



Nursing Faculty P.R.E.P. (Personal Resilience Enhancement Plan)

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Why Resilience?



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



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

24%

of ICU nurses tested positive
for symptoms of post-traumatic
stress disorder

Mealer et al., 2007

**How can we protect the health of the people
who protect our own?**



National Academy of Medicine

Action Collaborative on
Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing

 @theNAMedicine

Nurse Suicide: Breaking the Silence

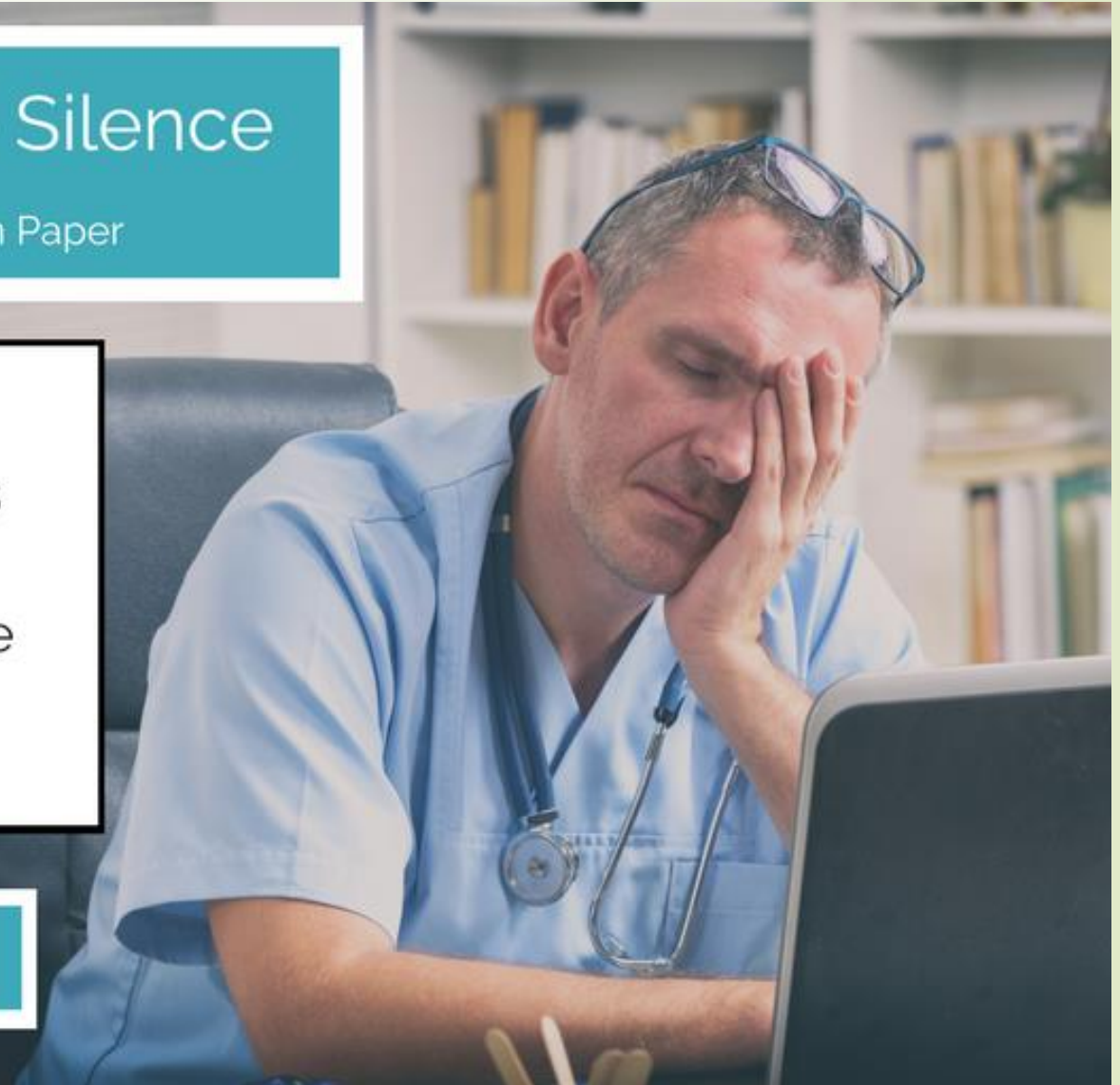
A National Academy of Medicine Discussion Paper

"Nurse suicide has been a hidden phenomenon in the profession and has not been adequately measured or studied in the U.S. The time for a culture change is now."

Davidson et al., 2017

nam.edu/perspectives

@theNAMedicine



FACTORS AFFECTING CLINICIAN WELL-BEING AND RESILIENCE

EXTERNAL FACTORS

SOCIO-CULTURAL FACTORS

- Alignment of societal expectations and clinician's role
- Culture of safety and transparency
- Discrimination and overt and unconscious bias
- Media portrayal
- Patient behaviors and expectations
- Political and economic climates
- Social determinants of health
- Stigmatization of mental illness

REGULATORY, BUSINESS, & PAYER ENVIRONMENT

- Accreditation, high-stakes assessments, and publicized quality ratings
- Documentation and reporting requirements
- HR policies and compensation issues
- Initial licensure and certification
- Insurance company policies
- Litigation risk
- Maintenance of licensure and certification
- National and state policies and practices
- Reimbursement structure
- Shifting systems of care and administrative requirements

ORGANIZATIONAL FACTORS

- Bureaucracy
- Congruent organizational mission and values
- Culture, leadership, and staff engagement
- Data collection requirements
- Diversity and inclusion
- Level of support for all healthcare team members
- Professional development opportunities
- Scope of practice
- Workload, performance, compensation, and value attributed to work elements

LEARNING/PRACTICE ENVIRONMENT

- Autonomy
- Collaborative vs. competitive environment
- Curriculum
- Health IT interoperability and usability/Electronic health records
- Learning and practice setting
- Mentorship
- Physical learning and practice conditions
- Professional relationships
- Student affairs policies
- Student-centered and patient-centered focus
- Team structures and functionality
- Workplace safety and violence

INDIVIDUAL FACTORS

HEALTH CARE ROLE

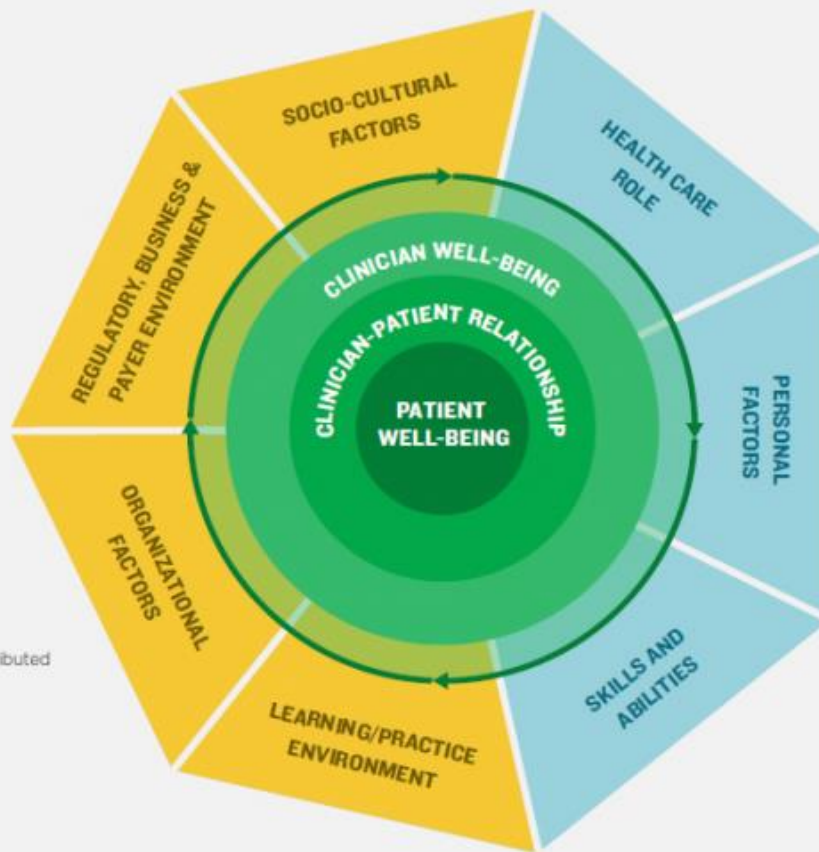
- Administrative responsibilities
- Alignment of responsibility and authority
- Clinical responsibilities
- Learning/career stage
- Patient population
- Specialty related issues
- Student/trainee responsibilities
- Teaching and research responsibilities

PERSONAL FACTORS

- Inclusion and connectivity
- Family dynamics
- Financial stressors/economic vitality
- Flexibility and ability to respond to change
- Level of engagement/connection to meaning and purpose in work
- Personality traits
- Personal values, ethics and morals
- Physical, mental, and spiritual well-being
- Relationships and social support
- Sense of meaning
- Work-life integration

SKILLS AND ABILITIES

- Clinical Competency level/experience
- Communication skills
- Coping skills
- Delegation
- Empathy
- Management and leadership
- Mastering new technologies or proficient use of technology
- Mentorship
- Optimizing work flow
- Organizational skills
- Resilience
- Teamwork skills





Create sense of urgency

Build the guiding team

Develop a change vision & strategy

Understanding & buy-in

Empower others

Short-term wins

Don't let up—
Be relentless

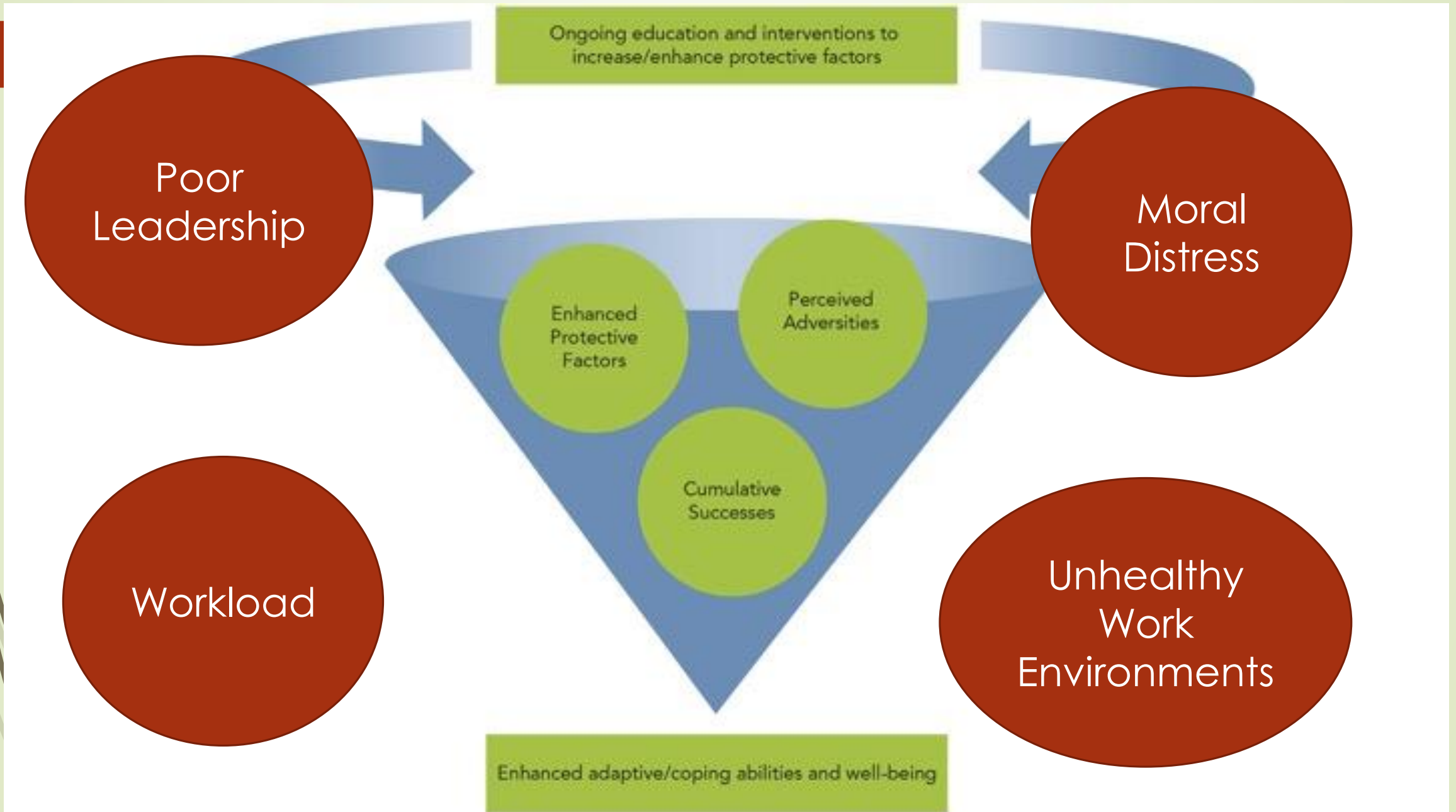
Create a new
culture



Stephens' Model of Resilience

- “an *individualized process* of development that occurs through the use of personal *protective factors* to successfully navigate perceived stress and adversities. *Cumulative successes* lead to enhanced coping/adaptive abilities and well-being.” (Stephens, 2013, 2017).

Risks for Faculty



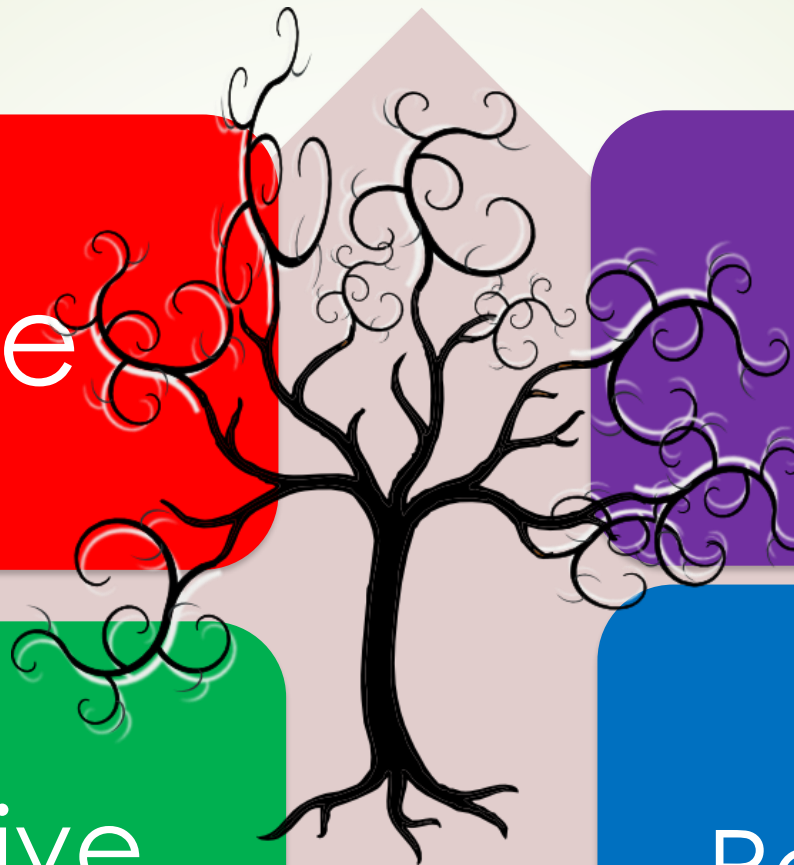
4P's of RESILIENCE

Purpose

Priorities

Perspective

Personal
Responsibility



Priorities



What matters to you and Why?

Priorities

What Matters to
You MATTERS!



Purpose

Why are
you
here?



Perspective

Growth
Mindset

Diverse

Cognitive
Debiasing

Broad



Personal Responsibility

- *HRT*
- *Moral Courage*
- *Growth Mindset*
- *Commitment to Priorities & Purpose*
- *Collective Efficacy*



ROCK THE BOAT

PRACTICE & PROMOTE
Critical & Creative Thinking



Collective efficacy



