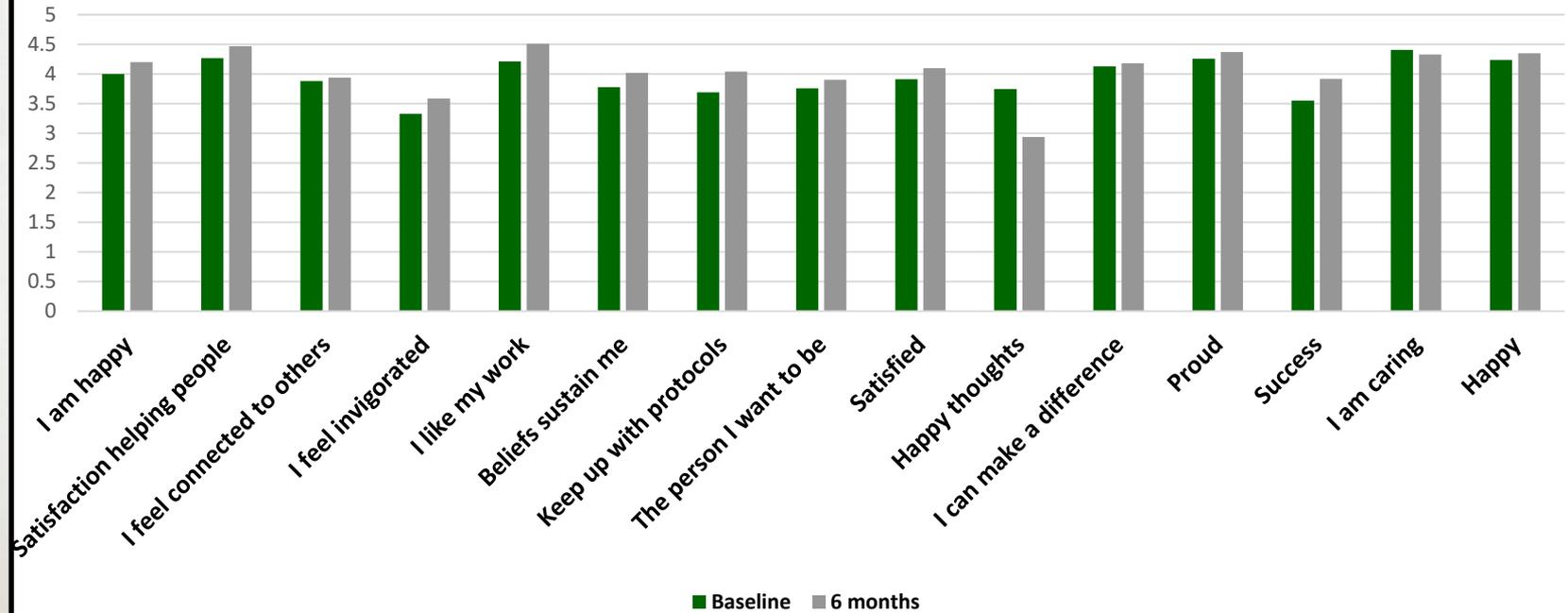
<i>Compassion Fatigue/Burnout Subscale</i>	<i>Baseline Mean</i>	<i>6 Month Mean</i>	<i>T stat</i>	<i>P value</i>
1. I am happy (reversed).	2	1.80	2.11	< 0.02
4. I feel connected to others (reversed).	2.11	2.05	0.50	< 0.308
8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I help.	1.86	1.68	1.19	0.118
10. I feel trapped by my job as a helper.	2.21	2.01	1.35	0.092
15. I have beliefs that sustain me (reversed).	2.21	2.05	0.98	0.164
17. I am the person I always wanted to be (reversed).	2.31	2.09	1.75	< 0.043
19. I feel worn out because of my work as a helper.	3.09	2.94	0.93	0.179
21. I feel overwhelmed because my case work load seems endless.	2.98	2.72	1.95	< 0.029
26. I feel "bogged down" by the system.	2.76	2.33	3.13	< 0.0014
29. I am a very caring person (reversed)	1.66	1.58	0.68	0.249
Total Subscale Findings	23.15	21.35	2.83	< 0.003

Compassion Fatigue—Secondary Trauma

<i>Compassion Fatigue/Secondary Trauma Scale</i>	<i>Baseline Mean</i>	<i>6 Month Mean</i>	<i>T stat</i>	<i>P value</i>
2. I am preoccupied with more than one person I help.	3.54	3.33	1.23	< 0.113
5. I jump or am startled by unexpected sounds.	2.84	2.56	2.00	< 0.026
7. I find it difficult to separate my personal life from my life as a helper.	3	2.45	4.71	< 0.00001
9. I think I might have been affected by the traumatic stress of those I help.	2.54	2.21	2.35	< 0.0114
11. Because of my helping, I have felt "on edge" about various things.	2.62	2.24	2.13	< 0.0188
13. I feel depressed because of the traumatic experiences of the people I help.	2.21	1.86	2.99	< 0.002
14. I feel as though I am experiencing the trauma of someone I have helped.	1.92	1.78	1.22	0.113
23. I avoid certain activities or situations because they remind me of frightening experiences of the people I help.	1.76	1.70	0.50	0.308
25. As a result of my helping, I have intrusive, frightening thoughts.	1.80	1.52	2.71	< 0.005
28. I can't recall important parts of my work with trauma victims.	2.23	2.17	0.41	0.342
Total Subscale Findings	24.50	21.82	4.06	< 0.00009

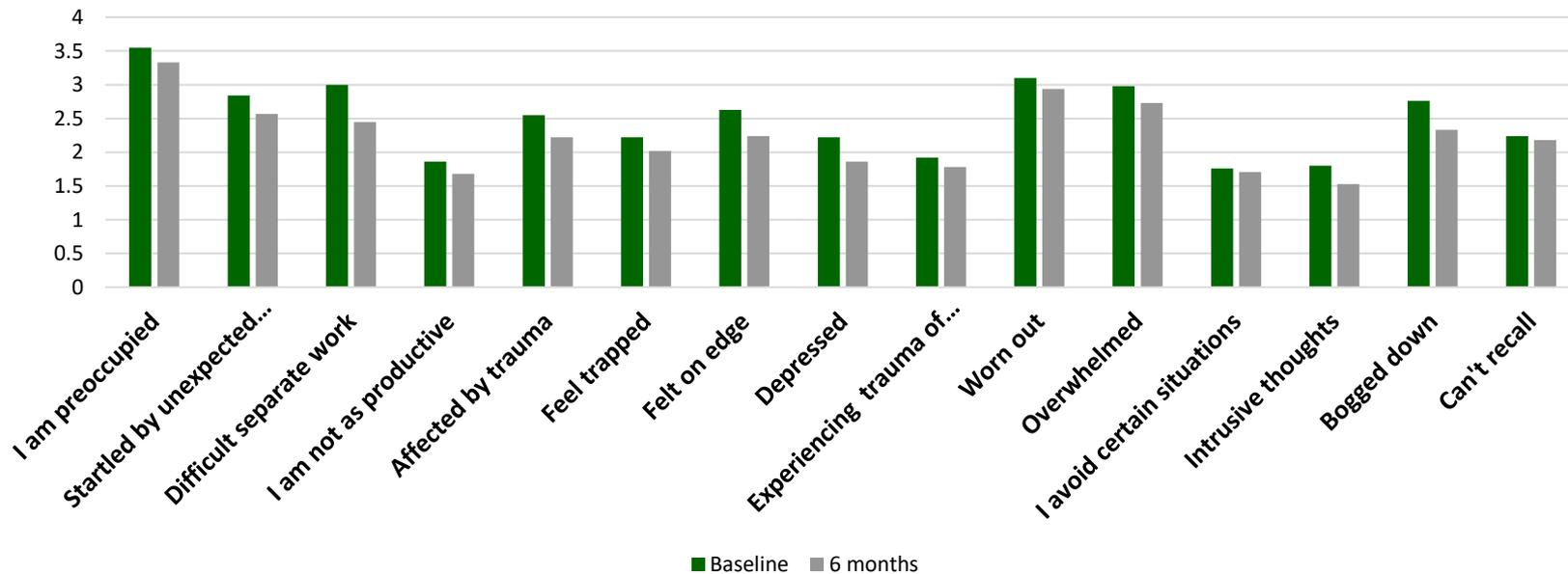
Compassion Satisfaction & Positive Items on ProQOL

Higher Scores Shows Improvement



Compassion Fatigue & Negative Items on ProQOL

Lower Scores Shows Improvement



Conclusion and Implications

- An interactive program that focuses on retraining the “negative” thinking brain can provide a buffer against burnout, compassion fatigue, and vicarious trauma than can be sustained across 6 months--may provide greater resiliency against these phenomenon.

Questions?

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