

Prioritizing Your Mental Wellness



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Learning Objectives

→ Discuss

The reasons your mental wellness may not be optimal

→ Identify & Recognize

Signs and symptoms that you need to prioritize your mental wellness

→ Implement

Self-leadership and actions to improve your mental wellness

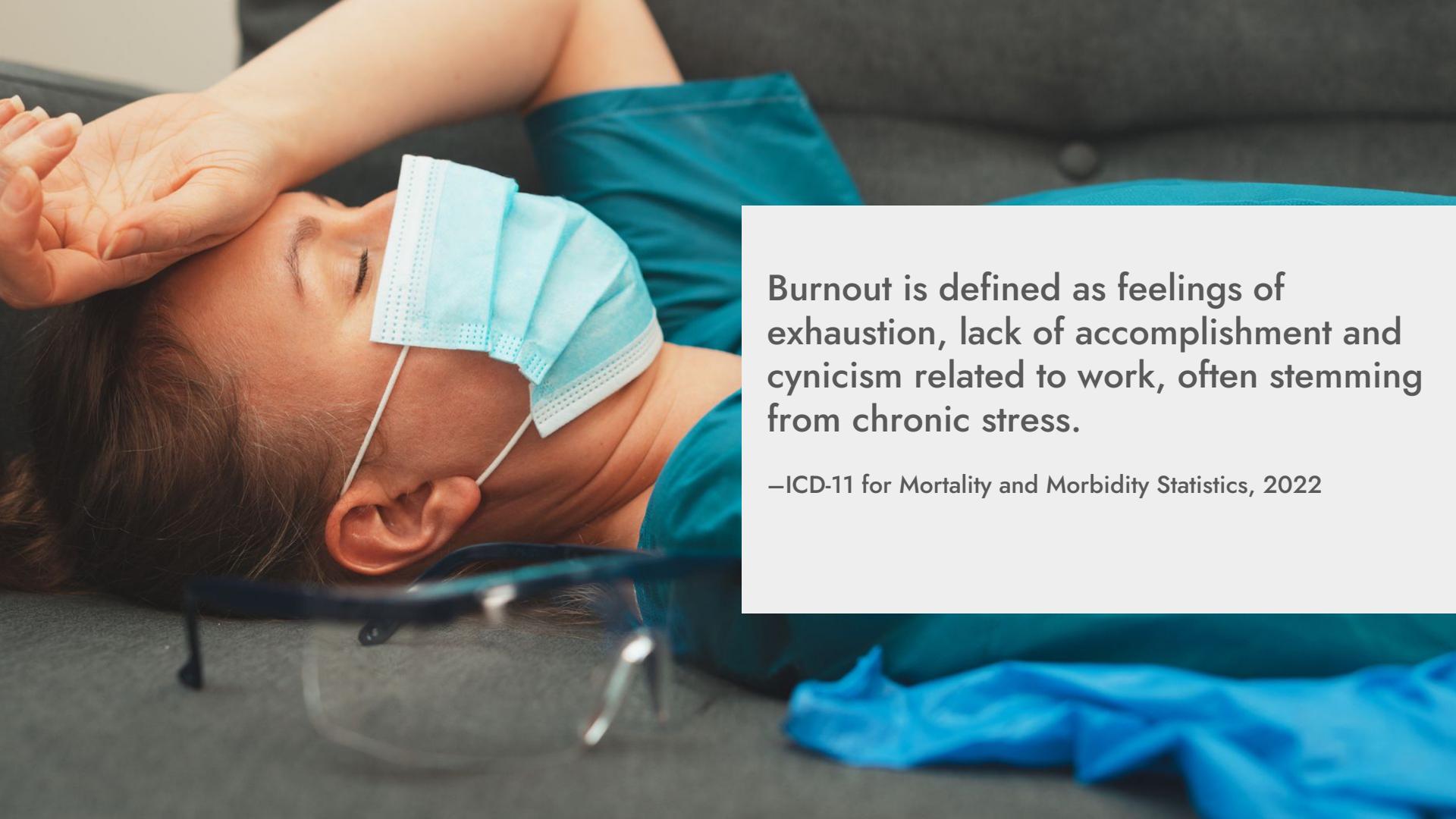
→ Evaluate

Progress towards optimizing your mental wellness



Regardless of why you are here, you are in
the right place...





Burnout is defined as feelings of exhaustion, lack of accomplishment and cynicism related to work, often stemming from chronic stress.

—ICD-11 for Mortality and Morbidity Statistics, 2022

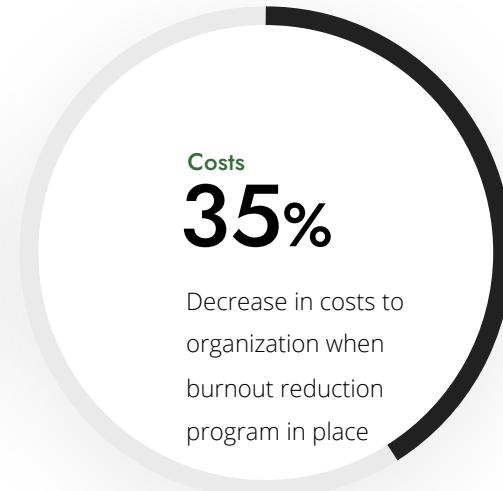
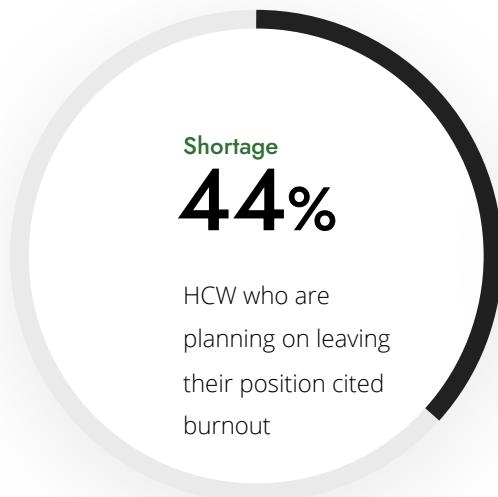


“Burnout lowers healthcare worker’s quality of life, performance level, and organizational commitment and increases their intention to leave the job. As well, burnout increases turnover rates and negatively affects the quality of nursing care.”

—Mundallal et al. (2017)

LET'S TALK NUMBERS

Why should we care?



Burnout could potentially predict patient safety and quality of care better than demographic or organizational characteristics.

Compassion Fatigue



Struggling with work-life balance. Could include long work hours, lack of sleep, high stress, heavy workloads and ineffective teams.



Working in a profession that is a helping field such as healthcare. We frequently prioritize helping others versus actual work- and self-satisfaction.



Feeling powerless or having little or no control over your work. Have unclear job expectations can also increase feelings of powerlessness.



Emotional strain related to difficult patients, loss of life and workplace violence.



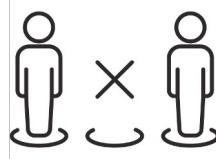
Chronic Stress

- Emotional: Anger, sadness, grief
- Relationships: Dysfunction in family or other relationships
- Work: Dissatisfying job
- Environmental: Poverty, where you live, health conditions

Signs and Symptoms

**What are the signs and symptoms that you
need to improve your mental wellness?**

What are the signs and symptoms that you need to improve your mental wellness?



Increased Absenteeism

Could be related to actual increase in sickness from stress or feeling like they need frequent breaks from the workplace.



Sensitivity to Feedback

Employees feel like their voice is not heard or walking on eggshells so may become more angry, defensive to feedback.



Decreased Productivity

Decreased productivity r/t not being at work, frequent distractions, or loss of focus.



Lack of Energy

This may include inability to concentrate or irritability



Physical/Mental Health Symptoms

Common symptoms are headaches, stomach aches/GI symptoms, and anxiety



Using Unhealthy Coping Mechanisms

May include using excessive alcohol, drugs, or food.



Feeling No Support System or Isolated

This may be from having an inadequate support system or because of detachment, results in withdrawal from relationships and stop voicing concerns



Feeling Depressed/Hopeless

Chronic burnout can lead to sadness and tunnel vision around the future



Feeling Detached/Disengaged

This may present as apathy and feeling less accomplished at work and home. Quality of work decreases.



Ok, so I need to prioritize my mental wellness.

Now what?

Values
Assessment

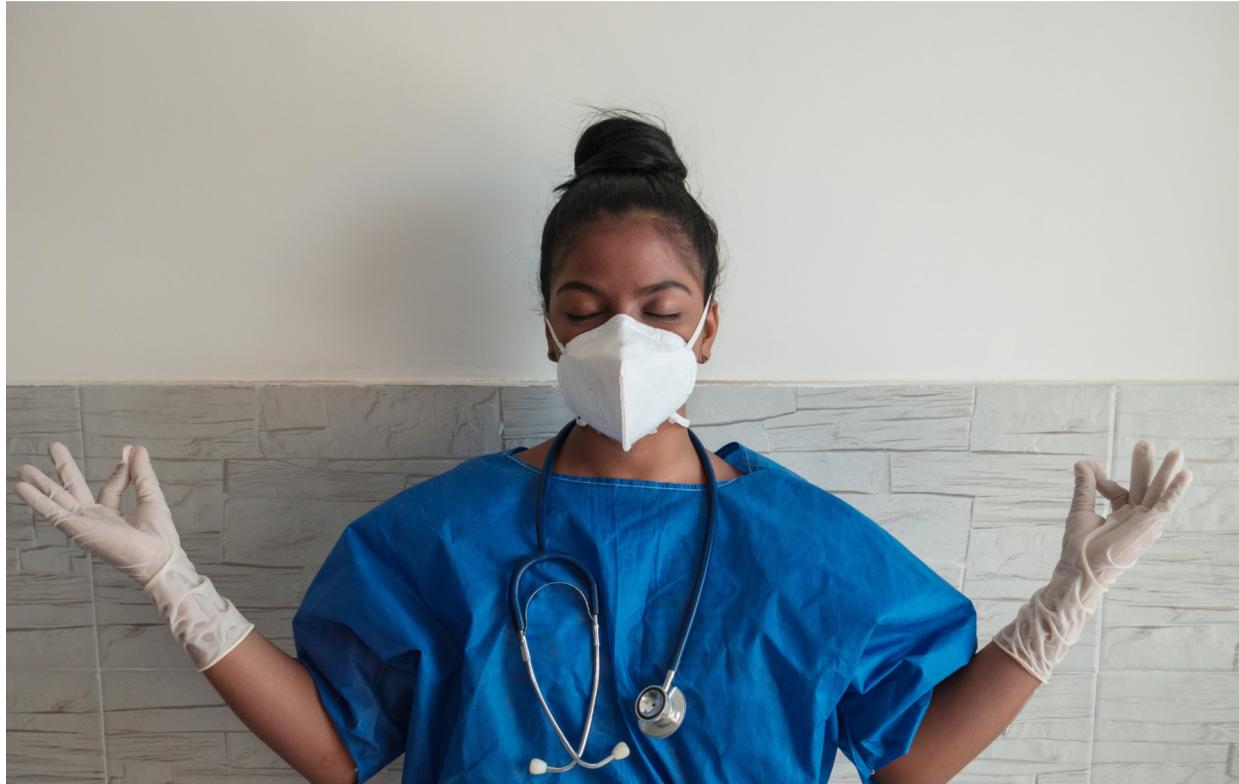
Embrace Pain &
Problems

Re-Think
Failure

Allocate
Resources

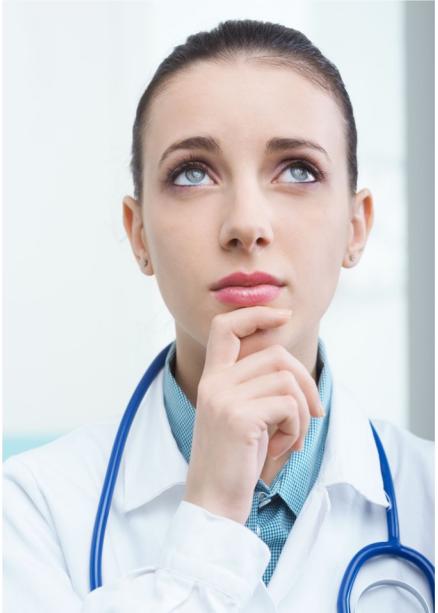
The Happiness
Journey

Mental Wellness Improvement Strategies: Self-Leadership





**Self-Leadership:
Assess Your Values**



Examine Your Values

They should lead to a purpose. What is your contribution to the outside world?



Good Values

Immediate and controllable, reality based, socially constructive. Ex: Vulnerability, self-respect, curiosity, humility, self-improvement



Bad Values

Generally reliant on outside events. Ex: Pleasure, which is short-term and you will always need more to continue to feel good (things like drugs, sex, money/materialistic things), always being right, toxic positivity

Embrace Pain & Problems

Don't avoid pain.

**Life will always have problems and
happiness & meaning come solving them.**



Choose Your Problem

Happiness is an action, not a destination.

We aren't all dealt the same hand of cards, but we can choose how leverage and play them to solve problems.

Re-Think Failure

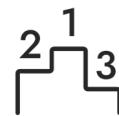
Time to Re-Think Failure

You can't succeed at something unless you are willing to fail at it.



How are you
framing failure?

And why are you
framing it that way? Is
it because of values or
emotions?



What are you measuring
yourself against?

Against good or bad values?
Against unrealistic goals? Or
something someone else has
that you don't necessarily
want?

Risk and Failure

Increase your likelihood of success by anticipating risks and mitigating them. Learn from “failures” and see them as experience vs. failing.



How large/likely is the risk?

If highly unlikely, focus on those that are likely. If large, examine strategies to address them...



What are the benefits to taking the risk?

It's important to understand that personal growth comes from risk taking. what are you gaining by taking a risk?



What have you learned from previous “failures”?

The last time you did not reach a goal. What did you learn about how to do things differently?

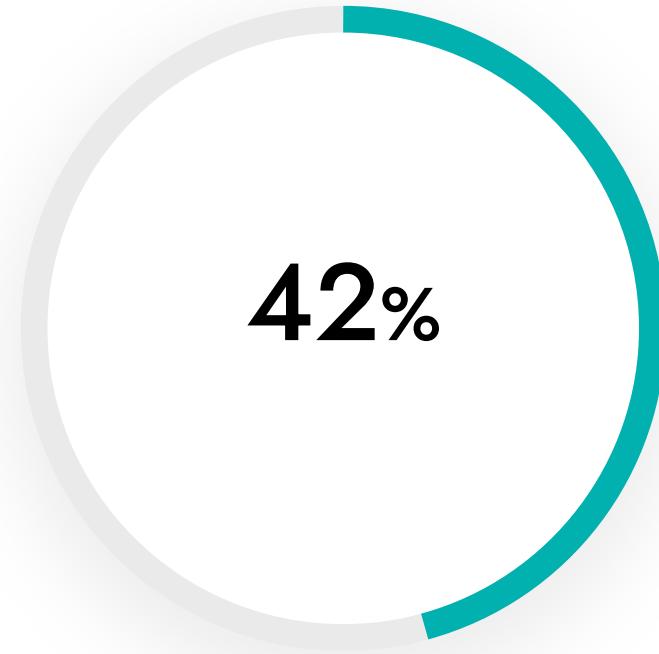
What is the worst/best case scenarios?

Sometimes we fear failure because we overestimate what the worst case scenario and underestimate the best case scenario.

Allocating Your Time, Energy and Talent Resources

**What percentage of
your day should be
spent resting?**

About 10 hours!!!





Activity time...

How you actually spend
your time?

Vs.

How you should be
spending your time?

Step 1: Determine how you spend your time

Pull out the calendar on your phone (or write it on paper).

Examine a 24 hour day.

Include:

- Time you sleep-include how much time you need to fall asleep.
- Work/commute
- Dependents activities/care
- Social activities, including time w partner/intimacy
- Meals and prep
- Bathing/getting ready time
- Shopping
- Other-tv internet, social media, games, browsing phone
- Other activities-drs appts, car maintenance, home repair

Color each activity

BLUE:connection, PURPLE: rest, RED: activity

Step 2: Determine how you **SHOULD** spend your time

Pull out the calendar on your phone (or write it on paper).

Include:

- Time you sleep-include how much time you need to fall asleep (should be 7-8 hours)
- Work/commute
- Dependents activities/care
- Social activities, including time w partner/intimacy
- Meals and prep
- Bathing/getting ready time
- Shopping
- Other-tv internet, social media, games, browsing phone
- Other activities-drs appts, car maintenance, home repair

Also include:

- Stress reduction convos (relationship or work)
- Physical activity 3-6 times a week (30 mins-60 mins)

Color each activity

BLUE:connection, PURPLE: rest, RED: activity. Rest should encompass 42 percent of your time (approx 10 hours)

But I can't fit it all in....

Pareto's Law



How many times has an urgent, seemingly unrealistic deadline get completed?



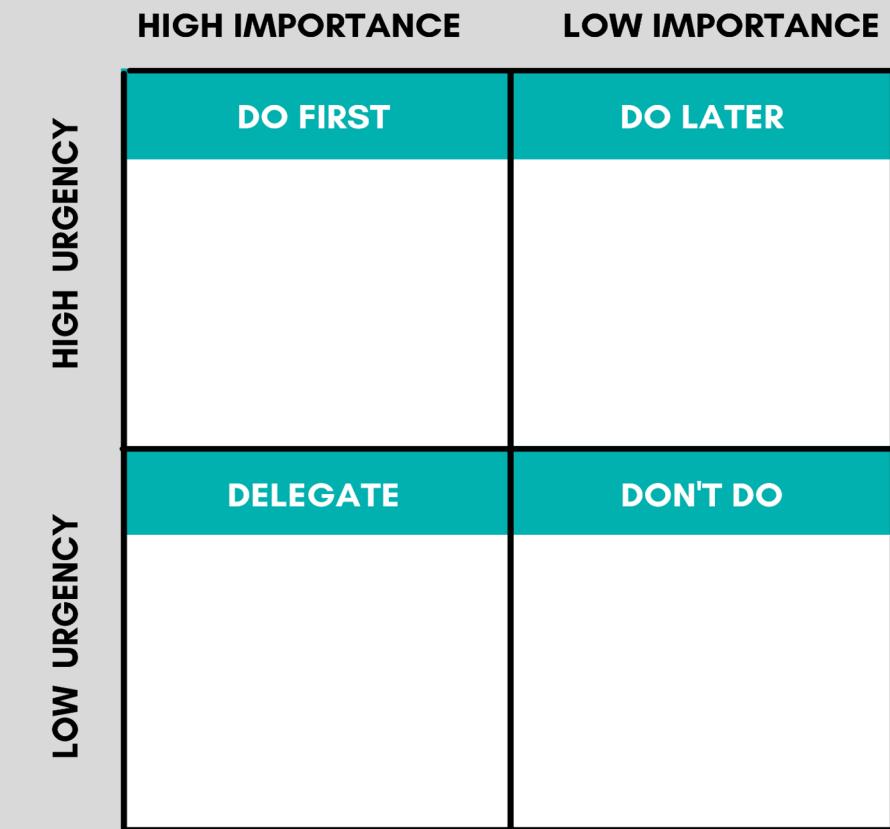
How many times has something that could have been done in a few hours take several days or weeks?

80% of outcomes comes from 20 % of the input



Prioritization and “Making it all fit in”...

- Use a priority matrix
- Importance=how much it will impact you
- Urgency=when does it need to be done
- Assign high to low priority



The Happiness Journey

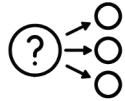
Five Steps to Happiness

1. Gratitude. Each morning write or say three things you are grateful for. (Note: The reason this is so powerful is you're training your mind to scan for positives, instead of threats)
2. Journal one positive experience. For two minutes a day, write in detail about one positive experience you've had during the last 24 hours.
3. Exercise. Even 15 mins a day has been shown to improve mood & 30 mins is as effective as medication
4. Meditation. Stop what you're doing, hands off the laptop. Now breathe and watch your breath go in and out for two minutes. Do this every day. This allows your brain to focus on one thing at a time.
5. Random acts of kindness. This improves short-term happiness, and doesn't mean you have to buy the person behind you their coffee. It can be as simple as commenting on a job well done or sending an email thanking someone for something.

The Opportunities: You

What can I do to improve my mental health?

Serve Yourself.



The Root Cause

Control what you can control. This can include self-care (medication etc), but MUST include building social connections and boundary setting.



Network

Great places to start are social media: LinkedIn, FB groups.



Mentorship

Be a mentor and find a mentor. Choose someone who is where you want to be in 1 year from now. When mentoring it's a give/take relationship.



Think Differently

Step outside of your comfort zone: growth only happens there! Don't think you are stuck in a job, relationship or situation.



Say NO

By saying no to someone else you are saying yes to yourself. Having clear boundaries and understand your limits and enforce them.

The Opportunities: You

What else can I do to improve my mental wellness?

Serve Yourself.



Advocate

Advocate for your needs and don't let "someone else do it".



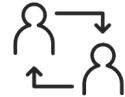
Connection

We are biologically wired for interactions. Social isolation is as deadly as many chronic diseases.



Self-Care

Be a mentor and find a mentor. Choose someone who is where you want to be in 1 year from now. When mentoring it's a give/take relationship.



Delegating

Utilize those around you. Most HCW are people-pleasers and we tend to not ask for help. Use family/friends etc to help you meet your goals.



Making Your Money Work For You

Most of us invest in things with zero ROI. What can you invest in that will make you money? Stocks, real-estate, business tools, or things that free up your time.

The Opportunities: Teams

What can we do to improve the mental health of my team?

Evaluate Your Team and Act.



Evaluate

Examine the attributes of resilient teams. Where are you falling short? These areas need to be worked on to decrease the risk of burnout.



Speak Up

Advocate for your team utilizing data and storytelling. Learn the art of stakeholder engagement, and join other groups passionate about the topic.



Act

Don't wait for others to do something. Create a strategy, smart goals, and systems to get you to the desired outcome.

The Opportunities: Leaders

What can we do to improve the mental health of those I lead?

Build Resilience.



FACILITATING SOCIAL CONNECTIONS

A key pillar to mental and physical wellness.

Managers and nurses that work on teams with high social connection have lower anxiety, depression, higher self-esteem, empathy and improved immune systems and physical health. Examples: cookie exchanges, grad nite, Random Acts of Kindness, community events.



NURTURING GROWTH

Nurture personally and professionally.

This improves engagement, satisfaction and work life balance. Examples include mentorship programs, 30 day grateful challenge, monthly touchpoints vs annual evals only, shared governance, leveraging strengths.



ENCOURAGING SELF-CARE

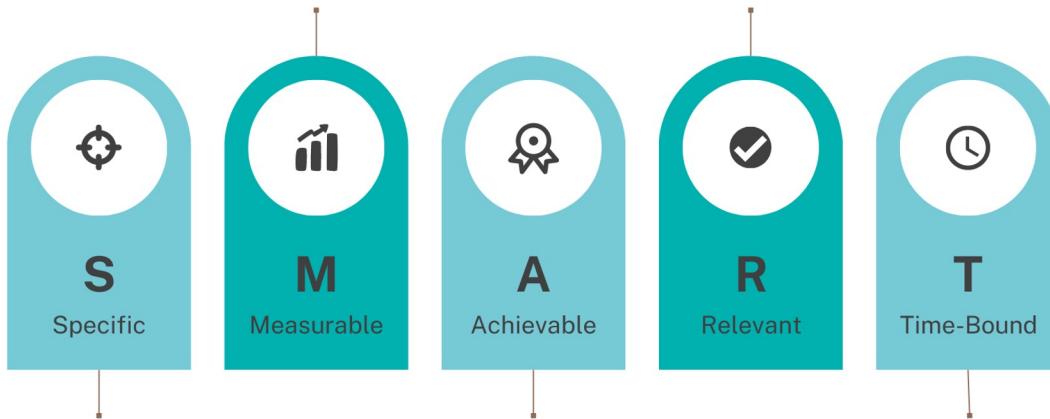
You must set the example and walk the talk.

Put your mask on first. Learn/apply crisis management, communication, stakeholder buy-in techniques. Reward nurses for practicing self-care and boundaries. Implement burnout reduction programs and be your staffs advocate for resources etc.

What is one important thing you want to
change?

- How will I measure my progress?
- What metrics will I use?
- How I know if my goal is achieved?
- Is this meaningful?

- Is this goal related to my overall success?
- Is this goal reasonable, resourced and results based?



- What exactly will be accomplished?
- Who is involved?
- What actions will I take?
- When do I need to achieve this?
- Why is this goal important?
- These should be simple, sensible and significant

- Will it be clear when the goal is complete?
- Is this attainable-do you have the tools/skills needed?
- Will there be agreement to achieve the goal?
- Is it reasonable to complete the goal in the time allotted?

- How long should it take to accomplish his goal?
- When will I check in on whether or not the goal has been completed?
- When is the deadline and evaluation dates?
- What will be achieved by half-time?



Ok, my SMART
goal is defined.

Now what?



Planning strategies...



What we think about reaching a goal ...

Inspiration → Motivation → Action

What is actually true about achieving goals ...

Action → Inspiration → Motivation

OPTIMIZING NEW BEHAVIORS TO REACH YOUR GOALS



What Resources Are Needed?

What do you need to reach your goal?
People, time, money etc? Write these
down.



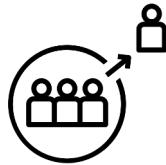
Make Goals Compatible

Examine your goals so that they do not conflict.
You can't have a goal to increase your income
and a goal to not work (unless you hit the lotto!)



Accept Responsibility For The Work

Control what you can. Do not blame. Do not get
in your own way of succeeding. Ensure your
behaviors facilitate reaching the goal.



Minimize Interruptions

This may be from social media, emails,
people etc. Do the most important tasks
first and set boundaries.



Ask For Help

Your friends and family want to see you
succeed. "A closed mouth will not get fed".
Leverage assistance from others.



Be Flexible to Changes

Life happens and goals and priorities change.
Accept that sometimes you will realize the goal
you created will not be what you actually
want/need.

OPTIMIZING NEW BEHAVIORS TO REACH YOUR GOALS



Identify The Benefits

Keeping the benefits of attaining the goal top of mind increases motivation, desire to perform the actions & "feel good" neurotransmitters.



Identify Strengths/Weaknesses

Leverage strengths to improve likelihood of reaching goal and examine strengths to develop strategies to overcome them.



Regularly Evaluate

Daily lookbacks, weekly check-ins and utilizing lead metrics to be sure you are on track to goal completion.



Balance Efforts

Pareto's law & the 80/20 principle. Utilize the Wheel of Life assessment tool weekly to ensure you are making adequate progress towards each area of your life.



Connect Goals & Current Behaviors

Are there ways to accomplish two things with one action? Are there connections b/w what you already do and actions needed for your goals?



Make Goals Visible

Put goals in a visible place so that you can see them and be reminded of them. Vision board, computer etc. Daily morning reviews of the goals and share them with others.

Evaluation Plans: Assessing Progress Towards Improved Mental Health



A photograph showing two healthcare professionals, likely nurses, in a clinical office. They are both wearing blue scrubs. The woman in the foreground has blonde hair tied back with a large, brown, multi-loop scrunchie. She is looking down at a patient chart she is holding. The woman behind her is also looking at the chart. In the background, there is a filing cabinet with several manila folders and a computer monitor on a desk. A white rectangular box with a thin black border is overlaid on the middle-left portion of the image.

“You can’t improve what you don’t measure”

— Peter Drucker

Lead & Lag Metrics

Lead Metrics

These are used to demonstrate early performance, and show you are leading to your goal (but have not yet reached the goal). These keep us on track towards reaching the goal.

For example if the goal is to lose 10 lbs, a lead metric might be sticking to a 1500 calorie diet each day and exercising 30 mins a day.

VS.

Lag Metrics

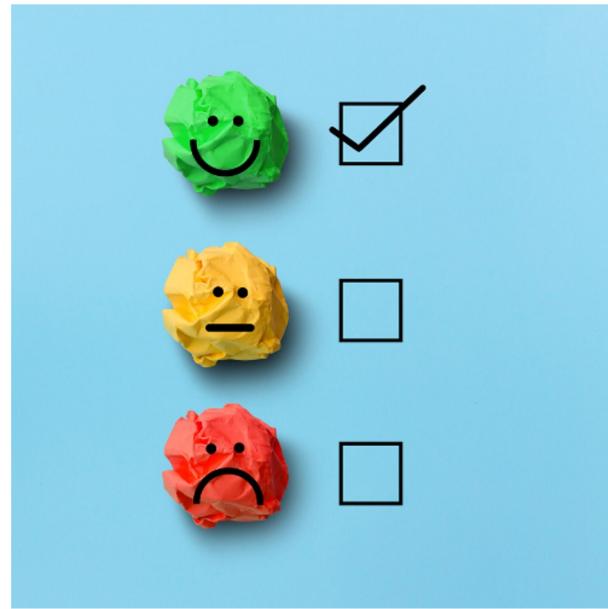
Lag metrics take a long time to measure and usually are the indicator that shows you have met the goal. These most accurately measure that the goal is met.

For example if the goal is to lose 10 lbs, the lag metric would be that you have lost 10lbs.



01

Calendar
evaluation
periods and
expectations.



02

Evaluate lead
and lag metrics.



03

Decide whether
to continue or
pivot.

Tips

1

DAILY CHECK-INS

When just starting the actions for your goals daily reviews first thing in the morning and reviews at the end of the day can be an effective way to monitor early progress and habit creation.

3

ACCOUNTABILITY PARTNERS

These reciprocal relationships offer coaching, mentoring and support in the progress to meeting each other's goals and can help provide motivation and inspiration keeping you on track.

2

GIVE YOURSELF GRACE & SPACE

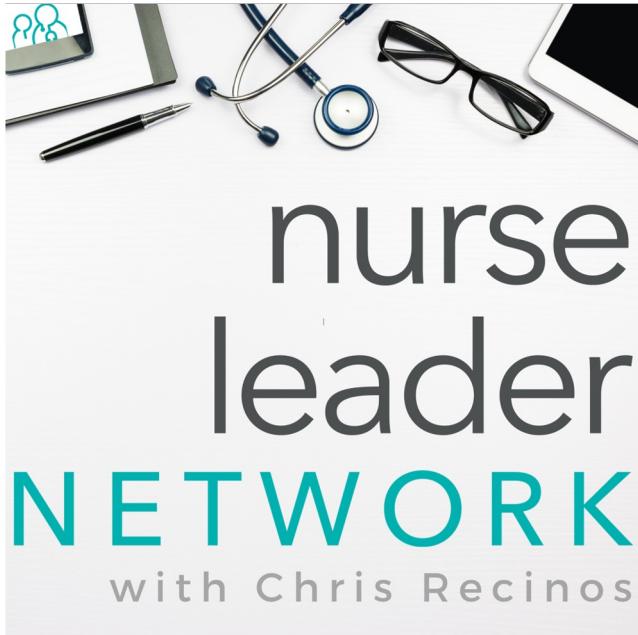
If tasks or actions become overwhelming utilize the 5 minute strategy. Group tasks together and notify others of your strategy (ex. I only answer emails at noon and 4 pm).

4

GO BACK TO THE DRAWING BOARD

There is no such thing as perfect and sometimes the goals we defined need to be changed. Go back to the assessment and redefine your goals and strategies if needed.

Wanna learn more?



www.nurseleadernetwork.com

or

The Nurse Leader Network Podcast

Questions?

Thank You