

Geriatric Behavioral Health Conference

Stress in the Professional Caregiver

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Geriatric Behavioral Health Conference

DISCLOSURE

- I do not have any financial relationships with commercial interest companies to disclose.

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Learning Objectives

- Differentiate between stress and burnout and understand the significant risk of burnout to caregivers of older adults.
- Identify strategies to increase meaning and connection in our work with the patients we serve.
- Develop an individualized plan to promote long-term personal wellness.

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Caregiver Stress: A Familiar Topic

"It's just really hard. She relies on me so much. I don't have time or energy for anything else."

"I'm burnt out...I don't want to be mean. I just don't have much patience anymore."

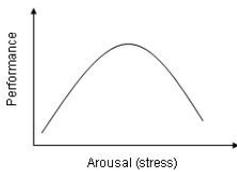
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Stress: What Is It Good For?

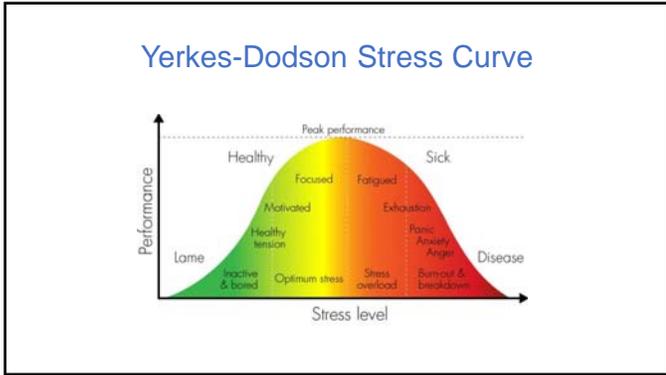
- Stress, to a degree, allows us to perform at a higher level – it's *adaptive*
 - On a cellular level, contributes to homeostasis, thus survival
 - May allow more rapid and efficient physical response
 - May actually sharpen memory, increase retention
- Stress allows us to achieve **some degree of prioritization of tasks**

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Yerkes-Dodson "Law"



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- ### Adverse Effects of Stress: The Bad
- Chronic stress may contribute to:
 - Fatigue
 - Weight gain
 - **Sleep disorders**
 - Hypertension
 - Digestive Dysfunction/Disorders
 - **Depression and other mood disorders**
 - Weakened immune function
 - Cardiovascular Disease

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STRESS vs BURNOUT

- Overengagement
- Reactive or over reactive emotions
- Sense of urgency and hyperactivity
- Lost or diminished energy
- Leads to anxiety
- Physically tolling

- Disengagement
- Blunted or distant emotions
- Sense of helplessness
- Motivation is lost or diminished
- Leads to feeling depressed
- Emotionally tolling

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What is Burnout?

- Christina Maslach's popular model
- Three dimensions to burnout:
 - Emotional Exhaustion
 - Depersonalization
 - Diminished sense of Personal Accomplishment
- Maslach Burnout Inventory (MBI)
 - Developed in 1981 and most commonly used instrument to this day

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Pubmed Search

- Nearly 16,000 articles using search term "Burnout"
- Nearly 6,000 with "Burnout" in the title
- 3698 results for "Physician Burnout"
- About 80 for "Pharmacist Burnout" (most in last 3 years)

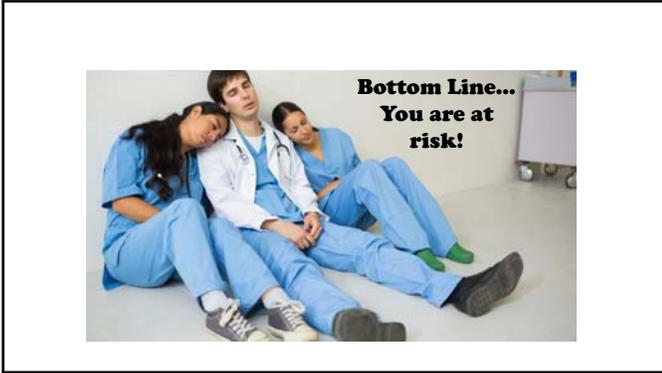


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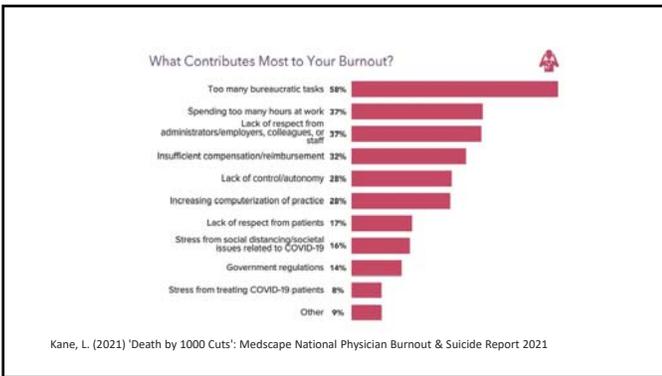
Burnout – Know Your Risks

- Over half of U.S. Physicians report experiencing symptoms of burnout.
- This rate is nearly double that of workers in other professions.
- Similar findings for Pharmacists
 - Durham et al. study (December 2018)
 - 53.2% indicated a high degree of burnout on at least 1 subscale
 - Emotional exhaustion was most frequently elevated
- Nurses – Findings range from 33-43%

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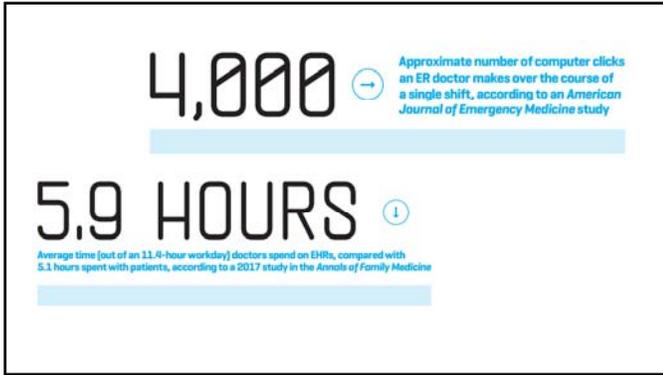
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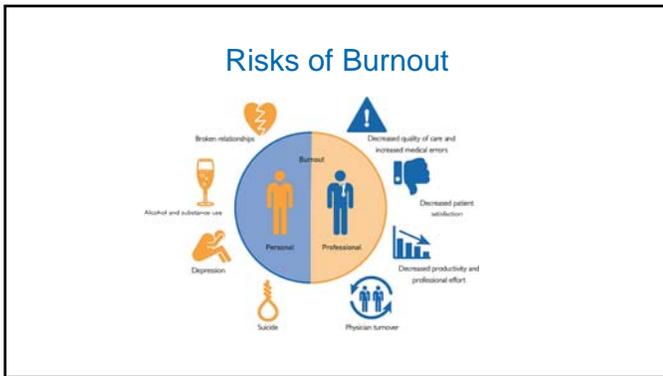
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Burnout versus Depression

- There is certainly overlap – decreased energy and positive emotion, fatigue, anxiety, detachment.
- Distinguishing factors
 - What happens when you take a longer break or focus more on enjoyable activities?
 - Things improve when away from the source of stress (i.e., work) = Burnout
 - When away from work, you are able to enjoy people and typically enjoyable activities = Burnout
 - How serious are the symptoms of sadness or hopelessness?
 - Pervasive sadness, emptiness or hopelessness = Depression
 - Thoughts of self harm or suicide = Depression

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The Solution?

"WHY DO YOU FEEL LIKE YOU'RE LOST?"



Many pieces to the puzzle

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Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being

Report Release | October 23, 2019



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Stress Prevention Strategies

- Knowledge is power
- Strategies at work
 - Be proactive and take action– identify opportunities for improvement
 - Mini Mindfulness
 - Find meaning in medicine
- Personal Wellness Plan
 - 6 Dimensions of wellness
 - Let your values guide you
 - Mindfulness and/or Gratitude
 - Enhance connections

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Systems Factors

Get involved, stay informed, advocate for change

- Seek solutions
- Provide feedback
- Participate in surveys
- Volunteer for committees
- Stay involved with local, state, and national organizations
- Seek positions of leadership

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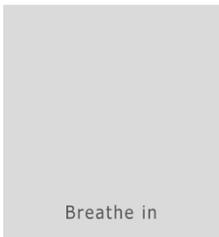
Mini Mindfulness

- Mindfulness does not have to be complicated
 - Clearing of the mind
 - Being present focused
- Find your breath and slow it down
 - Low and slow
 - In through your nose, out through your mouth
- Use your senses
 - Savor that sip of coffee
 - Have artwork or a screensaver that inspires you
 - Keep something with calming or interesting texture at your desk or in your pocket
 - Notice the feel of the chair below you, the floor under your feet

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Practice Exercise



Breathe in

www.broadlawns.org

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Meaning in Medicine

Reconnecting with the Human Dimension

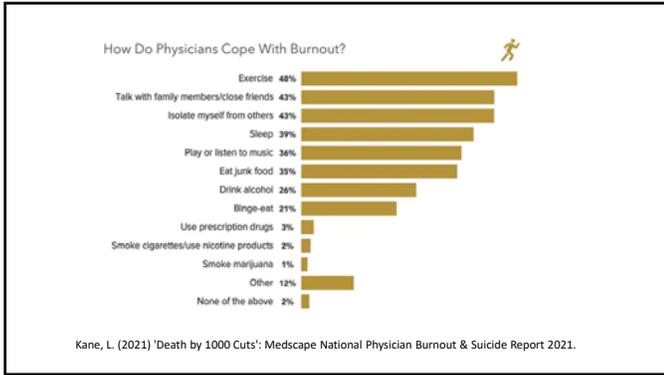
The Question

- Select Patients or All Patients
- For the Month (outpatient), maybe the Week (LTC)
- Consider Involving Staff
- Possible Topics
 - Music – Favorite song, band, music memory, preferred type of music, talents
 - Hobby
 - Childhood Memory
 - Favorite Place, Food,
 - "Would You Rather" Questions
 - Holiday Traditions – What does your family eat at Thanksgiving?
 - What is one thing you would like me to know about your life?
- Be flexible and creative

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- ### Wellness is Individual
- Know yourself
 - Daily, practical strategies for wellness
 - Mindfulness/Meditation or Gratitude
 - Connections
 - Seeking help when needed

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Know Yourself

- Know what stresses you and what helps you cope
- 6 areas of wellness (National Wellness Institute)
 - Occupational
 - Physical
 - Social
 - Intellectual
 - Spiritual
 - Emotional
- Princeton UMatter Wellness Self-Assessment (link in references)

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Know Yourself (Cont.)

- Personal Values Card Sort
 - (Link to resource in References with 100 value cards)
 - Cut and sort to **arrive at top 3-4 values**
- Check your values related to decisions and how you spend your time. If they don't line up, consider ways to make adjustments.
- Have a plan and set boundaries

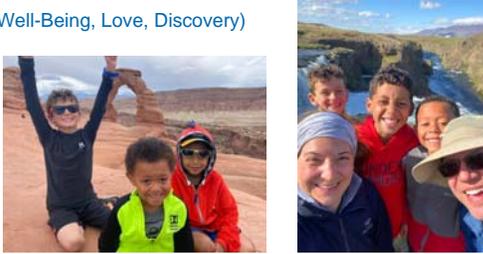
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My Values, My Plan

Values (Well-Being, Love, Discovery)
My Plan



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Don't Compare Yourself
To Others



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Mindfulness/Meditation

- Clearing of the mind / Being present focused
- Find your breath and slow it down
- Find what works for you
 - It can be very brief/simple
 - It can be visual, auditory, etc.
- There's an app for that
 - 3-Minute Mindfulness
 - Breathwork
 - Insight Timer
 - Calm
 - Headspace

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Gratitude

- Daily
 - Mindfulness
 - Thank You's
 - Gratitude Journal
 - Big things, Little Things
- "Three Good Things" from Positive Psychology
 - Write/type out 3 Positive Things each day
 - Read and reflect on each for a few moments
 - Form a new habit = create positive pathways
 - There's an app for that too ☺

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Connections

- Form and maintain positive connections in all areas of your life
 - Personal
 - Professional (Peers, Mentors, Associations)
- Seek help when needed
 - Begin with personal connections
 - Share with trusted professional mentor or advisor
 - It is OK to seek professional help (support others in doing so)

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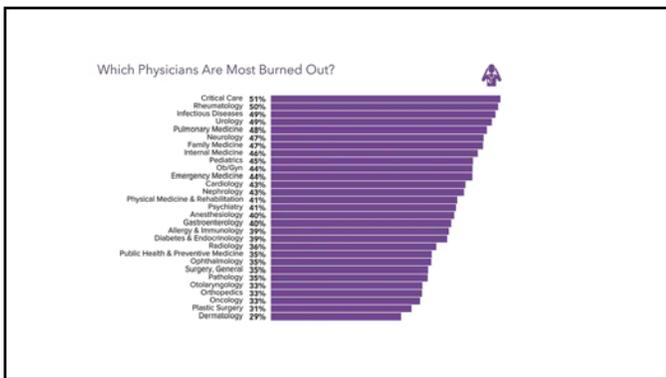
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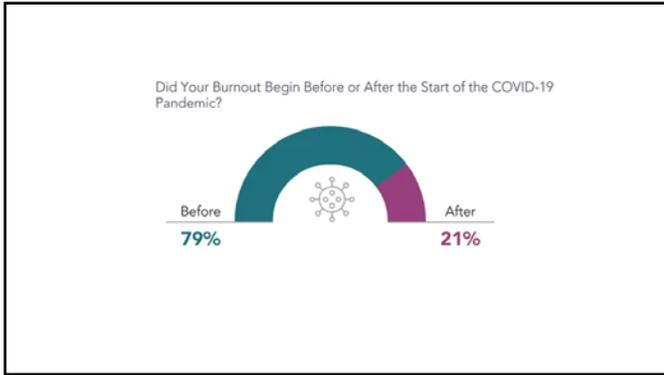
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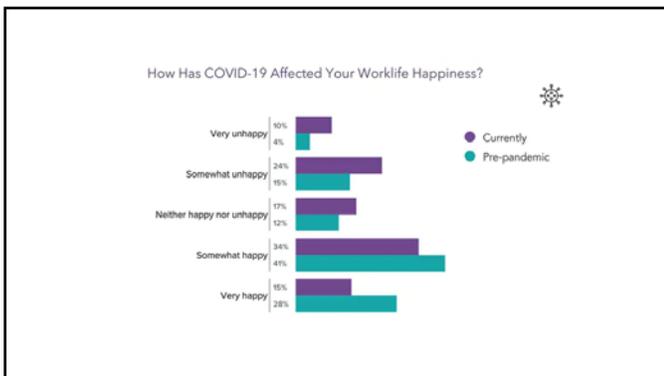
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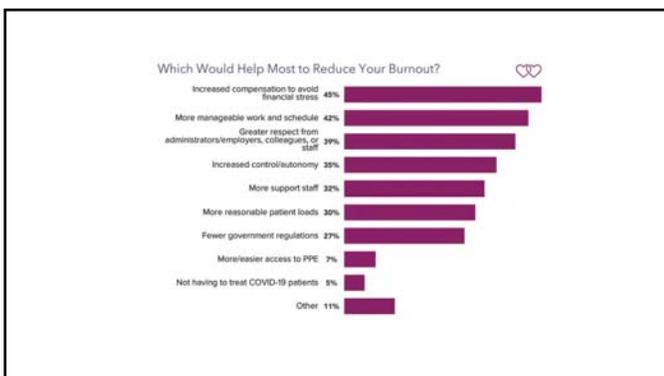
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