

Self-Care Is Health Care

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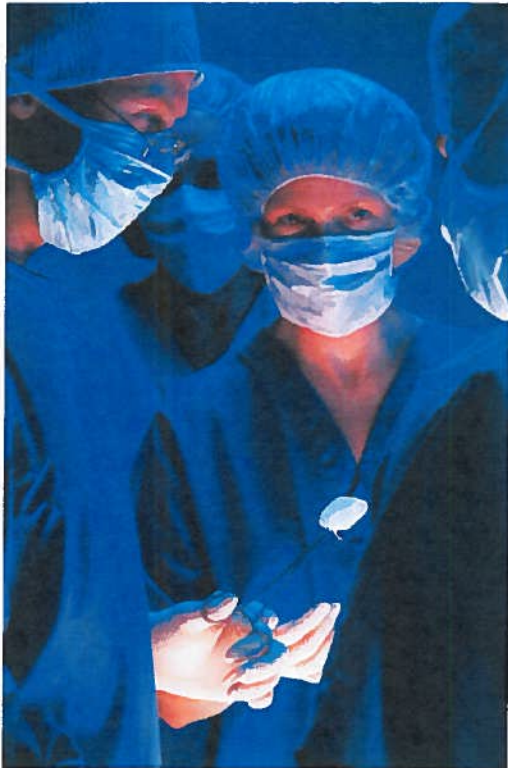
What is Self-Care



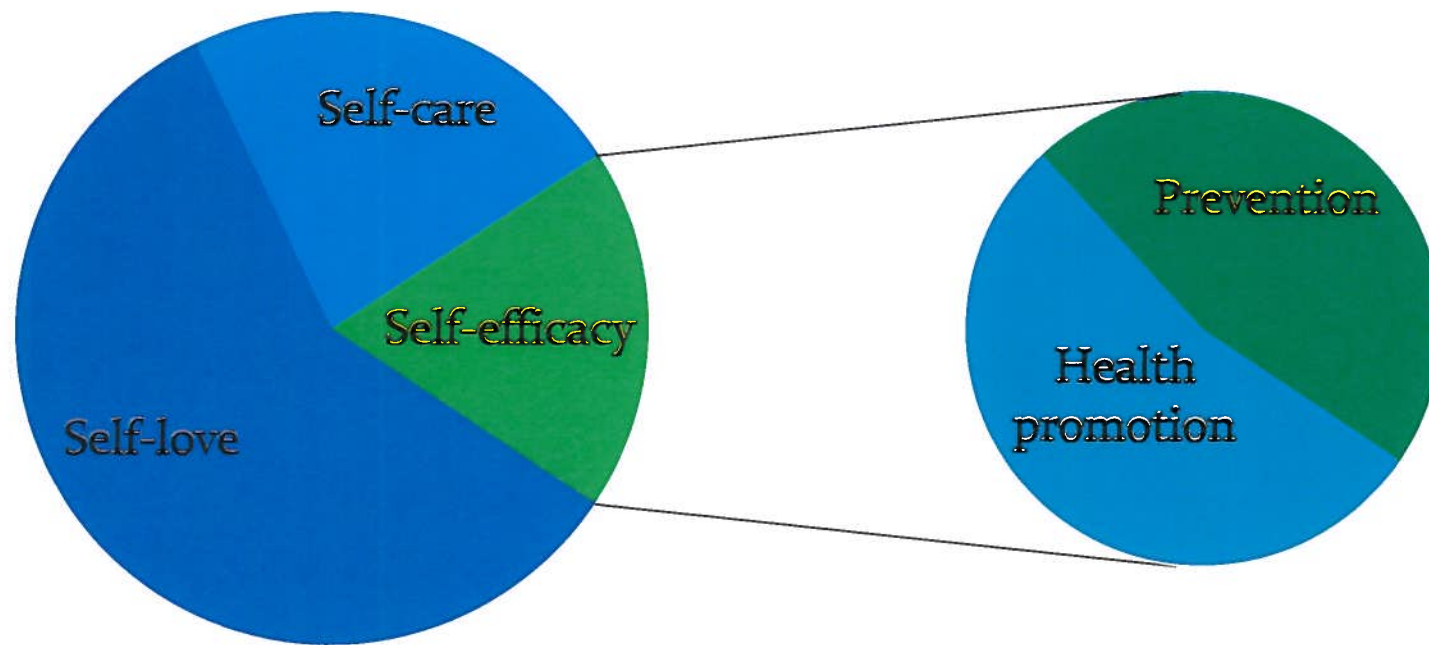
- Describe your current self-care strategies
- Describe your current self-care plan



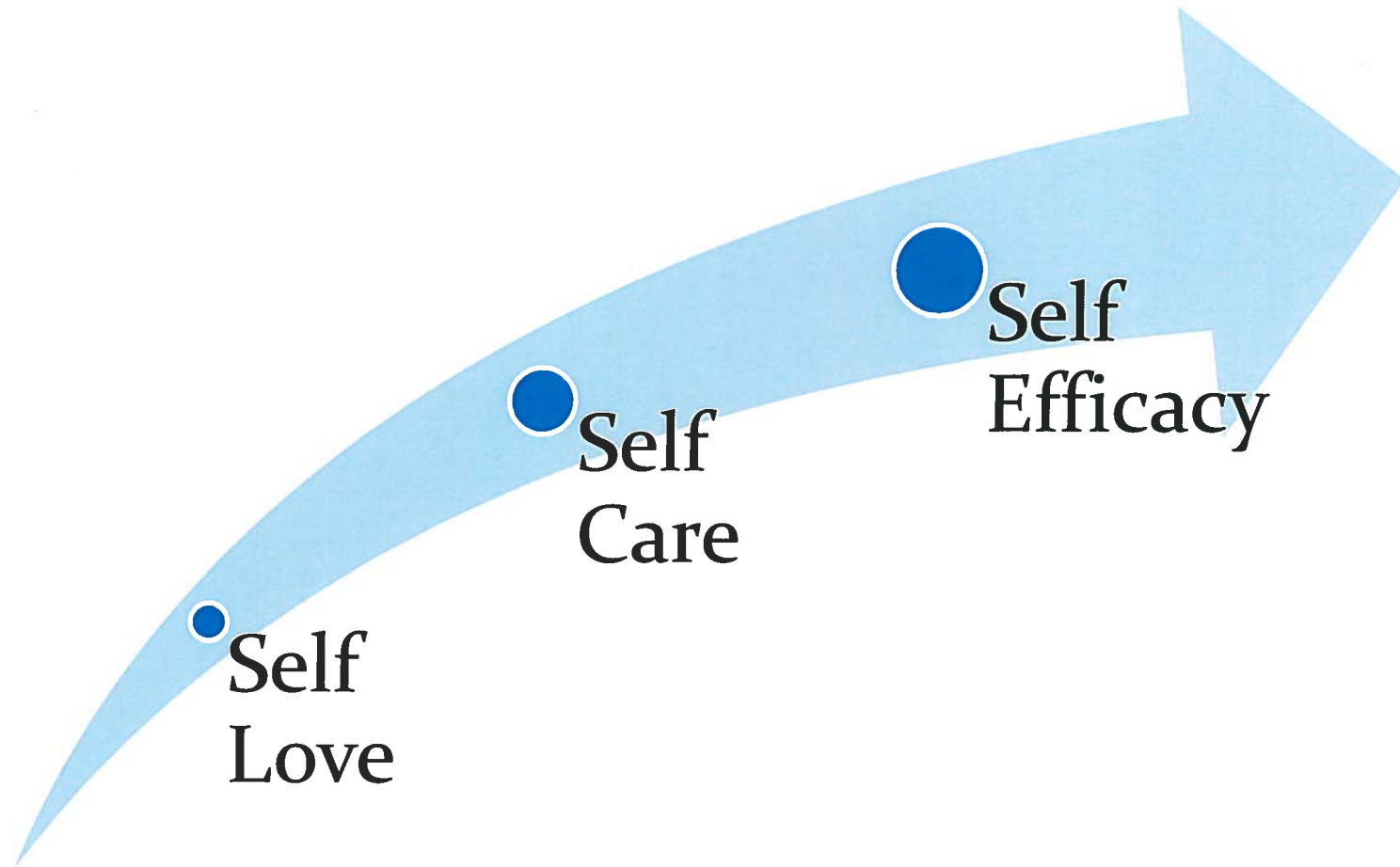
What is Health Care?



The Connection between Self-Care and Health Care



The way of a leader



Self-Efficacy

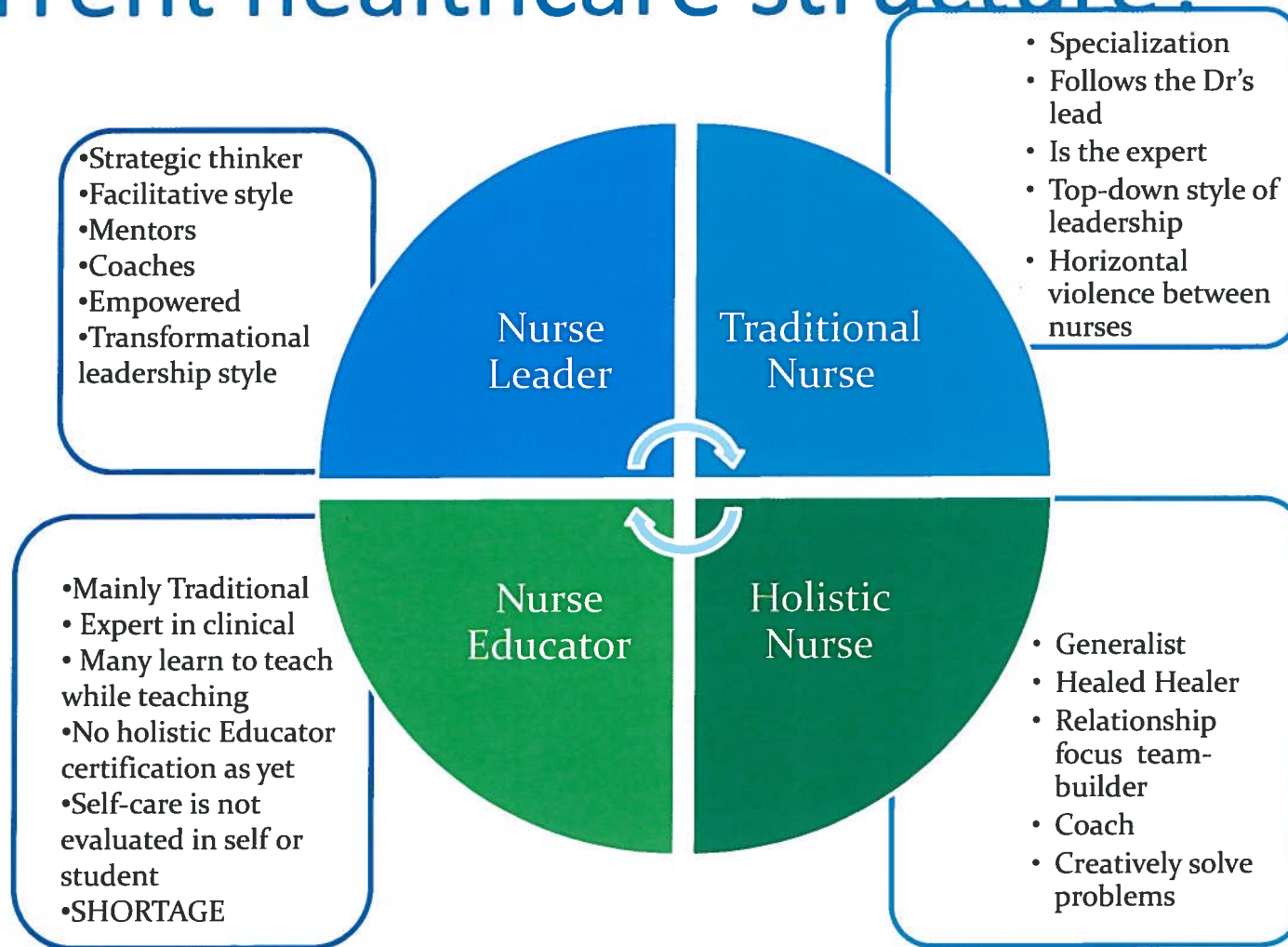
- "If I have the belief that I can do it, I shall surely acquire the capacity to do it even if I may not have it at the beginning."

~ Mahatma Gandhi ~



Without self-love and the discipline that self-care demands, we will not be efficacious

How do nurse leaders fit into the current healthcare structure?





Current Gaps in Nursing

- Shortage of nurses
- Shortage of nurse educators
- Baby boomers coming of “age” and needing more health care services
- An aging nursing population
 - Chan and Perry (2009)
- An unhealthy nursing population
 - Raingruber and Robinson, (2007); Naum et al, (2012)
- A transient (job) nursing population

Do nurses avoid leadership positions?

Symbolic Sirius



Positive Psychology=Soul food

(Muha and Manion, 2010)

- Staff engagement
- Camaraderie
- Teamwork
- Professionalism
- Non-linear approach
- Encourage experiences that create positive experiences



Six Principles of Positive Psychology

PROPEL (Muha and Manion, 2010)

- **Passion**
 - Specific vision with buy in from staff creates energy and redirects away from negative stressors
- **Relationships**
 - 5 positive interactions for every negative encounter. Leaders must generate interest in the lives of staff
- **Optimists**
 - Problems are described as short term, see the bigger picture, encourage staff to problem solve, appreciate the positive contributions of staff
- **Proactive**
 - Use their strengths, takes as good of care of self and staff and patients
- **Energy**
 - Continually replenish their own physical self, and encourage staff to care for self
- **Legacy**
 - Pursuit of own purpose, upward spiral of growth, all demonstrate a commitment to achieving extraordinary results.



How then, shall we lead?

- Transformational leadership is the model needed to develop nursing into an empowered profession with the potential to be a dominant voice in reshaping the healthcare system of the future.

(Sofarelli and Brown, 1998)

Transformational processes are taught in coaching and some Holistic Nursing Curricula in both undergraduate and graduate nursing programs across the country.

PROPEL Statistics (Muha and Manion, 2010)

- Case study at major academic medical center
 - Poorly functioning department became highly functional within one year
 - Job engagement score rose from 3% to 87%
 - Staff satisfaction 1%-85%
 - Patient satisfaction rose 43%
 - Staff caring increased



Positive balance in emotional bank account



Managing Change

Sofarelli and Brown (1998)

- Management of Attention
 - Pay attention to surroundings, live their vision, look for new opportunities to make their vision a reality
 - Management of meaning
 - Charismatic ability to share the vision, making it visible
 - Management of trust
 - The leader is totally reliable and have integrity
 - Management of self
 - High personal self-regard, mistakes are opportunities
- (Benis,1986)

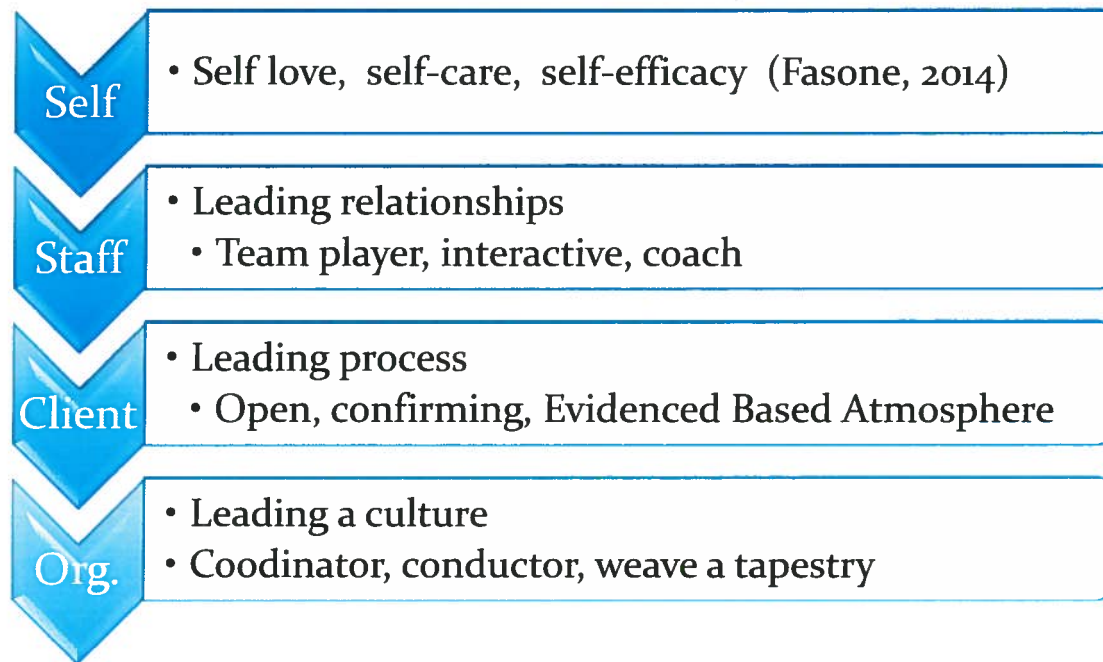
Almost ready



Nurses Leading Change

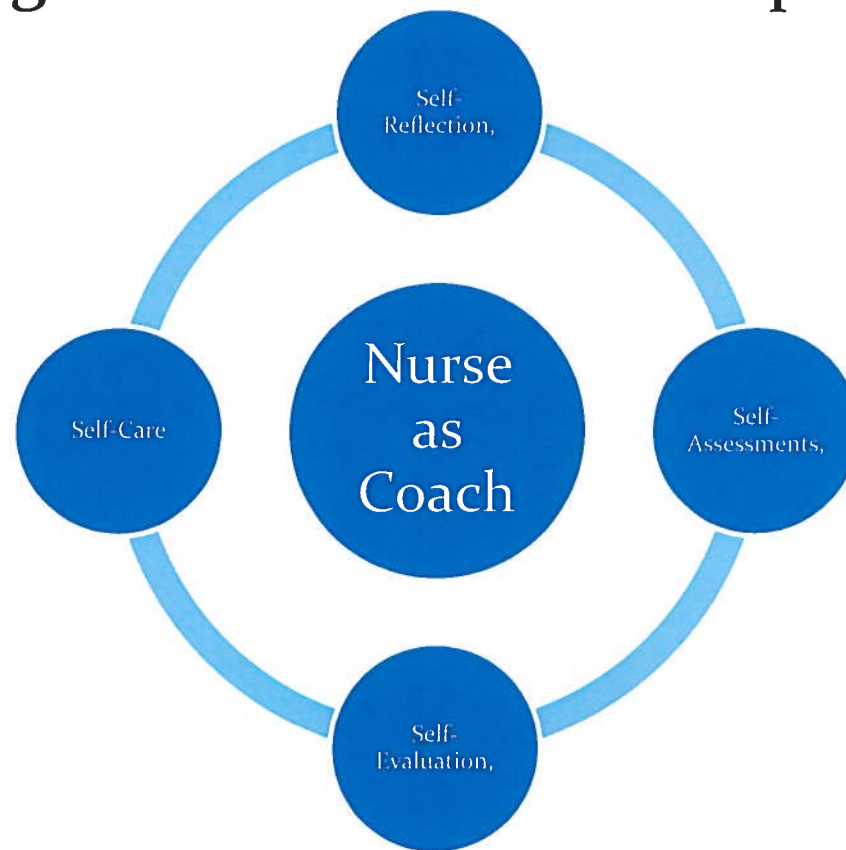
Samela, Erikson, Fagerstrom (2011)

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Nurses as Coaches

Coaching skills enhance leadership skills



Williamson (2009)

We must bloom where we are
planted!





References

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