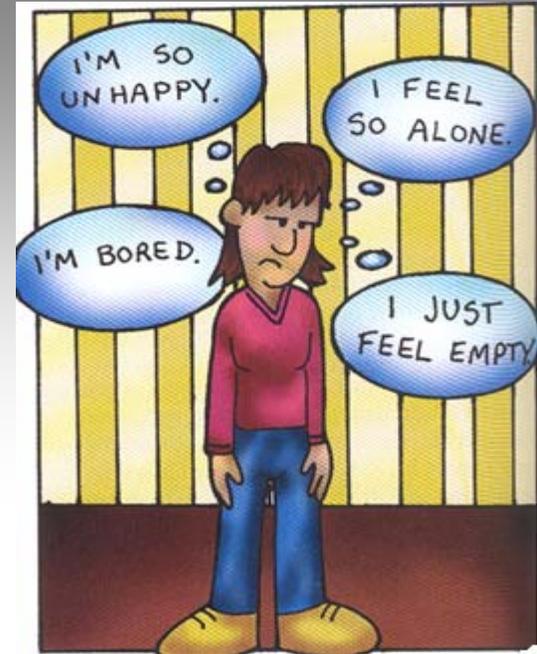


# **Preventive Approach to Burnout Among Healthcare Professionals**

**Nagwa Elkateb  
NCI- Cairo University  
EGYPT**

When you feel that you make no  
difference in your clinical settings,  
you **burnout** &  
experience deterioration of your  
professional performance

# Stress

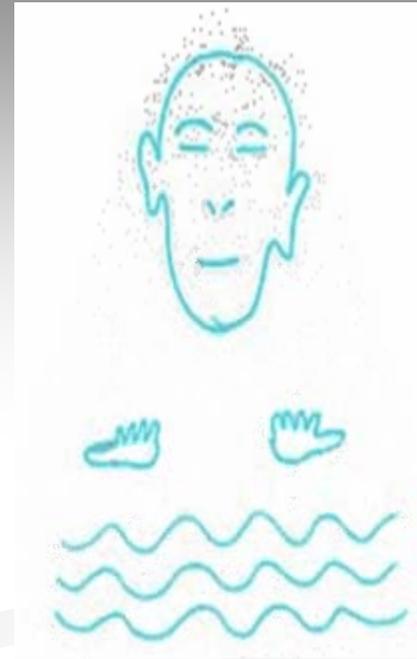


*Stressed is desserts  
spelled backward*

# Burnout

A state of physical, emotional,  
and mental exhaustion with a  
reduced sense of personal  
accomplishment, emotionally

Demanding excessive energy & strength

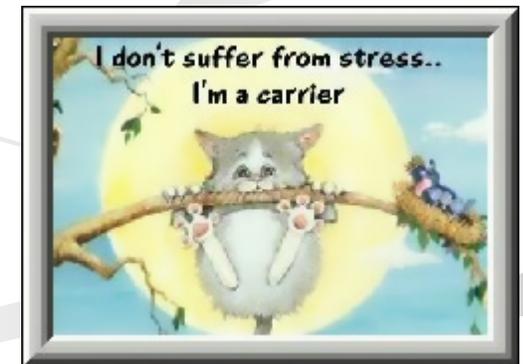


# Symptoms of burnout

- Decreased efficiency and productivity
- Work pressure
- Dissatisfaction
- Absenteeism
- Reduced sense of personal accomplishment

# Risk factors for burnout

- High workload
- Poor institutional support
- Struggle to practice according to your personal philosophy of care
- Sense of putting in more than receive back
- Role conflict



# Stressors affecting oncology nurses

## I-Characteristics of the nurse:

- Overly dedicated and committed
- High need to control
- Perfectionism
- Home and personal conflict



# Stressors affecting Oncology Nurses (cont.)

## 2-Characteristics of cancer patients :

- Variability of prognosis
- Confrontation with disfigurement, pain, disability, and death
- Prolonged involvement



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# Stressors affecting Oncology Nurses (cont.)

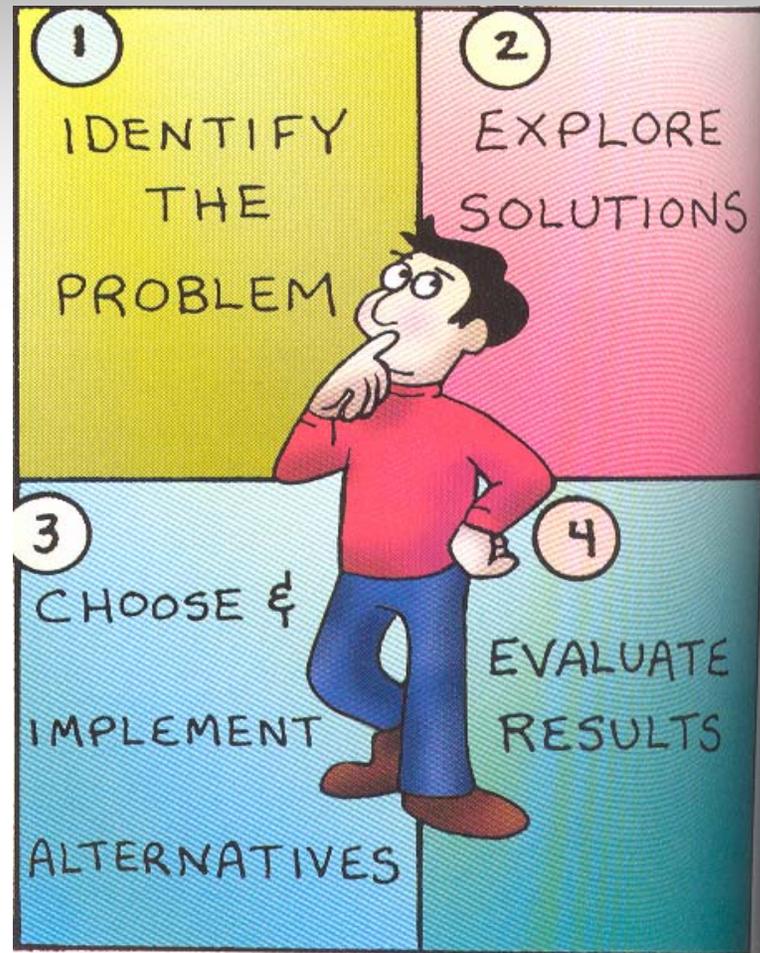
## 3-Characteristics within the work setting:

- Inadequate nurse -patient ratio
- Limited participation in decision- making
- Limited recognition for work performance
- Unclear role expectation
- Role conflict,

# Stressors affecting Oncology Nurses (cont.)

- Inadequate administrative support
- Competition rather than collaboration
- Limited open communication with peers, physicians, managers
- Work overload / Overcrowded units
- Malfunctioning equipment
- Pay inequities

# Adapting to Stress



Problem-solving skills

# Adapting to stress:

## Some effective techniques include:

- Reframing irrational thinking
- Assertiveness training
- Problem-solving skills
- Communication skills
- Relaxation techniques and Meditation

# Measures to avoid burnout

The goal is to

- Eliminate stressors that can be eliminated
- Master stressors that can not be eliminated
- Develop techniques for recognition and modification of stress response.

The plan is recognize one's rights and establish a professional self-care plan

# The basic rights for professional nurses

- To be treated with respect
- To a reasonable workload
- To an equitable wage
- To determine your own priorities
- To ask for what you want
- To make mistakes and be responsible for them
- To give / receive information as a professional



# Right to care for oneself:

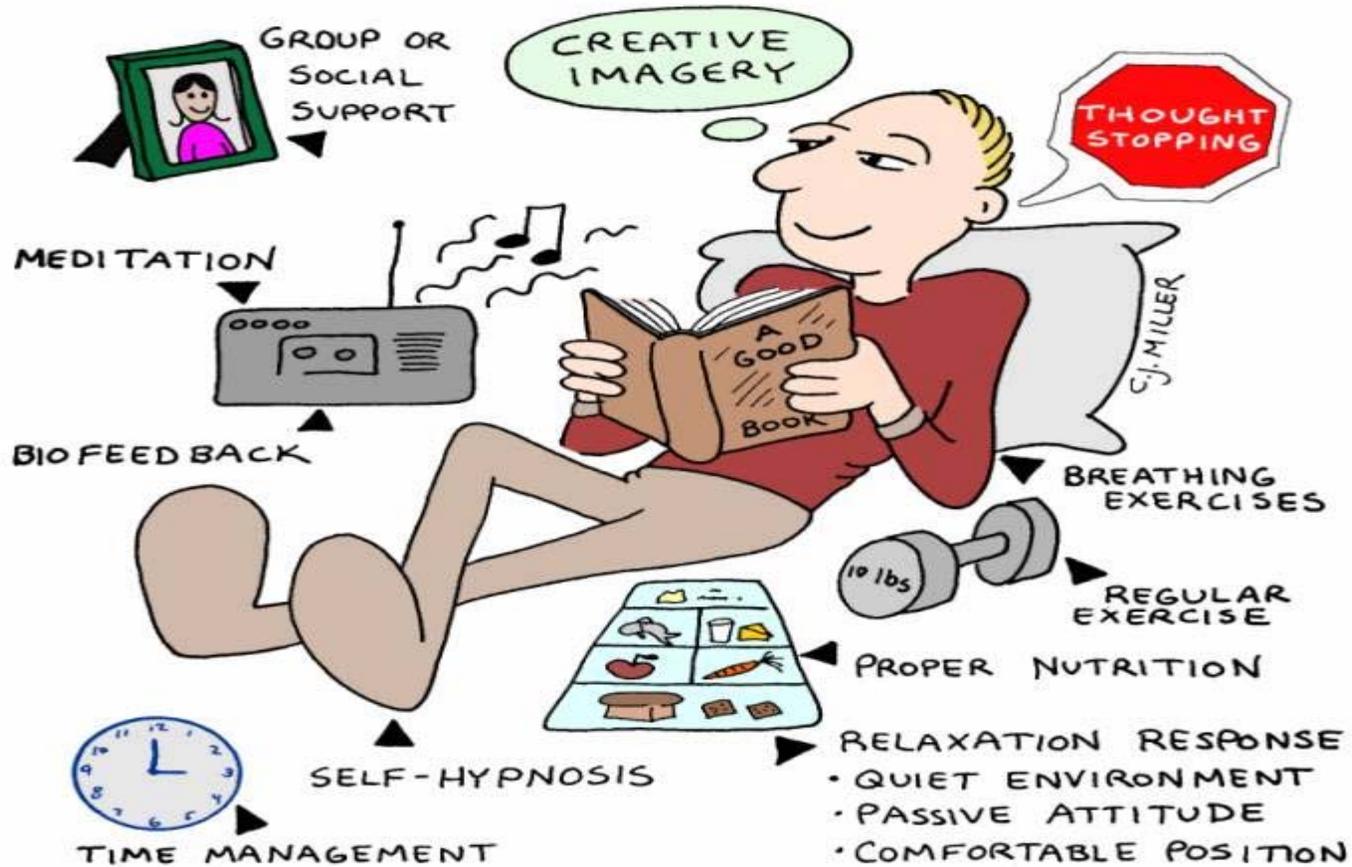
- Balance work, family, and personal needs
- Be as healthy as you can be
- Have realistic expectations for yourself
- Be flexible, keep up with change
- Focus on the accomplishment of your work
- Be competent, Be proud of your work
- Cooperate with coworkers,
- Plan fun into your schedule

# To Do's daily list

- Eat well-balanced meals.
- Exercise every day.
- Use relaxation methods
- Get fresh air.
- Consecutive sleeping hours.
- Take time for yourself.
- Read daily, laugh, share happy times..

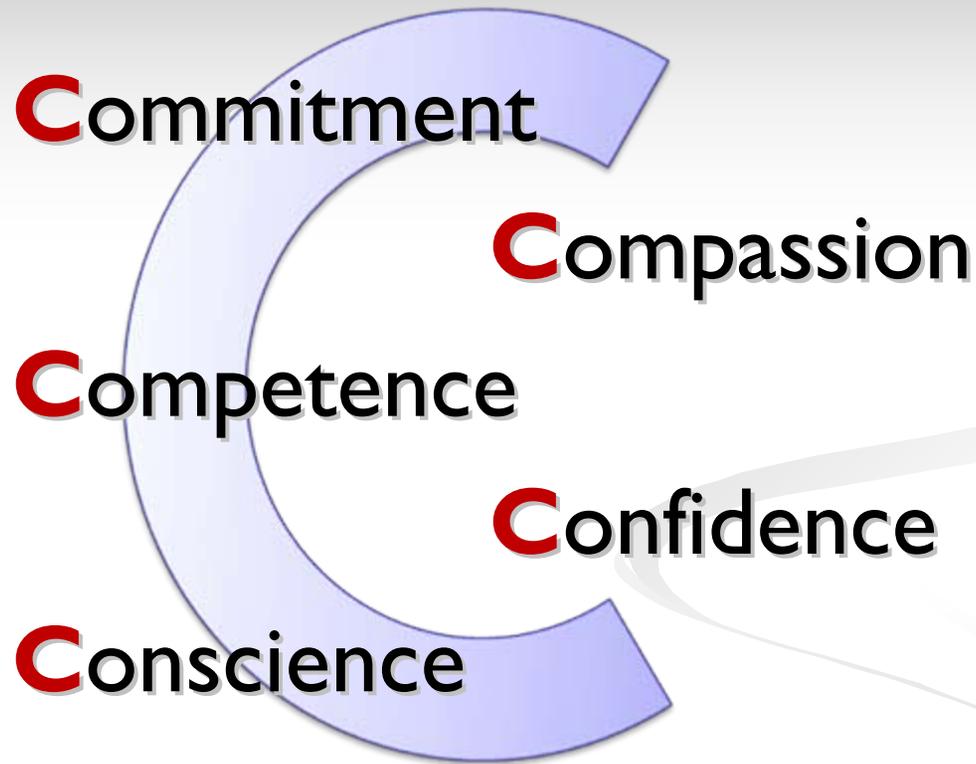
# Time management

## STRESS REDUCTION METHODS



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# The C Plan



# Other Suggested Approach

- Be proactive rather than reactive
- Prepare/ teach student nurses new comers
- Include professional burnout subject in the undergraduate curriculum
- Clear job description
- Scheduled anti-stress programs
- Regular counseling

# Test if you are stressed or desserts



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