



NATIONAL NURSE PRACTITIONER
RESIDENCY & FELLOWSHIP TRAINING
CONSORTIUM

Promoting Resilience and Reducing Provider Burnout

98 Steps to Resilience

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HOW TO BUILD
RESILIENCE

10 WAYS TO LEARN HOW
**TO BE MORE
RESILIENT**

**3 Lessons
of Resilience**
4 Ways to Cultivate Resilience

**20 Most
Motivational
Quotes About
Being Resilient**

8 STEPS TO BECOME MORE RESILIENT

21 DAYS
to
RESILIENCE

**10 Great Resilience Quotes
to Inspire and Energise You!**

5 WAYS TO BUILD RESILIENCE

20 WAYS TO BUILD RESILIENCE AT HOME

**8 STEPS TO BUILD
PROFESSIONAL RESILIENCE**

10 Resilience Building Blocks

**BEST 8 WAYS TO
BUILD RESILIENCE**

**HOW TO BE RESILIENT
DURING A PANDEMIC**

**50!
RESILIENCE
QUOTES**

HOW TO BE RESILIENT
6 Secrets Revealed!

**7 WAYS TO
BOOST RESILIENCE
AT WORK**

**14 Ways to Be
More Resilient**

- Find a sense of purpose in your life
- Build positive beliefs
- Develop a strong social network
- Embrace change and be ready for it
- Learn the difference between the things you can and cannot change
- Be optimistic
- Understand that it's all temporary
- Identify and correct cognitive thinking errors
- Nurture yourself
- Don't fully identify with your problem
- See things more positively
- Develop your problem-solving skills
- Establish reasonable goals
- Take action to solve problems
- Foster flexibility
- Learn continuously
- Take charge
- Create balance
- Cultivate relationships
- Reflect
- Use humor

- Constantly work on your coping skills
- Test and stretch yourself
- Manage your self-talk
- See setbacks as challenges
- Express your emotions in a constructive way
- Find your moral center
- Keep working on your skills
- Don't get discouraged
- Practice thought awareness
- Learn to relax
- Edit your outlook
- Learn from your mistakes and failures
- Choose your response
- Maintain perspective
- Set yourself some goals
- Build your self-confidence
- Stop your negative thought cycles
- Remember, this too shall pass
- Overcome your fear of failure
- Find the benefits of past challenges and failures
- Be authentic
- Stay healthy
- Find your calling
- Never give up

- Take positive, decisive actions
- Reflect on what you have learned
- Be flexible and adaptive
- View decisions as choices
- Focus on personal development
- Strengthen your confidence
- Concentrate on what you can control
- Take responsibility for yourself
- Take charge
- Take a moment
- Make a difference
- Respect yourself
- Pay attention to your needs
- Set goals you can achieve
- Be confident in yourself
- Challenge negative thoughts
- Forgive yourself
- Put things into perspective
- Find the benefits in life
- Exercise mindfulness
- Anticipate risk
- Compartmentalize
- Take detachment breaks
- Develop mental agility
- Use your negative emotions to propel you forward
- Learn to improvise

- Don't be afraid to fail
- Silence the negative nanny
- Be the lighthouse
- Pivot with a sense of purpose
- Focus on what you want
- Stop comparing yourself
- Keep a positive outlook
- Stay connected
- Make meaning of adversity
- Normalize setbacks
- Create a positive environment
- Meditate
- Exercise
- Remember the value of humor
- Face your fears
- Know when to be kind to yourself
- Practice overcoming hurdles
- Reframe frustration
- Cultivate compassion
- Recognize when you need to be resilient
- Manage your energy
- Use the support of others
- Retain your self-belief
- Emotionally distance yourself from challenges
- Find the silver linings

resilience



The Individual

Resilience is not an individual trait

Stress Response

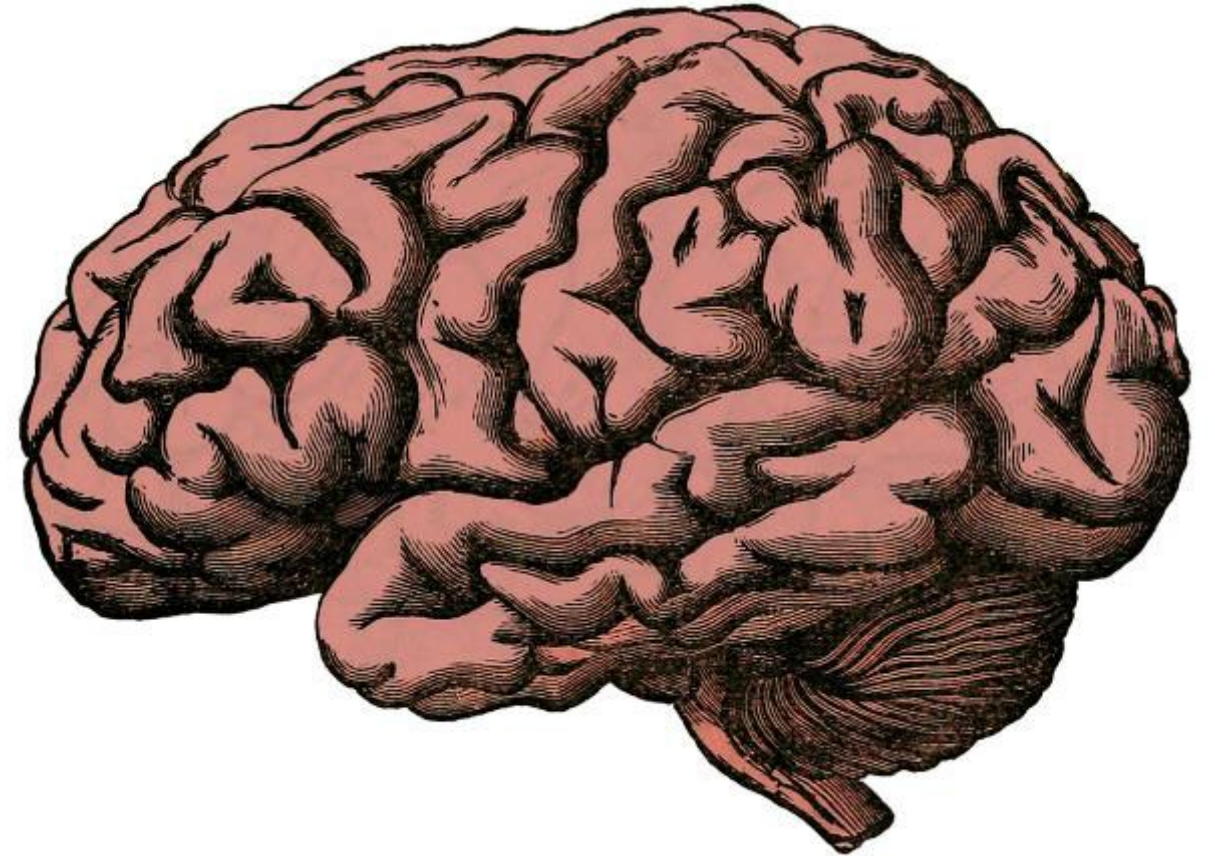
The *stress response* includes physical and thought responses to your perception of various situations.



Changes in Behavior

When signs are interpreted as a threat, the brain responds by:

- Increasing performance to deal with the situation
- Retaining that information to better cope with similar situations in the future



The Question

Why do some people use the *stress response system* so much more frequently or effectively than others?

Predictive Resilience

Resilience is influenced by:

- Child's own biological and developmental characteristics (their "nature")
- External influences from their family, community, and support systems



Predictive Resilience

“Internal locus of control”:
they believed that they,
*and not their
circumstances*, affected
their achievements

They saw themselves as
the orchestrators of their
own fates



External Influences





Adverse Childhood Experiences

Household dysfunction

Substance abuse	27%
Parental sep./divorce	23%
Mental illness	17%
Battered mother	13%
Criminal behavior	6%

Abuse

• Psychological	11%
• Physical	28%
• Sexual	6%

Neglect

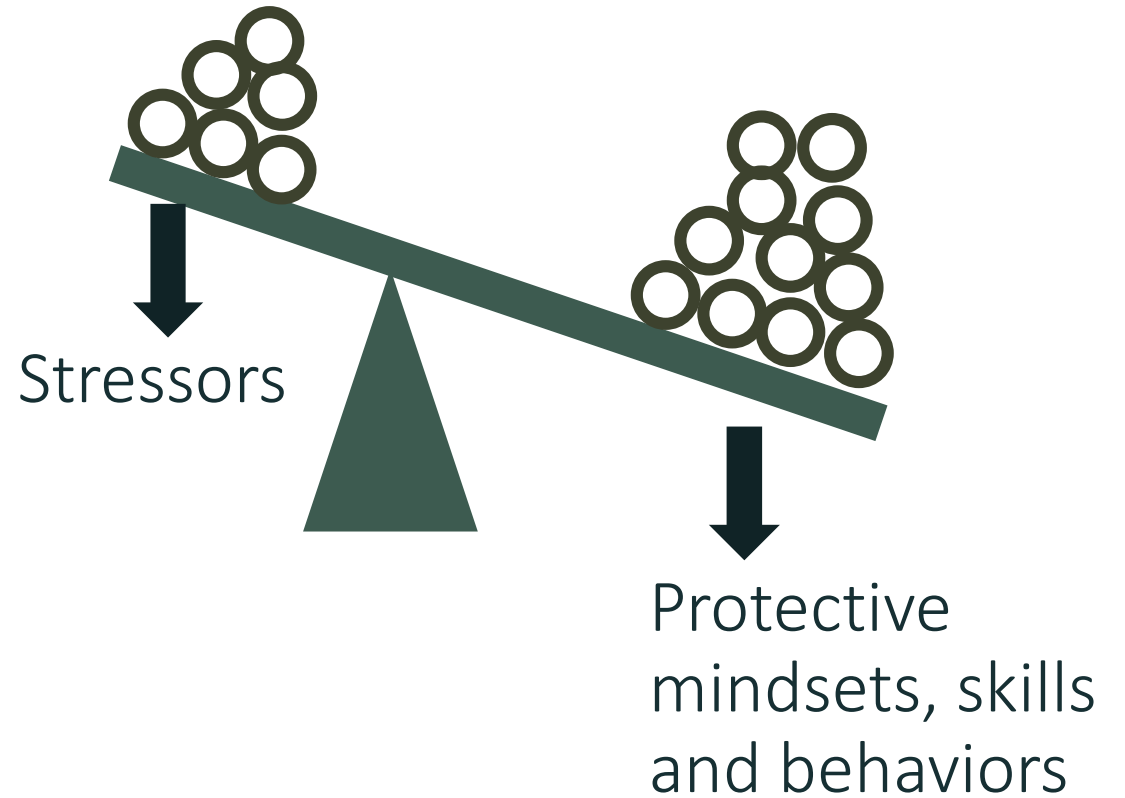
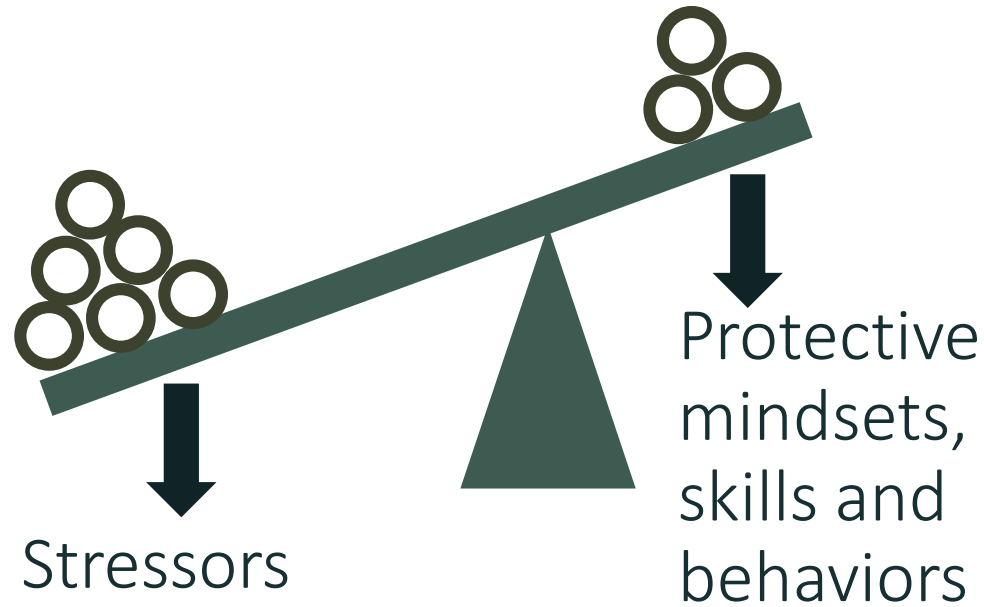
• Emotional	15%
• Physical	10%

Chronic Demand

- Sometimes the stress system not able to overcome the environmental, physiological or emotional demand
- Trauma, even that happened in the past, impacts us in the present



The Resilience Seesaw





Shifting

Resilience is like a **constant calculation**

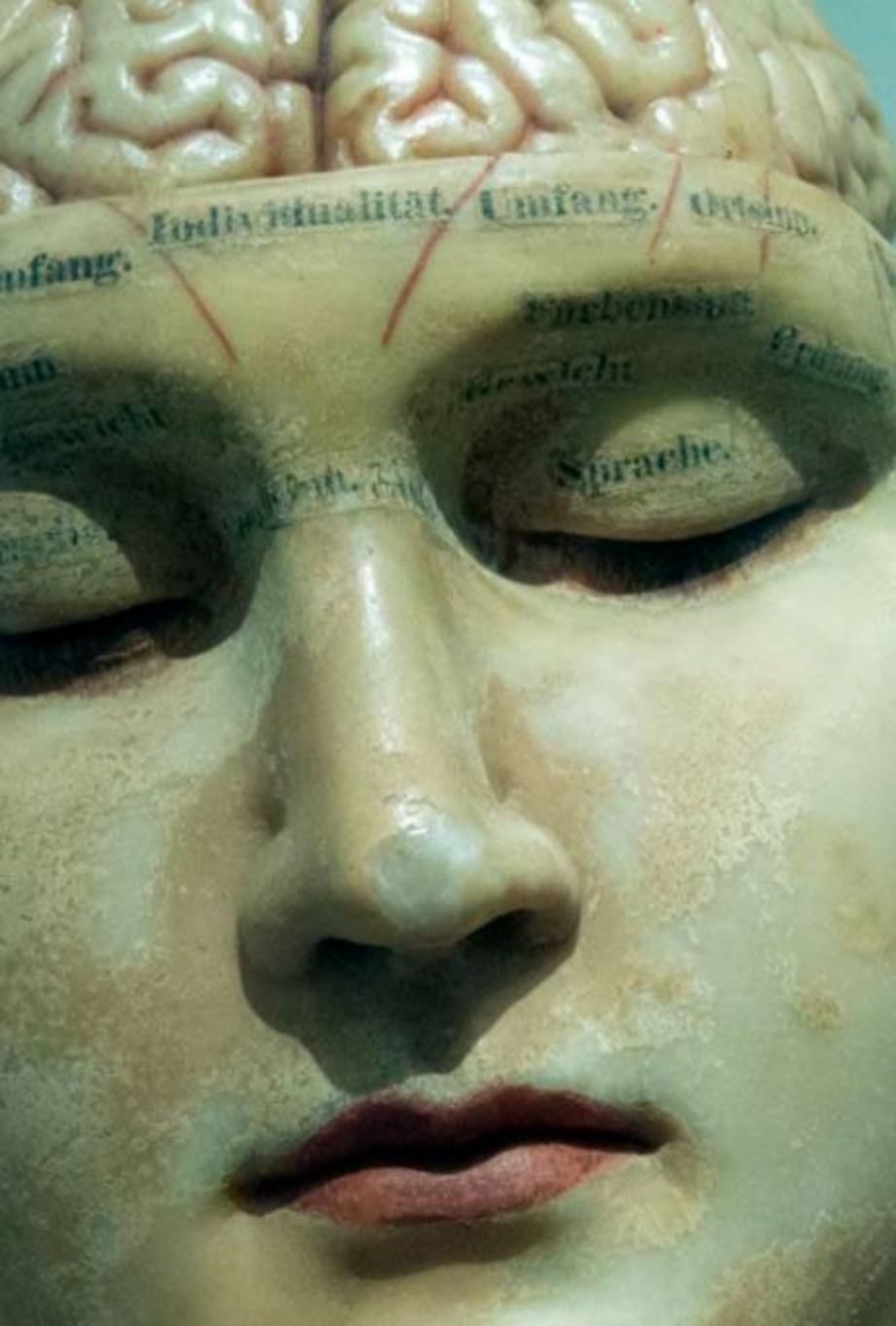
Which side of the equation weighs more, the protective resources or the stressors?

Perception

One of the central elements of resilience is **perception**:

How you conceptualize an event is how it will affect you in the future





Personal Experience

The experience isn't inherent in the event

The experience resides in the event's **psychological construal** - an individual's subjective interpretation of the event

Reframing

Reframing is not a denial that the challenge that we have been dealt is a difficult one



Normal Reactions to an Abnormal Event

- Highly prevalent
- Time-limited

Anxiety

Sadness

Irritability

Intrusive thoughts

Memory problems

Relationship difficulties

Sleep disturbances

Appetite changes

Negative Construal

“Stressful” or “traumatic” events in and of themselves don’t have much predictive power when it comes to life outcomes

What matters is whether that adversity becomes traumatizing



Positive Construal

We can make ourselves more vulnerable or less vulnerable by how we think about things

Training to better regulate emotions seems to have lasting effects

Explanatory Style

We can become
less resilient

We can create or
exaggerate
stressors very
easily in our minds



Three
Aspects of
Explanatory
Style

Internality

Stability

Globality



**Explanatory
Style:
Internality**

Personalization

Is the cause of an event within yourself or outside yourself?



Explanatory
Style:
Stability

Permanence

Will this situation change over time?




Explanatory Style: Globality

Pervasiveness

Do you have bad luck in life or are you having a bad day?

Attribution Style

Original attribution	Application 	New attribution	Application
Internal	It is my fault this happened	External	The contributing circumstances are not my fault
Stable	I will never be able to do this	Unstable	I can do this if...
Global	This always happens	Local	Just because this happened, doesn't mean it will happen every time

Our Experiences: Our Stories

Each person has a “reserve” of protective mindsets, skills and behaviors

We are unique in how we:

- Experience and perceive events
- Interpret and frame our experience
- Find meaning
- Leverage our strength and resilience going forward
- Share our experiences with others

Sharing Stories of Resilience

Resilience grows from experience

We learn from our own *and other's* experiences

Opportunities include:

- Shared storytelling at seminars and conferences
- Publications
- Creative expression
 - *poetry*
 - *art*
 - *autobiographical writing*
 - *film*

Vulnerable Team Members

New clinicians wonder:

- What will I encounter for which I need to be prepared?
- How can I develop skills to help me cope?

Work proactively to help new nurses build resilience

Share concrete examples and experiences from your life and your nursing career

Encourage reflection and reframing to enhance:

- Comprehension of experiences
- Manageability
- Meaning

Remind: Reflect and Reframe

Encourage team members to reflect and reframe difficult situations and events

- What were the existing circumstances?
- What were the contributing factors?
- What were my choices, given the situation?
- Is this likely to happen again?
- *If so, what would I choose to do the same? Differently?*
- What would I say to a team member if they were in my shoes?
- Who would benefit from hearing my story?

Team Practices

- Create some time and space to support team members where the focus is reflecting on difficult patients or situations and sharing experiences
- Encourage experienced team members to share relatable stories and what they have learned
- Discuss what may be needed and available for team member support
- Invite new nurses to participate to facilitate reflection and constructive thinking
- Encourage mentorship

“For a long time, it had seemed to me that life was about to begin—real life. But there was always some obstacle in the way, something to be gotten through first, some unfinished business, time still to be served, a debt to be paid. Then life would begin.

*At last, it dawned on me that these obstacles **were my life.**”*

- Alfred D. Souza

Seeking Help

Getting help when you need it is crucial in building your resilience

Professional help is available if you feel like you are unable to function as well as you would like as a result of a traumatic or other stressful life experience

Brief Resilience Scale

- Self-scoring
- Improvement over time

The Brief Resilience Scale (BRS)		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
BRS 1	I tend to bounce back quickly after hard times:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		1	2	3	4	5
BRS 2	I have a hard time making it through stressful events:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		5	4	3	2	1
BRS 3	It does not take me long to recover from a stressful event:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		1	2	3	4	5
BRS 4	It is hard for me to snap back when something bad happens:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		5	4	3	2	1
BRS 5	I usually come through difficult times with little trouble:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		1	2	3	4	5
BRS 6	I tend to take a long time to get over setbacks in my life:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		5	4	3	2	1

THANK YOU