

Integrative Re-Sources

HEAL-THY TEAM TO KEEP THY TEAM

Strengthening Resiliency

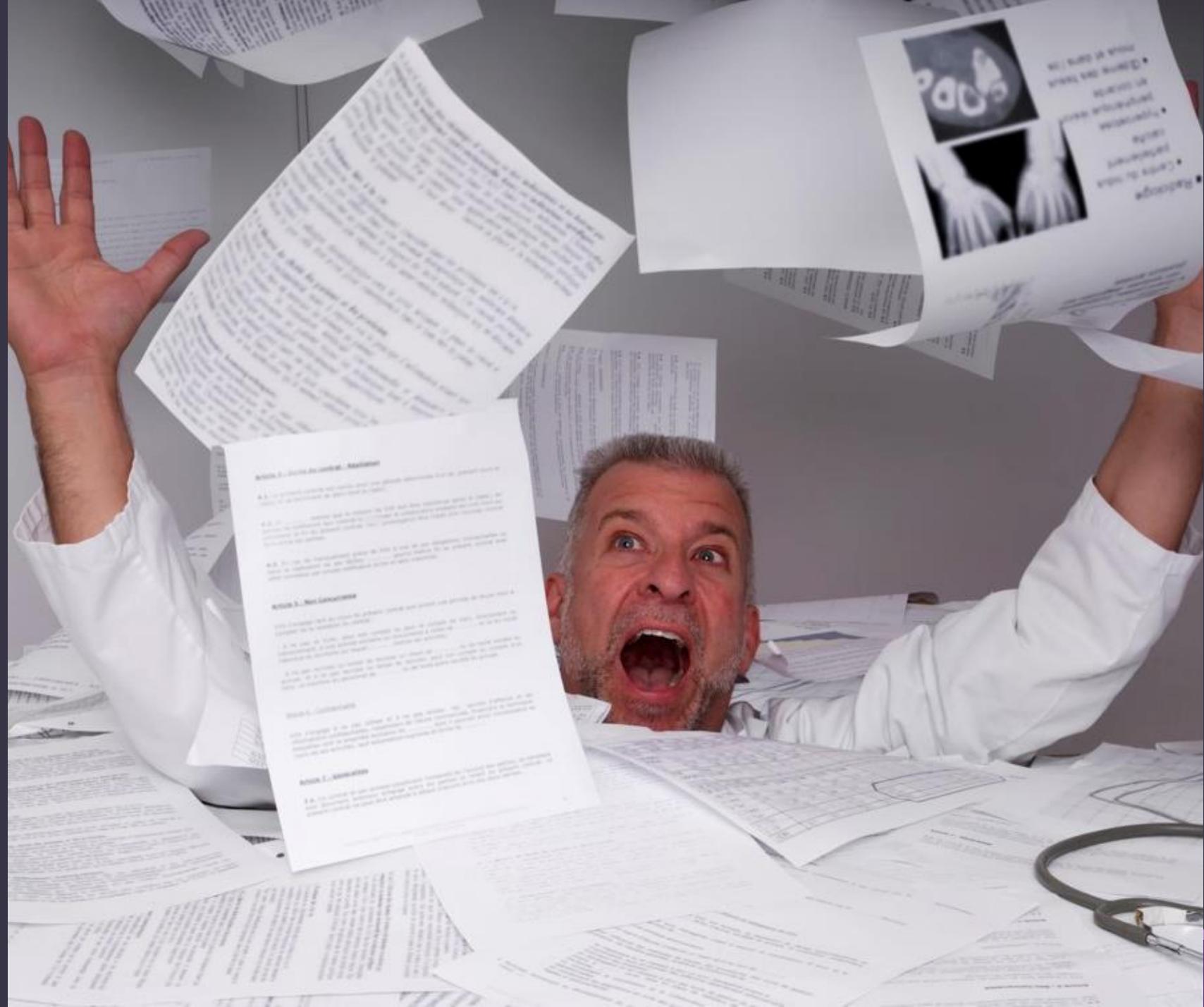




My Story: First Day on Call

Signs of Burnout

- Disconnected
- Depersonalization
- Disrespect
- Fatigue
- Cranky
- Sarcastic
- Isolated
- Apathetic
- Lacks innovation





Strategies

- Get comfortable with the uncomfortable
- Prioritize values
- Acknowledge progress
- Listen



Exercise Star Leadership

Compassion
Courage
Curiosity
Connection
Consistency

Integrate Resilience Practices

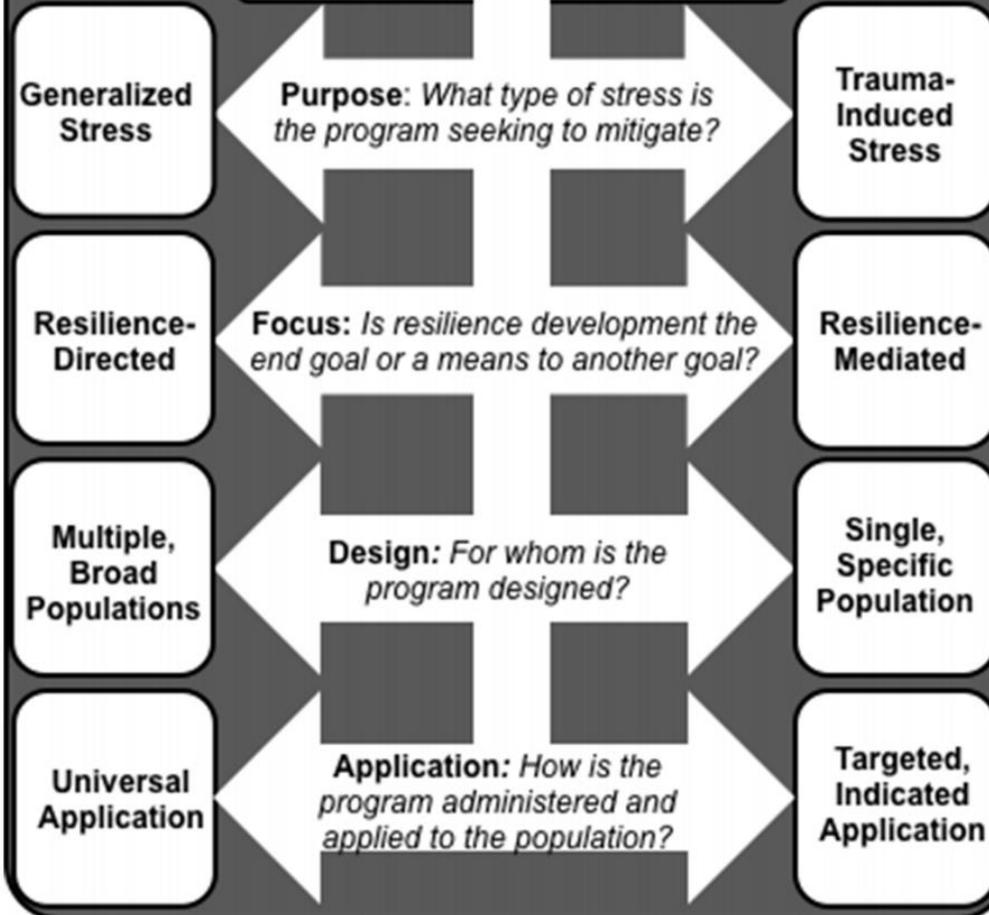
- Identify what you're already doing well
- Reframe thinking
- Exercise gratitude
- Utilize positive psychology
- Understand the mind-body response to stress
- Show compassion to yourself & others
- Create a plan



Resiliency Training Programs

Any program specifically designed to enhance individual, group, or population resilience. Programs are always forward-looking, seeking to prepare participants for future stresses and challenges.

Operational Spectrum Framework



Why focus on resiliency in healthcare?

- Mass General reduced clinical encounters of cancer survivors by 43% through 3RP; saving patients \$2,500 annually & the hospital \$2.5 million [PLOS ONE | DOI:10.1371/journal.pone.0140212](https://doi.org/10.1371/journal.pone.0140212) October 13, 2015
- Allina employee research study, Resilience Training, was shown to decrease average depression scores by 71% & increase quality of life scores by more than 70%. This evidence led to the program being covered 90% by Allina's self insurer http://www.bravewell.org/current_projects/clinical_network/institute_health_healing/
- Nurses who actively participate in the development & strengthening of their own personal resilience reduce their vulnerability to workplace adversity (excessive workloads, bullying, restructuring, etc.) & thus improve the overall healthcare setting <https://onlinelibrary.wiley.com/doi/full/10.1111/j.1365-2648.2007.04412.x>; [https://www.collegianjournal.com/article/S1322-7696\(14\)00115-2/pdf](https://www.collegianjournal.com/article/S1322-7696(14)00115-2/pdf)

400
physicians die by suicide
each year, a rate more than
2X
that of the general
population
Andrew & Brenner, 2015

➔ 24%
of ICU nurses tested positive
for symptoms of post-traumatic
stress disorder
Mealer et al., 2007



Physician rates of
depression
remain alarmingly
high at

39%

Shanafelt, 2015

23-31%
Prevalence of emotional
exhaustion among
primary care nurses
Gomez-Urquiza et al, 2016

What does it mean to be resilient?

It doesn't matter what happens to you,
it matters how you respond

Your response shapes your brain, body & your buddies



Thank you

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