



# WORK-LIFE BALANCE:

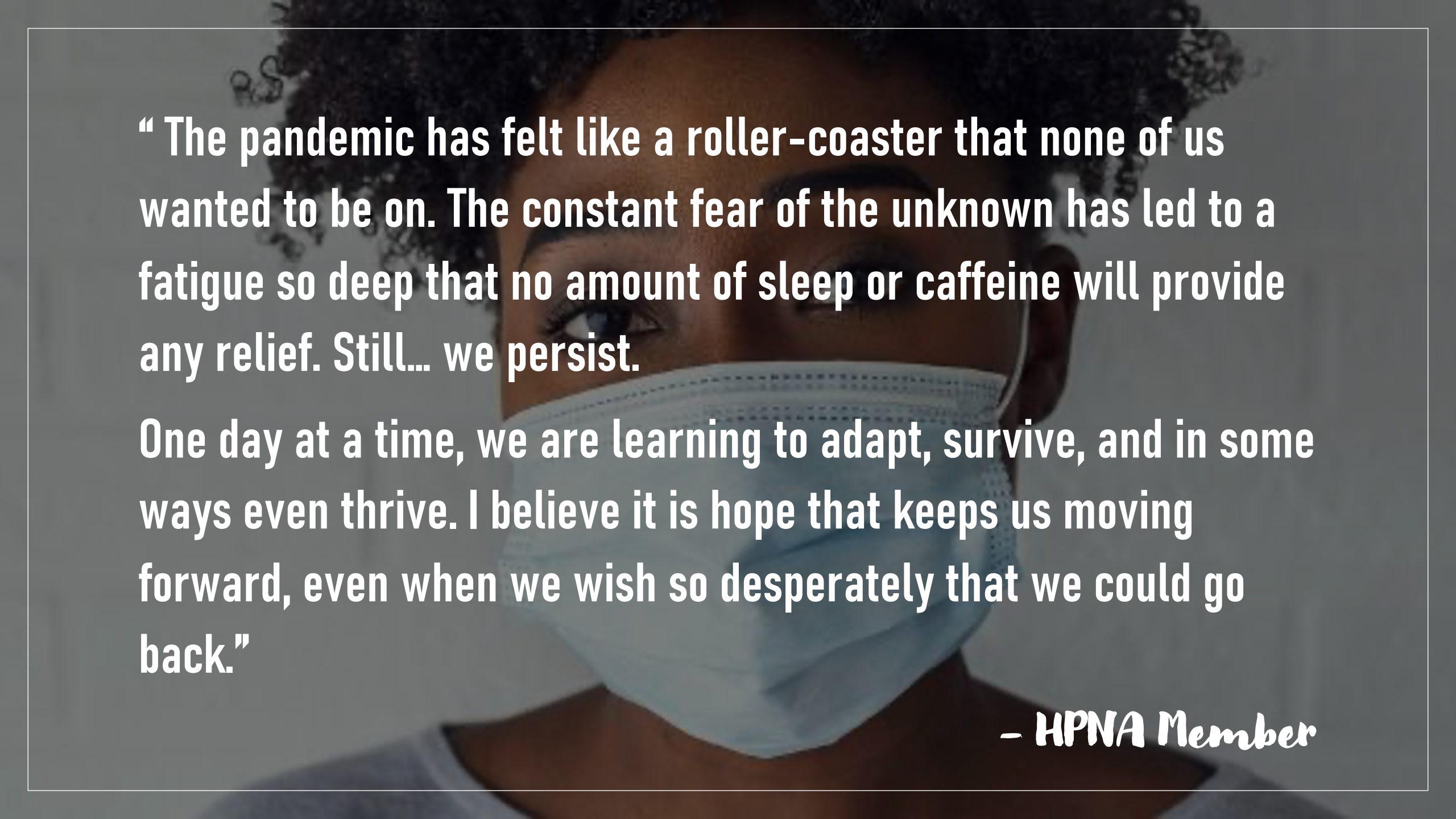
*You Can't Pour From an Empty Cup*

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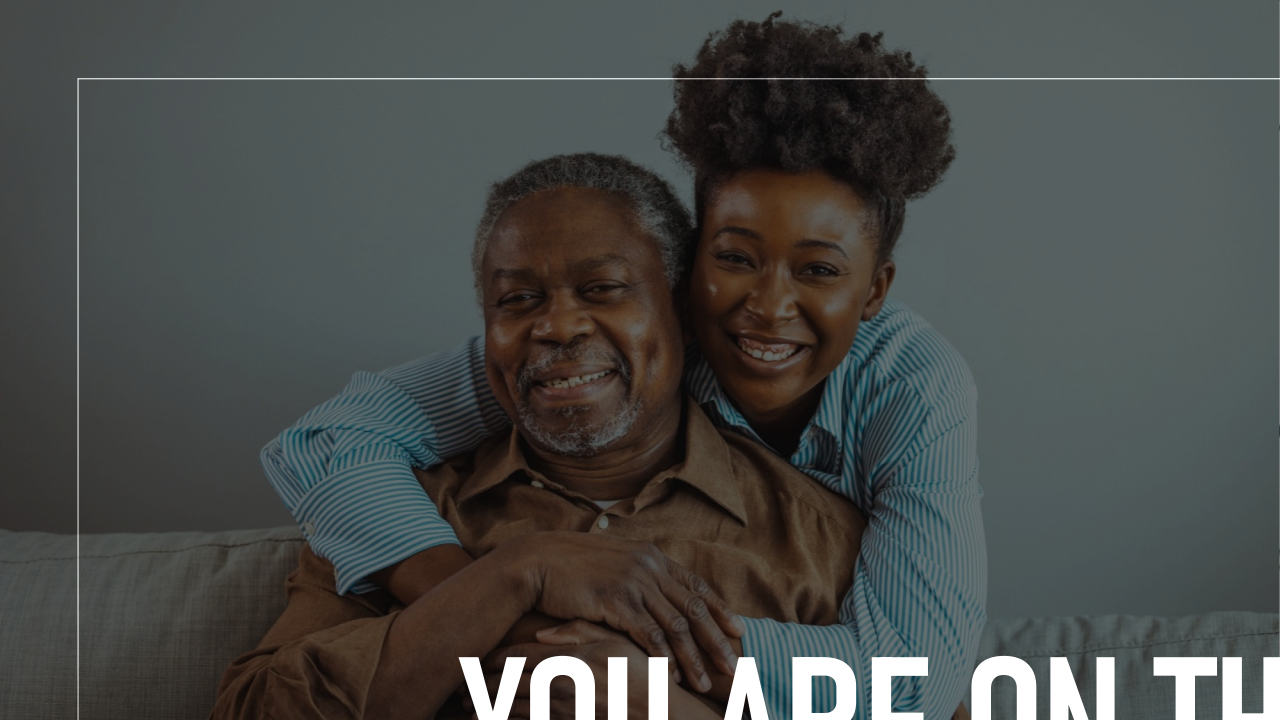
**SC Coalition for Care of the Seriously Ill Virtual Symposium- May 8, 2023**



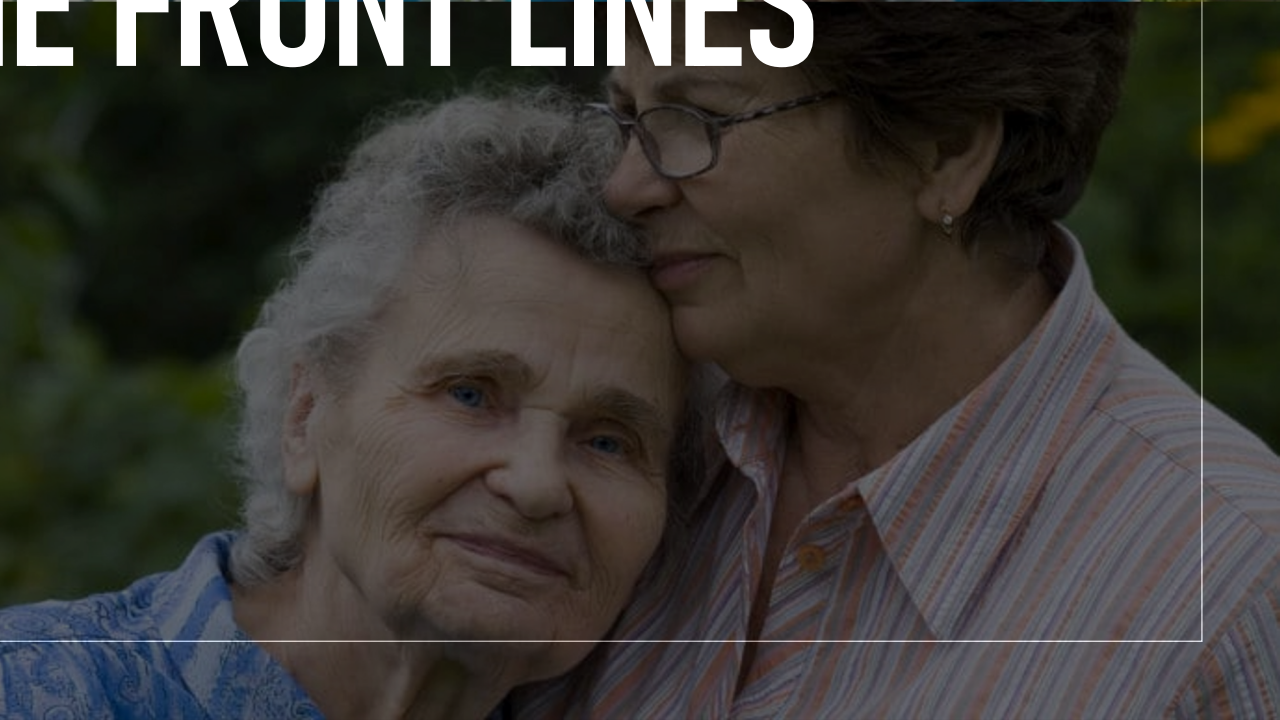
**“ The pandemic has felt like a roller-coaster that none of us wanted to be on. The constant fear of the unknown has led to a fatigue so deep that no amount of sleep or caffeine will provide any relief. Still... we persist.**

**One day at a time, we are learning to adapt, survive, and in some ways even thrive. I believe it is hope that keeps us moving forward, even when we wish so desperately that we could go back.”**

***- HPNA Member***



**YOU ARE ON THE FRONT LINES**



# Disclaimer & Disclosure

- Constant strain and stress can cause injury. Anxiety, depression, high stress levels, and related conditions or symptoms should be discussed with your healthcare provider. This presentation is not intended to offer or replace medical advice for such conditions.
- Wilma Rice has no relevant financial relationships or conflicts of interest to disclose.

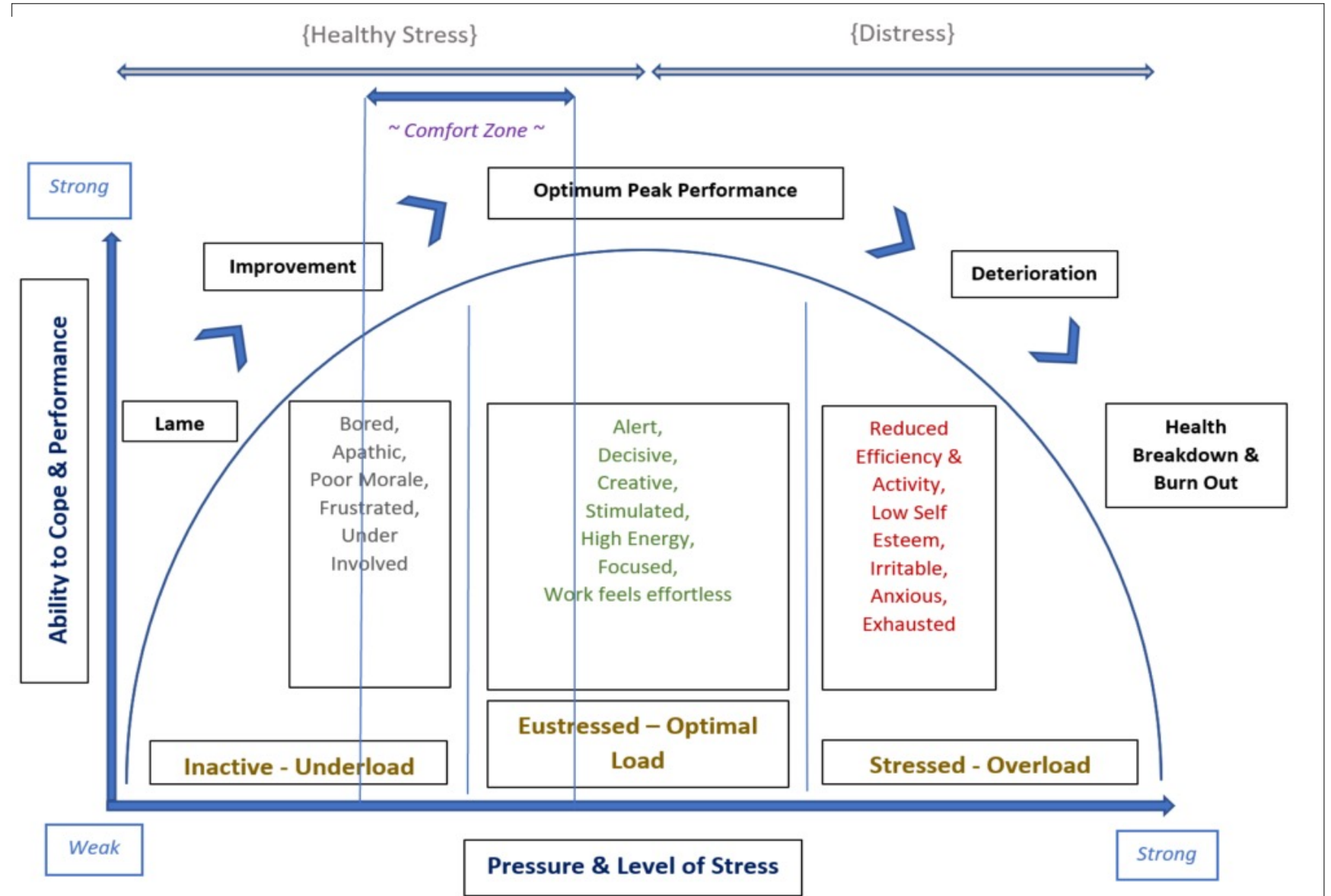
# Objectives

*Attendees will learn:*

- 1. The definition and causes of burnout.*
- 2. The definition and causes of compassion fatigue.*
- 3. The signs and symptoms of burnout and compassion fatigue including physical, mental, emotional, and behavioral indicators.*
- 4. General strategies and tools to cope with burnout and compassion fatigue.*

# Stress

- Recognizing the difference between levels of stress is very important
- An optimal level of stress in your life results in positive outcomes
- Stress can be productive and strengthen creativity



\*\*\* Lorenza Brock's adaptation of The Human Function Curve by Dr. Peter Nixon 1979 \*\*\*

# Eustress

- Eustress, or healthy stress, is moderate or normal psychological stress interpreted as being beneficial for the experiencer.
- Makes you more alert.
- Motivates/Stimulates you.
- Feels exciting; is usually short term
- Improves performance.





# Distress

Distress, or unhealthy stress, can have the following effects:

- Reduce efficiency
- Cause anxiety and exhaustion
- Decrease self-esteem
- Decrease performance
- Lead to mental and physical problems



# Conditions That May Lead To Stress

**Design of  
Tasks**

**Management  
Style**

**Career  
Concerns**

**Work Roles**

**Interpersonal  
Relationships**

**Environment  
Conditions**

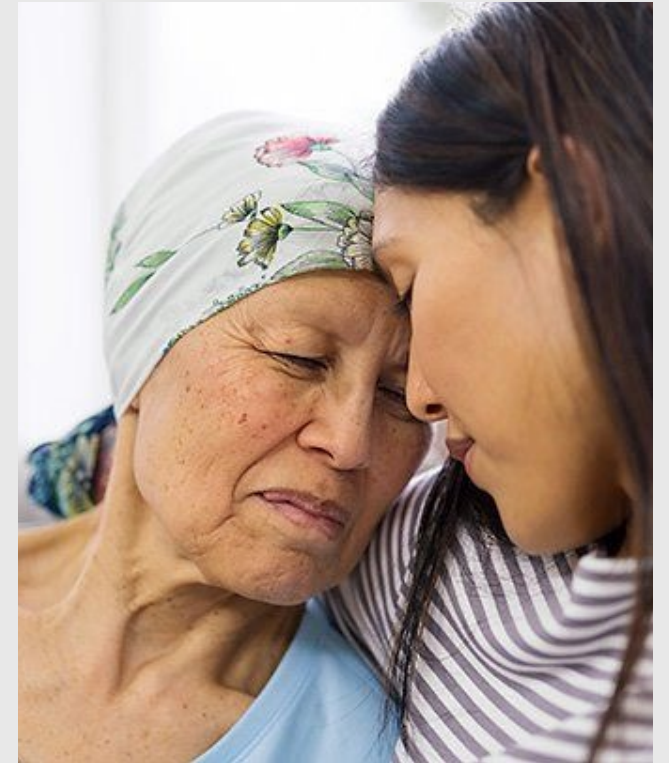
# Stress vs. Distress: Common Effects on the Body

- Headache, aches, pains, tense muscles
- Fatigue, general malaise, weakness
- Sleep problems
- Recurrent colds and infections
- Change in sex drive
- Gastritis, heartburn
- Unexplained symptoms
- Worsening of existing conditions
- Cardiovascular disorders



# Stress vs. Distress: Common Effects on the Mind

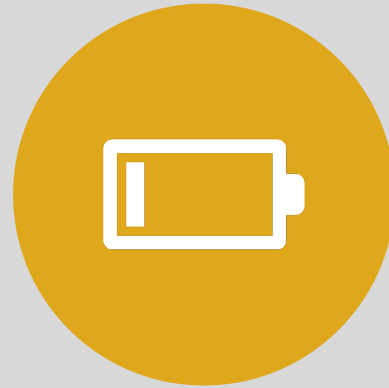
- Poor mood, sadness, depression, unexplained feelings of despair
- Excessive anxiety
- Insomnia, restlessness
- Lack of motivation or focus
- Feeling overwhelmed
- Irritability, anger, anger outbursts
- Substance abuse
- Social withdrawal



# Common Types of Distress



**MORAL  
DISTRESS**



**COMPASSION  
FATIGUE**



**BURNOUT**

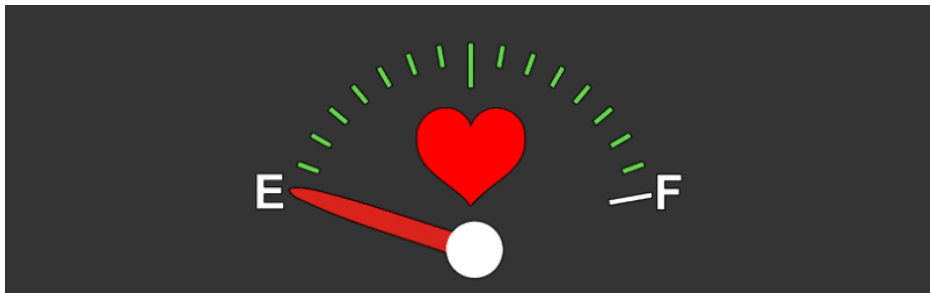
# Moral Distress

- When one knows the right thing to do, but external constraints, conflict, dilemmas or uncertainty make it nearly impossible to pursue the right course of action
- Common among healthcare workers caring for critically ill patients
- Common Triggers:
  - End-of-life care
  - Inadequate staffing
  - Value conflicts
  - Challenging team dynamics
- Gauge level of distress



# Compassion Fatigue

- Physical, mental, and emotional weariness resulting from prolonged exposure to caring for those in significant pain or emotional distress
- Opposite of Compassion Satisfaction
- How do we get there?



# Burnout

- **Characteristics:**
  - Feelings of energy depletion or exhaustion
  - Increased mental distance from one's job or home environment
  - Negative or cynical feelings related to your responsibilities
  - Reduced efficacy and productivity





# Causes of Burnout

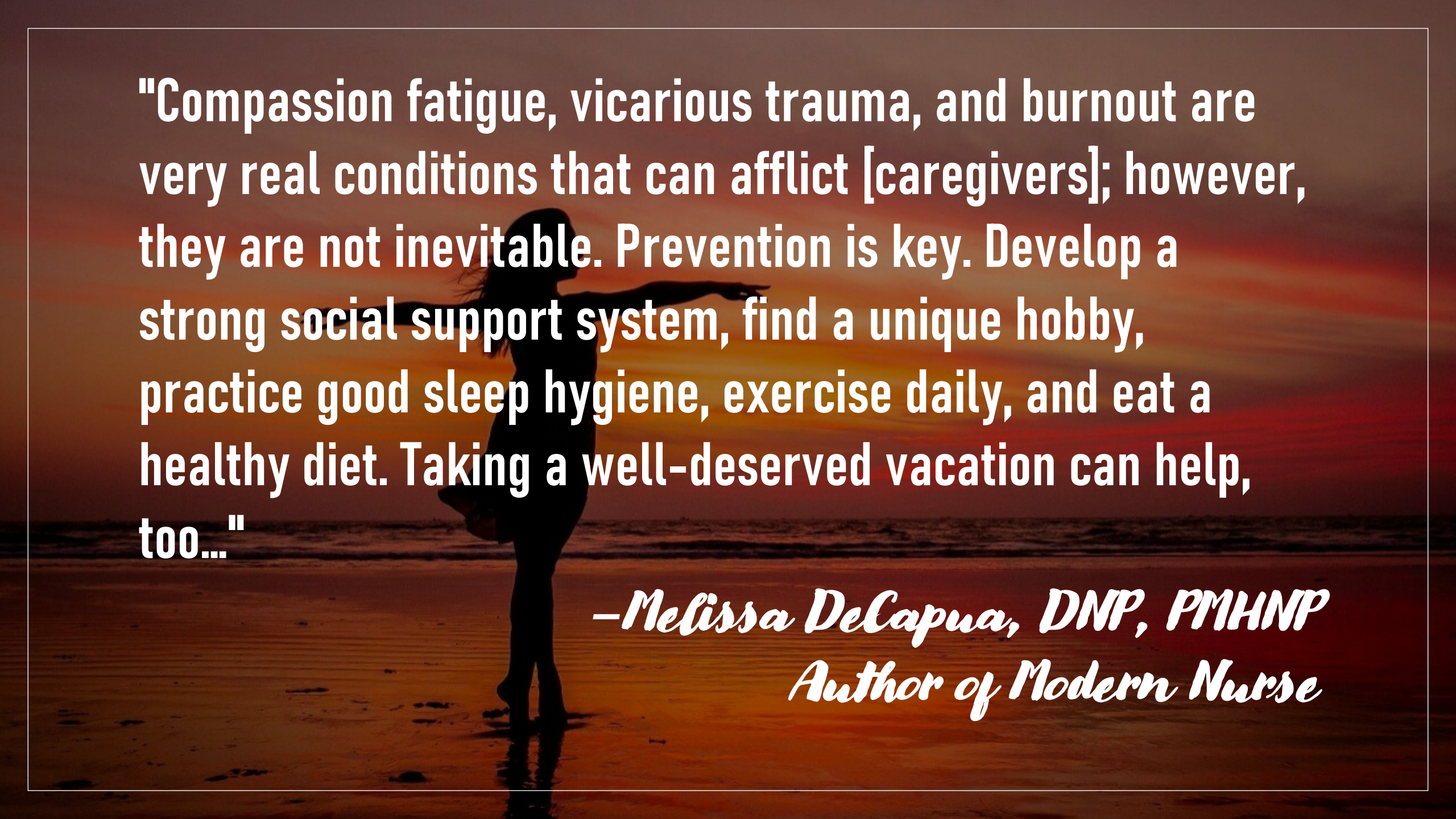
- Organizational Factors
- Learning Environment
- Practice Environment
- Society & Culture
- Personal Factors
- Rules & Regulations





## Effects of Burnout

- Safety and Outcomes
- Effects on Health & Well-Being
- Turnover & Reduction in Work Effort
- Health Care Costs

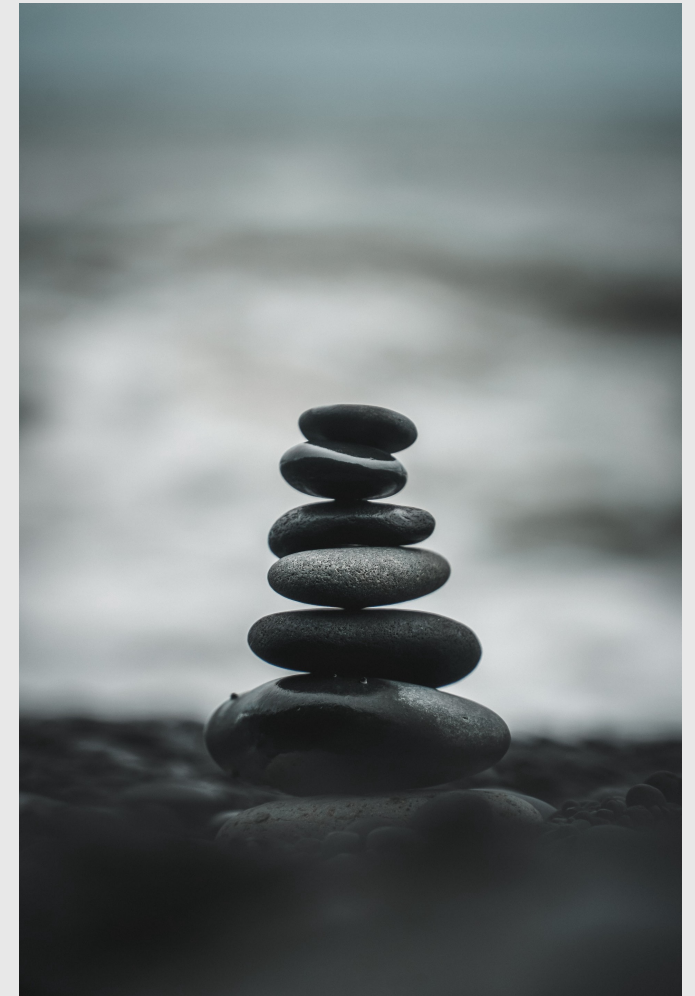
A silhouette of a person standing on a beach at sunset, with their arms outstretched. The background is a warm, orange and red sky over the ocean. The person is in the center-left of the frame, facing right.

"Compassion fatigue, vicarious trauma, and burnout are very real conditions that can afflict [caregivers]; however, they are not inevitable. Prevention is key. Develop a strong social support system, find a unique hobby, practice good sleep hygiene, exercise daily, and eat a healthy diet. Taking a well-deserved vacation can help, too..."

*—Melissa DeCapua, DNP, PMHNP  
Author of Modern Nurse*

# Addressing Compassion Fatigue/Burnout

- Work-Life Balance does **not** mean an “equal” balance of time (50/50)
- There is **no perfect, one-size-fits-all** work-life balance to achieve
- The “right” work-life balance for you as an individual **will** change over time
- Work-Life Balance **is not** synonymous with work-family balance



# What is Work-Life Balance?

- Meaningful DAILY **achievement** and **enjoyment** in all aspects of a person's life including work, family, friends, and self.





# Work-Life Harmony

- Stop searching for balance
- Be present
- Manage your time
- Stay active
- Rest

# Stress Management

## **NEGATIVE Strategies**

- Sacrificing and denying your own needs
- Avoidance of feelings and people
- Staying angry
- Becoming excessively argumentative
- Drugs/Alcohol
- Violence towards self or others
- Stress eating
- Overusing sick days



# Stress Management

## **POSITIVE Strategies (Good Self-Care)**

- Exercise / yoga / physical activity
- Rest / bedtime routines
- Meditation / prayer
- Mindfulness
- Proper nutrition / hydration
- Self-awareness / being in the now
- Ask for help
- Laugh / cry / feel your emotions
- Use **ALL** your vacation time
- Take your break / lunch
- Emergency stress stoppers
- POSITIVE self-talk
- Create boundaries
- Meet with a mentor
- Confide in a friend/loved one
- Professional counseling
- Create a calm space
- Decrease stressful situations in your life
- Journal / self-affirmations
- Find an enjoyable volunteer activity
- Listen to inspiring music / watch inspiring programming
- Participate in a religious / spiritual service
- Alter your schedule / shift
- **Find your JOY**



## Transitioning Home

- Music or silence to decompress
- Leave your badge in your car; put stethoscope away
- Unplug work devices if not on call
- Change from work clothes
- Exercise and diversions
- Engage in spiritual/religious activities
- Develop stronger relationships





## The Bottom Line: Achieve & Enjoy

- When was the last time you **Achieved AND Enjoyed** something at work?
- What about **Achieved AND Enjoyed** with your family/friends?
- How recently have you **Achieved AND Enjoyed** something just for YOU?

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t h a n k y o u



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# Evaluations

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