Self care when working with children and families in the community

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This afternoon

• Work Stress
  – Is there a problem?
• Life today
• Underlying themes
• Assessment
• Moving on up
The World today

“Sorry losers and haters, but my I.Q. is one of the highest - and you all know it! Please don't feel so stupid or insecure, it's not your fault”
Mini exercise

• Talk to the person next to you.
• Share one source of work stress
(2 minutes)
Stress at work
Stress at work
When your day can’t get worse?
Stress and burnout in the health professions
A lot of work – over a long period of time

About 766,000,000 results (0.51 seconds)


Types of problems

• Work Addiction
• Burnout
• Compassion Fatigue
• Mental health problem
• Life stuff
Work addiction
Burnout

The cost of working too much

— Triad

1. Emotional exhaustion
2. Negative self-esteem, depersonalization
3. Loss of personal satisfaction at work (work avoidance, unfriendly or irritable behavior, somatic complaints)
Causes of Burnout

- Workload
- Lack of control
- Insufficient rewards
  - Extrinsic
  - Intrinsic
- Breakdown in ‘community’
- Absence of fairness
- Conflicting values

- Problems with work-life balance
- Less time available on chosen tasks
Compassion Fatigue

- Affects caregivers only
- Not the same as “burnout”
- “A state of tension & preoccupation with individual or cumulative trauma to clients.”

“Cost of caring too/so much”

- Many costs
- Personal Functioning
- Professional Functioning

Psychological Distress

- Total Depression: 18.4%
  - 8.1% (Depression)
  - 7.7% (Anxiety)
  - 2.7% (Substance)

- Total Anxiety: 20.1%
  - 1.6% (Depression)
  - 6.0% (Anxiety)
  - 1.0% (Substance)

- Total Substance: 11.4%
  - 1.6% (Depression)
  - 6.0% (Anxiety)
  - 1.0% (Depression)
Psychological symptoms among health workers

- About 30% of us describe ‘significant’ psychological symptoms.
- About 10% have ‘worrying’ levels of psychological symptoms.
- Most professional groups score the same.
Common reasons for job stress

Health professions

- Poor job satisfaction
- Poor teamwork and Staff relationships
- Overwork
- Work adversely affecting health
- Overwhelmed with paperwork

- Frustrated with bureaucracy / management
  - **Work not acknowledged**
    - Making mistakes
    - Dealing with suffering
    - Sleep disturbance
    - Personality factors
Kids stuff
DOUBLE JEOPARDY
SOMETIMES YOU CAN PAY TWICE FOR THE SAME CRIME
Working with young children and families

- Home visiting
- Families with problems
- Powerless to help
New Zealand

• 23.7 % of children - one-parent household
  – 84.2 % women.
  – 20 % - 18 to 24 years

• High rates of domestic violence
Maternal (and family) psychological stress

• Most mental disorders are similar in pregnancy and the postnatal period to those experienced at other times.
  – High rates

• 22% Postnatal depression after 6 weeks

• Your role –
  – Assess, Support, Discuss, Refer
Job satisfaction
Working in the community

The whole person

Time and history

Place

The world and its uncertainty

Partnership
Predictors of job satisfaction

- Amount of Autonomy at Work
- Relationships With Colleagues and Fellow Workers
- Physical Work Conditions
- Amount Earned and Job Recognition
Self Care => Job Satisfaction => Well balanced life

• Assessment
  – Things are amazing
  – OK
  – Not OK.

• Making a plan

• Sticking to it

• Not minding too much if it doesn’t work out.
Step 1

• Acknowledgement of what you do

Thank you !!!!
Are you OK?

• During the past month, have you often been bothered by feeling down, depressed or hopeless?
• During the past month, have you often been bothered by little interest or pleasure in doing things?
• Feeling nervous, anxious, or on edge
• Not being able to stop or control worrying
Management options
– Get Help
Internet and Apps

- National Depression Initiative.
  - http://www.depression.org.nz

- CALM
  - http://www.calm.auckland.ac.nz/

- Apps
  - Smiling mind
  - Superbetter
  - Nature sounds relax and sleep
  - Acupressure: Heal yourself
And suitable for everyone

• Resilience
• Work Life Balance
• Lifestyle
But – Let’s be realistic

The 80 – 20 rule
Resilience

The capacity for healthy development and successful learning in spite of challenges.”
( B Benard )

Resilience is the capacity to spring back, … in the face of adversity and develop competence despite being exposed to extreme stress.
(Henderson and Milstein, 1996)

“I get knocked down, but I get up again, You are never gonna keep me down“

Tubthumping -Chumbawumba
Table 1: Factors within an individual that relate to resilience (identified for each discipline)

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Resilience

Nurses, Psychologists, Counsellors, Social workers, Doctors

- Gender (more specifically, being female)
- Maintaining a work-life balance
- Laughter/humour (?psychologists doctors),
- Self-reflection/insight (not investigated in social workers)
- Beliefs/spirituality (? - psychologists not investigated counsellors),
- Professional identity (not investigated doctors).

Building blocks of resilience
I have, I am, I can

• I have
  – Supports and supportive people around me

• I am
  – Aware of inner strengths of confidence, self esteem and responsibility.

• I can
  – Use and develop skills and make use of support.

Grotberg E, (1997). The international resilience project
Work Life Balance

What's your secret to finding a work/life balance?

When at work, I worry about the family. When I'm at home, I worry about work.
Work life balance – WORK

• Work is a must, - make it the best you can.
• Focus on why you chose your career and what you enjoy about it.
• Maintain as much control as you can.
• Don't complain. Find solutions to problems - generate positive rather than negative energy.
• Say “no" when you can.
• Change hours / flex time if helpful & available.
• Leave work at work.

Simmons, Susan  AJN The American Journal of Nursing112(1):25,26, January 2012.
HOME

• Organize, schedule plan.
• Forward planning and ‘bunching’
• Decrease your expectations for cleaning, errands, and other chores. *****
• Rationalise kids activities.
• Delegate chores,
• Agree home division of labour
SELF – Lifestyle

• Nutrition. - Every little helps
• Rituals – Mealtimes – outings
• Rest, and sleep - 7 to 8 hours a night
• Exercise – every little helps.
  – Increase alertness, productivity, decrease pain, and improves mood.
• Spend time with friends and relatives.
• Hobbies.
• Job opportunities that work for you
• Reflection, Meditation, “Spirit”.
A little bit wicked
Putting it together - In next week

• List of +ve satisfaction / resilience

• Sources of stress
  – And a (part) solution
  – Consider help if worried

• Work Life Balance
  – Discuss with family and friends
  – 1 Change – Discuss Now

• Own lifestyle
  – 1 Change – Discuss Now
Changing perspectives
How Committed / How Capable

• How committed are you to making those changes
• X ..... 
• Why isn’t it zero
Never underestimate the power of enthusiasm.
"Yea, though I walk through the valley of the shadow of death, I will fear no evil" Psalm 23
STAY STRONG!

WEEKEND IS COMING SOON
Thank you

Life is either a daring adventure or nothing. Helen Keller