CARDIOLOGY 2024

What I Needed to Learn:

Destigmatizing Mental Health Support in Nursing

Jamie Fitzgerald, MBA, RN, CPHQ
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DISCLOSURES

- None

MENTAL HEALTH

The World Health Organization defines mental health as "a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community"

IMPACT

A disproportionately high percentage of the nursing workforce worldwide suffers from mental health conditions including depression, anxiety, PTSD, and burnout.

The presence of burnout in the workplace leads to poor quality and safety metrics including
- low patient satisfaction
- poor communication with patients and colleagues
- poor patient engagement
- self-reported increase in medical errors
- absenteeism
- turnover
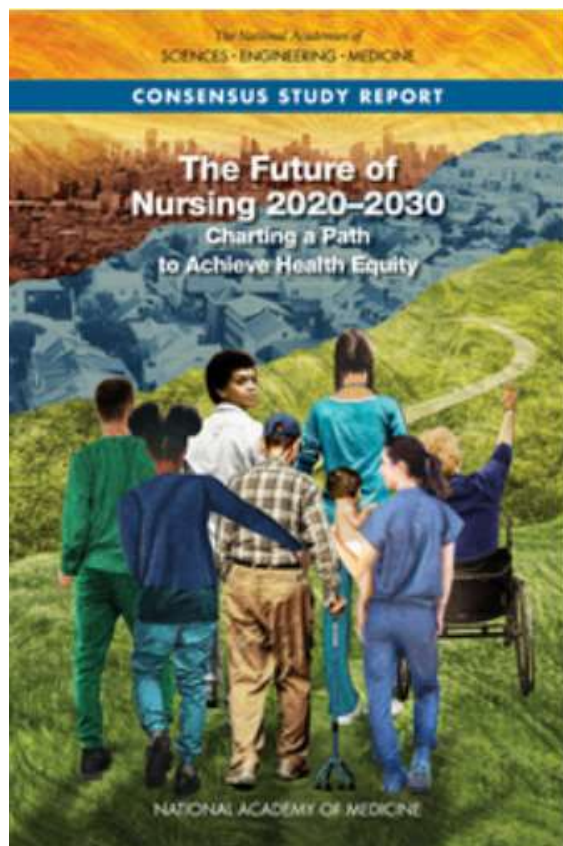
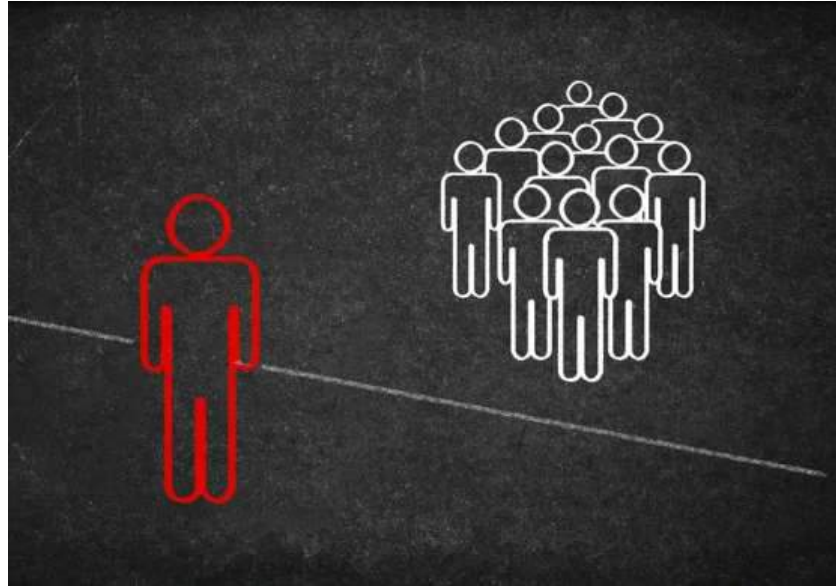Children's Hospital
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APPRECIATIVE APPROACH

- Office of Wellbeing
- Wellbeing champions
- Resiliency rounding script
- Peer mentorship program
- New employee orientation, nurse residency

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CAMPAIGN FOR ACTION SECTION 3.9

Reduce stigma associated with mental and behavioral health treatment for nurses

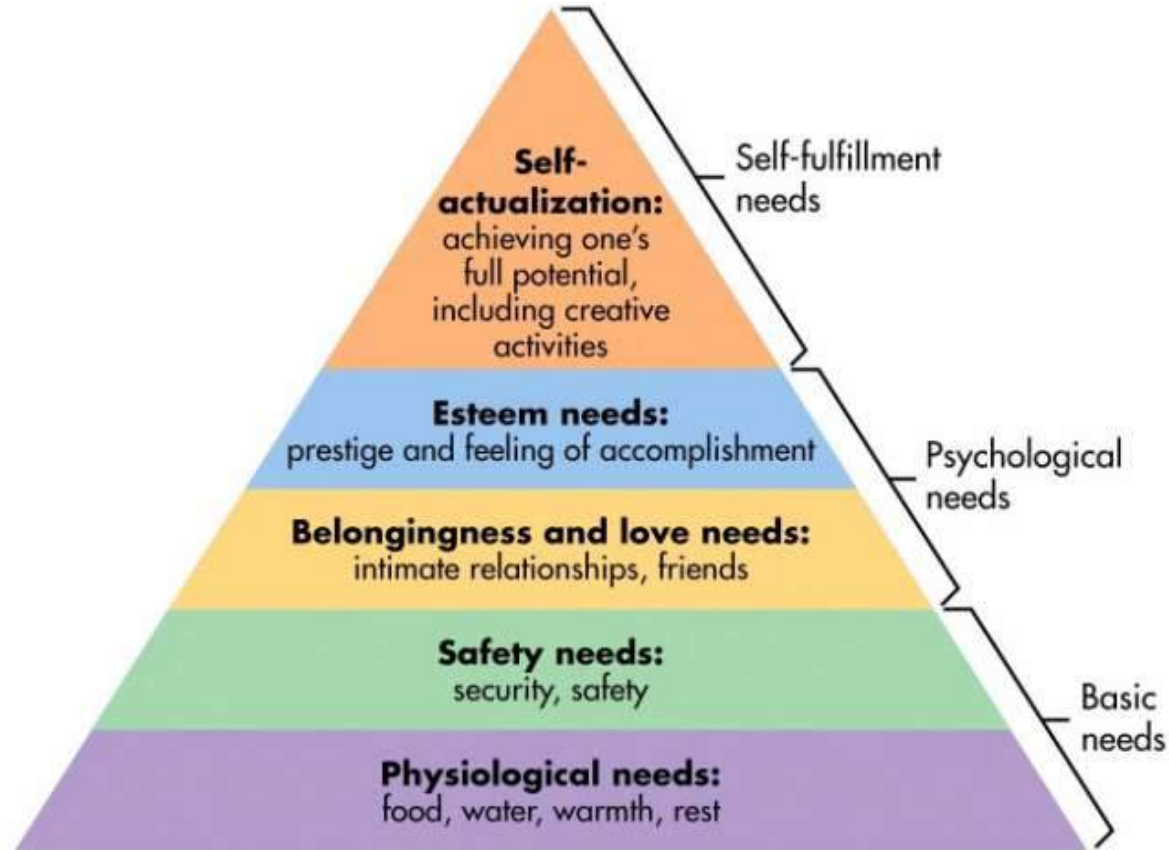You can lead a horse to water, but you can't make him drink.

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MASLOW'S HIERARCHY OF NEEDS

What do we do?

MENTAL HEALTH

The World Health Organization defines mental health as "a state of well-being in which an individual realizes his or her own abilities, **can cope with the normal stresses of life**, can work productively and is able to make a contribution to his or her community"

1. Key Strategic Stakeholders

Nursing
American Nurses Association + all state orgs; American Organization of Nurse Leaders; National Council of State Boards of Nursing (NCSBN); State based Action Coalitions

Healthcare
American Hospital Association; national long-term care and home care associations

Education
American Association of Colleges of Nursing (AACN) & other nursing education associations

Other
Stigma Reduction Partners e.g. the Human Library, storytelling/podcast groups like The Moth, an intergenerational partner to leverage different views of mental health (reversal of traditional mentoring!); Brene Brown; Employee Assistance Programs/Organizations

2. Top 3-5 Actions for 2021

A. Develop/adopt a foundational definition of stigma
B. Initiate a Stigma Reduction media and storytelling campaign/platform leveraging the COVID experience
C. Challenge stakeholders to develop action plans to name, rename and discuss the stigma of mental and behavioral health treatment for nurses
D. Determine baseline data requirements

3. Top 3-5 Actions for 2022

A. Reframe the thinking about stigma to an appreciative approach
B. Approach State Board's of Nursing to address stigma associated with licensing processes and work with policy makers to reduce policies that enforce stigma (alternative to discipline, application questions, etc.)
C. Action Coalitions should convene state and system level stakeholders to initiate discussions/barrier reduction
D. Include and develop considerations for stigma in diverse nursing workforce populations
E. Begin adding to nursing curricula evidence-based approaches of reducing stigma for graduating nursing students entering the workforce
F. Identify and address National Council of State Boards of Nursing (NCSBN) compact issues that inhibit participation
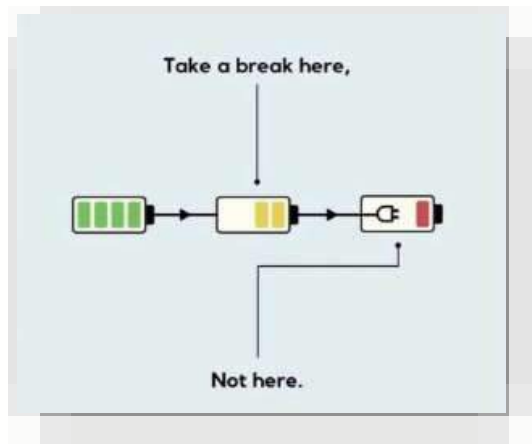
4. Success Indicators

- A baseline assessment has been completed to understand intention to leave the profession because of mental/behavioral health issues
- Newly licensed nurses are taught to recognize, understand and act on needs to reduce stigma
- Policy & system changes impact nurses' ability to access mental & behavioral health treatment
- Nurses have the skills to act on their personal/professional need to access mental & behavioral health treatment

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WHAT I HAD TO LEARN

- Normalizing and role modeling self-care and wellness

- Positive relational leadership styles

- Recognize that mental health challenges manifest differently in different people

- Don't shy away from or dance around the conversation

- Make mental health resources easy to access

WHAT ZONE ARE YOU IN?

Zone	🔋 THRIVING	🔋 MANAGING	🔋 SURVIVING	🔋 STRUGGLING
How I'm doing	I'm great	I'm ok	I'm having a hard time	I can't keep going like this
If I were a cellphone, how much battery power would I have?	80-100% I have plenty of battery life to get me through the day.	50-80% I may need to recharge before the end of the day.	20-50% My battery is running low. I should prioritize re-charging.	<20% I need to recharge now.
How my thoughts might sound	I feel present and confident in my abilities. I want to connect with other people.	I feel stressed and depleted. I am waiting for the day or week to be over.	I feel overwhelmed and am having trouble concentrating. I am not enjoying activities I used to enjoy.	I feel like something is wrong and I am not able to do the tasks I need to do.
How my body might be feeling	Normal appetite and adequate amount of energy	Mild physical symptoms that could impair daily functioning	Moderate physical symptoms that impair daily functioning	Severe physical symptoms that impair daily functioning
How I might be sleeping	Sleeping well and waking up feeling rested	Experiencing mild sleep difficulties	Experiencing moderate sleep difficulties	Experiencing severe sleep difficulties
Behaviors I might be exhibiting	Engaging in routine self-care and healthy habits	Putting off self-care	Unable to maintain self-care and experiencing frequent self-criticism	Engaging in unhealthy behaviors to cope including the use of substances

https://at.chop.edu/sites/chopwell

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WELLNESS STRATEGIES

Zone	THRIVING	MANAGING	SURVIVING	STRUGGLING
Taking breaks to recharge	I have plenty of battery life to get me through the day.	I may need to recharge before the end of the day.	My battery is running low. I should prioritize re-charging.	I need to recharge now.
Maintaining your physical well-being	• Preventive health screenings and routine medical and dental care • Regular physical activity • Healthy habits	• Learn your stress signals • Adopt healthy sleep habits • Ensure that you are getting at least some physical activity each week • Find an accountability partner	• Maintain 1-2 healthy habits that have the biggest impact on your physical health • Eat and drink during the workday • Continue to prioritize rest	• Schedule an appointment with your PCP • Negotiate with your manager and with loved ones to prioritize self-care
Maintaining your emotional and psychological well-being	• Engage in activities that cultivate joy and meaning • Take time to savor positive experiences	• Prioritize connection with friends and family • Gratitude practice • Journal to process emotions	• Limit harmful social media usage • Reframe negative thought patterns • Seek social support	• Engage in a self-care activity that helps you feel better • Seek out professional help from a licensed mental health professional
Maintaining your well-being at work	• Maintain boundaries on how you spend your time and energy • Engage in professional development opportunities • Take time to recognize and appreciate colleagues • Schedule focus time	• Set and communicate realistic goals • Delay, defer, or delegate tasks • Pay attention to small moments of joy • solve • Re-connect with your purpose (your "why")	• Ensure that your boundaries allow you to disconnect from work • Proactively plan time away • Reach out to your manager for support	• Seek and accept help from colleagues • Work with your manager to create an action plan focused on restoring your well-being

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CHOP RESOURCES

Zone	THRIVING	MANAGING	SURVIVING	STRUGGLING
CHOP Well-being resources	- Live virtual fitness classes - Explore the Virgin Pulse platform for personal and group health challenges, to track healthy habits and to recognize colleagues - Perks at Work & Tickets at Work offer discounts on shopping, experiences & travel - Fitness and weight management discounts & reimbursements - HUB/Roberts gym access for all CHOP employees - Attend monthly Resilience speaker series - Visit CHOP's Center for Professional Growth to discover professional developmental opportunities	- Virtual Mindfulness Awareness Practices happen on Mondays and Fridays at 12:15pm - There are a wealth of resources on SupportLinc, including articles and tip sheets on health and well-being, as well as legal and financial counseling - The Virgin Pulse app offers health journeys, social groups, and support for healthy habits - Bright Horizons offers support for child and eldercare - Health Advocate can help you to navigate your medical benefits and elder care - Better Health Nurse Health Coaches through Independence Blue Cross can help you to manage your health care	- Virgin Pulse coaches offer health coaching both in person and over the phone - Take advantage of digital or text coaching and support services through SupportLinc - Have you have accrued PPL? If so, talk with your manager about scheduling time away from work to recharge. Click here to read more about CHOP's Paid Personal Leave policy.	- SupportLinc offers confidential, in-the-moment support as well as access to five free counseling sessions with a counselor or therapist of your choice - Virgin Pulse offers coaching for individuals living with anxiety and depression - Call the CHOP 5-Safe line for mental health crisis support - Learn more about Family Medical Leave Act protections to determine if you qualify

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- Positive relational leadership styles
- Recognize that mental health challenges manifest differently in different people
- Don't shy away from or dance around the conversation
- Make mental health resources easy to access

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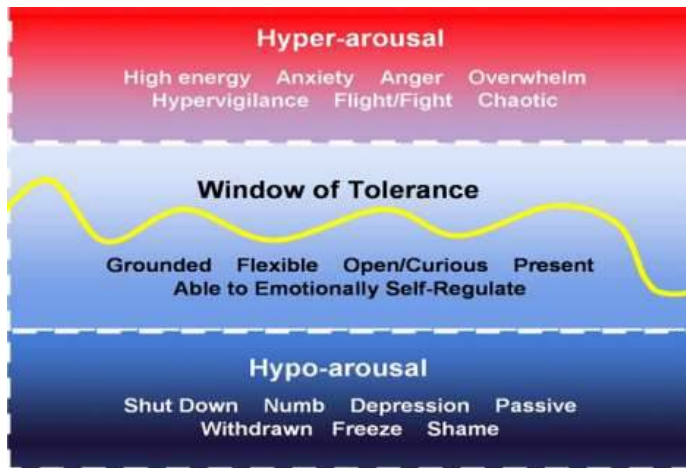
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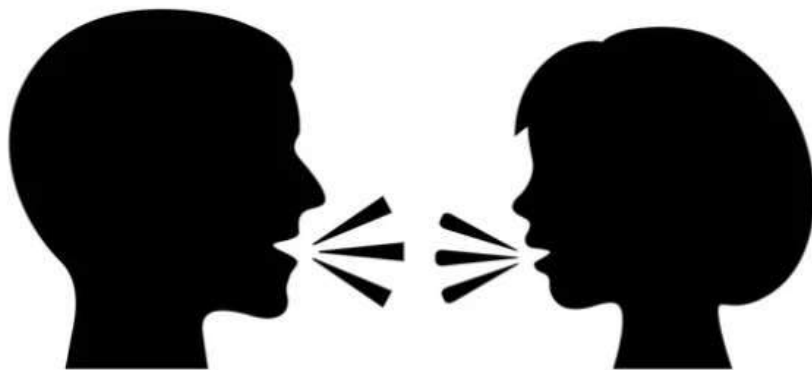- Make mental health resources easy to access

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Nurses are a unique kind. They have this insatiable need to care for others, which is both their greatest strength and fatal flaw.

Jean Watson, *American nurse theorist and nursing professor*

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THANK YOU!

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