

Developing a Holistic Self-Care Plan for Nurses in a New Nurse Residency Program

Dr. DeAnna VanKuren



DNP Scholarly Work/Results

- ▶ The purpose of my Doctorate of Nursing Practice scholarly project :

Developing a Holistic Self-Care Plan for Nurses in a New Nurse Residency Program

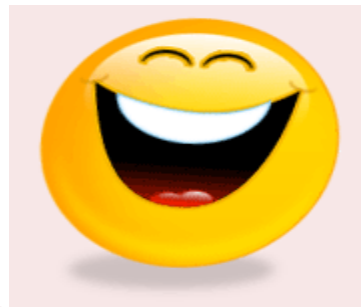
- ▶ This lack of caring for self, can, and will lead to physical ailments but also **compassion discomfort, compassion stress, and compassion fatigue** (Coetzee & Klopper, 2010).
- ▶ If nurses are NOT caring for their body, mind, and spirit how does Compassion Satisfaction exist?

Literature....

- ▶ The literature is filled with articles addressing compassion fatigue, stress and secondary traumatic stress within the nursing profession.
- ▶ The unresolved, intense, or prolonged and continuous stressors can lead to compassion discomfort, compassion stress and ultimately compassion fatigue (Coetzee & Klopper, 2010).
- ▶ Nurses who are emotionally, physically and spiritually unwell may **impact patient quality of care** (Roberts, 2013).
- ▶ The research portrays nurses as the 'broken healer' when their own emotional supply is low and this may negatively affect **patient safety and quality of care** (Kratvits, McAllister-Black, Grant, Kirk, 2010).

What is Compassion Satisfaction?

- ▶ Compassion satisfaction is the pleasure received from the ability to do one's work in their role as a caregiver (Stamm, 2009).
- ▶ Compassion satisfaction is the inner strength, desire, and will to keep nurses at the bedside, caring for patients in a mutually satisfying role.



Therefore....

- ▶ Just as nurses are mindful in the care of individuals, so too, must the nurse be mindful of the holistic care of his/her own body, mind and spirit.
- ▶ Each individual patient is unique with a sense of self. Hence, each individual nurse is also unique with a sense of self.
- ▶ The totality of self encompasses the body, mind spirit unity.
- ▶ The decline in one aspect of an individual's body, mind or spirit can have adverse effects on the human being.

The American Nurses Association fully supports a human beings essential unity of mind, body and spirit (American Nurses Association, n.d.).

American Nurses Association (ANA)

- ▶ American Nurses Association conducted a Health and Safety Survey in 2001, and then again in 2011.

*The results showed the top three concerns,
(bracketed percentages are 2001 results):*

- ▶ Effects of **stress and overwork** was 74% (70%)
- ▶ Disabling musculoskeletal injury 62% (59%)
- ▶ Contracting an infectious disease 43% (37%)

In ten years....

As a profession, we have faltered

- Literature about workforce shows the imperativeness of self-care for **all** nurses, however, there are discrepancies that this is **not recognized consistently** (Mills, Wand, & Fraser, 2015).

How does CS relate to the helping profession?

- ▶ **Research provides how compassion satisfaction may be a catalyst to combat compassion fatigue and it can be achieved through purposeful interventions** (Smart, English, James, Wilson, Daratha, Childers, Magera, 2014).
- ▶ **Research reflects on compassion fatigue, stress, and secondary traumatic stress disorder and often points to a need to discover, develop, enhance or maintain compassion satisfaction** (Meyer, Li, Klaristenfeld & Gold, 2015).

Trending....

Compassion satisfaction

- ▶ Studies on compassion satisfaction among new nurses were limited.
- ▶ Exploring self-care among new nurses utilizing holistic self-care tools was also limited.
- ▶ Studies on compassion satisfaction addressed a need for organizational support for caregivers through self-care modalities
- ▶ Studies mentioned possible new research initiatives including introducing reflective journaling, and Mandala coloring as part of workday relaxation
- ▶ Research is needed to examine the possibility of implementing stress-reducing **preventative programs aimed at reflection and relaxation that is institutionally supported** (Meyer et. al., 2015)

Promote Compassion Satisfaction..

Self-Care

- ▶ wellbeing plans for new graduate nurses.
- ▶ incorporate art as a tool for holistic self-care, and relaxation (Kravits et al., 2010).
- ▶ incorporate music, allow more time to create wellness plans, and offer the course more often (Kravits et al., 2010)
- ▶ that self-compassion and self-care should be practiced by nurses, however if not explicitly trained or required to do so, nurses may not participate (Mills et. al, 2014)
- ▶ allow oneself to enter into self-care though drawing, journaling and meditating (Richards, 2013)

Mandala

- ▶ coloring a pre-drawn Mandala is an effective way to lower angst (Kersten & Van Der Vennet, 2010)

Journaling

- ▶ The study on journaling allowed participants to describe one's experience, and created an opportunity for mindfulness of self; being and becoming self-aware, therefore caring for the mind (Brathovde, et. al., 2013).

Lavender EO

- ▶ information indirectly relates to nursing as a tool for relaxation for new nurses, lavender has been shown to enhance relaxation and rest (Lillehei, 2014).

Scholarly Work

- ▶ It started with 13....

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