


Using Active Stress Management to Address Healthcare Worker Distress

Jillian Bybee, MD (she/her/hers)
Pediatric Critical Care Medicine
Associate Program Director for Pediatrics Residency Program and PICU Fellowship
Helen DeVos Children's Hospital Corewell Health
Michigan State University College of Human Medicine
@LifeandPICU



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Disclosures

None

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Learning Objectives

- Identify the factors that impact professional quality of life and wellbeing
- Define key terms, examine the literature, and describe the effects on healthcare workers
- Describe evidence-informed practices for active stress management and recovery

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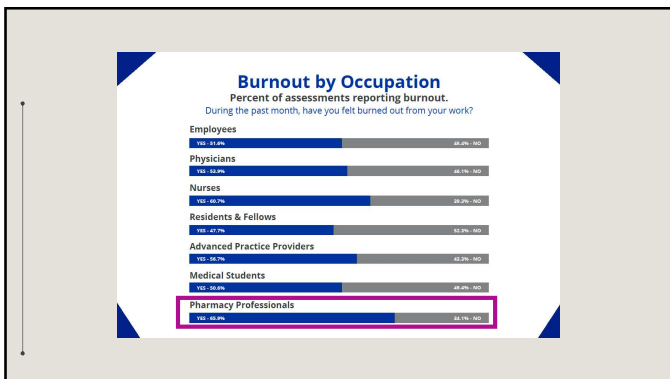
Who Am I?

- Daughter to a hospital/retail pharmacist
- Pediatric Intensivist
- Associate Program Director of Professional Development and Wellbeing for Pediatric Residency and PICU Fellowship
- Recovering Perfectionist
- Aspiring podcaster
- Advocate, speaker, and writer on clinician mental health
- Amateur chef, pianist, and bibliophile
- Wife and mom to one human and one dog

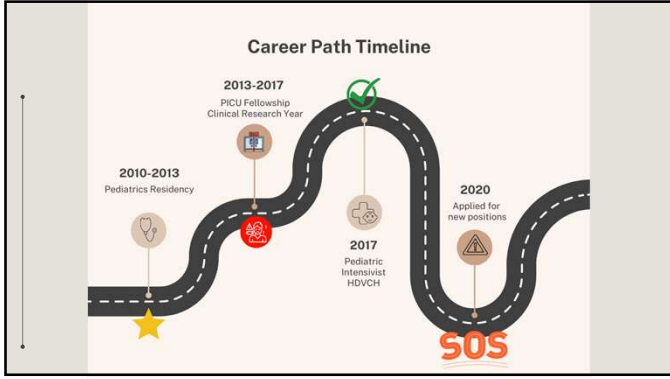
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Approximately 50% of all helping professionals are experiencing some form of significant distress that results from their work.

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**Before you can lead others,
Before you can help others,
You have to discover yourself.
-Daniel Goleman**

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Open Self Information about yourself that you and others know.	Blind Self Information you don't know but others know about you.
Hidden Self Information you know about yourself but others don't.	Unknown Self Information about yourself that neither you or others know.

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Causes of my early career burnout

Lack of mentorship and development

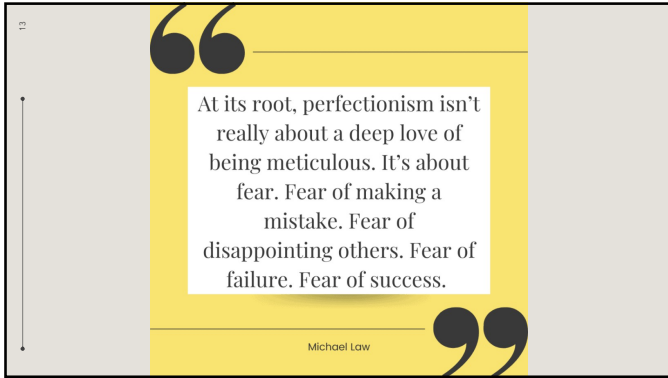
Didn't understand my own values, purpose, and growth opportunities

Lack of boundaries

Poor self-care practices

Perfectionism

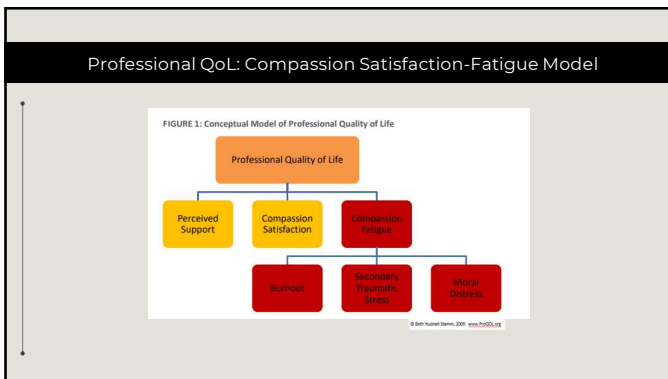
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Compassion Fatigue



Burnout



Moral Distress



Secondary Trauma

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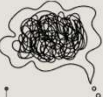

Burnout

Chronic occupational distress characterized by:

- emotional exhaustion
- feelings of depersonalization
- career dissatisfaction


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Pharmacist Burnout

9 out of 10

Pharmacists are at high risk of burnout



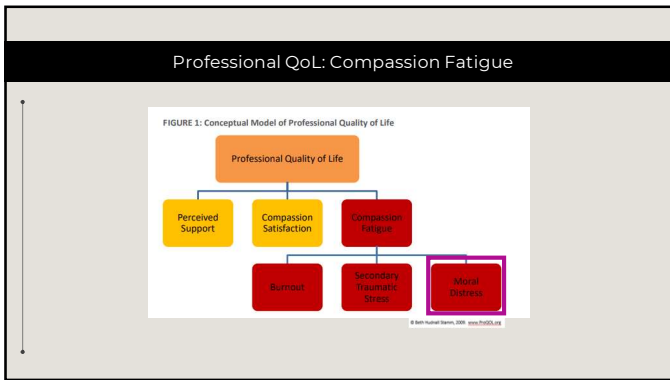
1 out of 4

Pharmacists with burnout do not know they are burned out

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Moral Distress (Injury)

Impact of perpetrating, failing to prevent, or bearing witness to acts that transgress deeply held moral beliefs and expectations

Psychological, biological, spiritual, behavioral and social

Distinguishing features: shame, guilt, feeling betrayed

Can be other-induced or self-induced

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Moral Distress examples

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Continuing what the pharmacy professional feels is unnecessary treatment for a patient

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Witnessing inadequate treatment of a condition because of medication shortages or declined insurance authorization

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Professional QoL: Compassion Fatigue Model

FIGURE 1: Conceptual Model of Professional Quality of Life

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graph TD
    PQL[Professional Quality of Life] --> PS[Perceived Support]
    PQL --> CS[Compassion Satisfaction]
    PQL --> CF[Compassion Fatigue]
    CF --> B[Burnout]
    CF --> STS[Secondary Traumatic Stress]
    CF --> MD[Moral Distress]
    
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Stressful Situation

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Secondary Trauma

Indirect exposure to trauma through a firsthand account or narrative of a traumatic event

Also called "Vicarious Trauma"

Still called "Compassion Fatigue" in some literature

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Risk factors for secondary traumatic stress

"Dose" of exposure – more patients / type of work

Socially or professionally isolated

Feel professionally compromised due to inadequate training

Fewer years in field

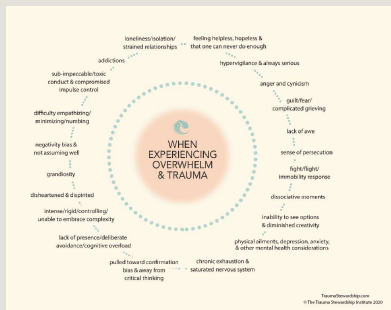
Younger age

Gender (women report more often)

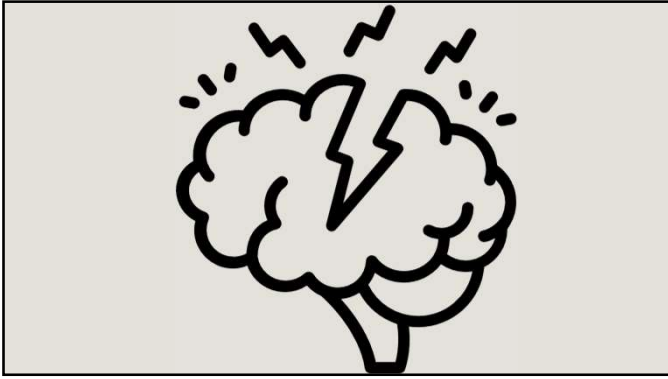
History of personal trauma

Bride, B.E., Hatcher, S.S., & Humble, M.N. (2009)

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<p><u>Eustress</u></p> <p>Positive form of stress that results in improvements in:</p> <ul style="list-style-type: none">-health-motivation-performance	<p><u>Distress</u></p> <p>Negative form of psychological stress that people usually mean when they say "stress"</p>
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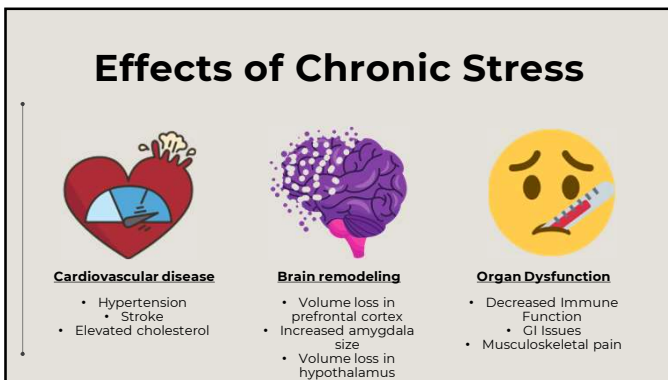
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<p> <u>Stressor</u></p> <p>The thing that triggers stress</p> <p>Can be anything you see, hear, smell, touch, taste, or imagine</p>	<p><u>Stress</u> </p> <p>Biochemical process that occurs in your body as a result of a stressor</p>
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WELLNESS IS NOT A STATE OF BEING. IT'S A STATE OF ACTION.

EMILY AND AMELIA NAGOSKI 'BURNOUT'

"Wellbeing = the active pursuit of activities, choices and lifestyles that lead to a state of holistic health."

Global Wellness Institute

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Things You can Control

YOUR GOALS
Your Thoughts
Your Actions
Your Attitude
Your Effort

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The Navy has the Messaging Correct about Stress

Today's Navy: Stress is part of the job

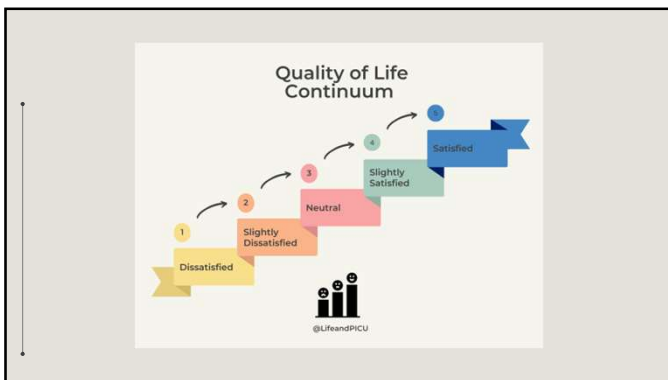
Operational Stress Control: It's your job as a leader

Ops Stress (navy.mil)

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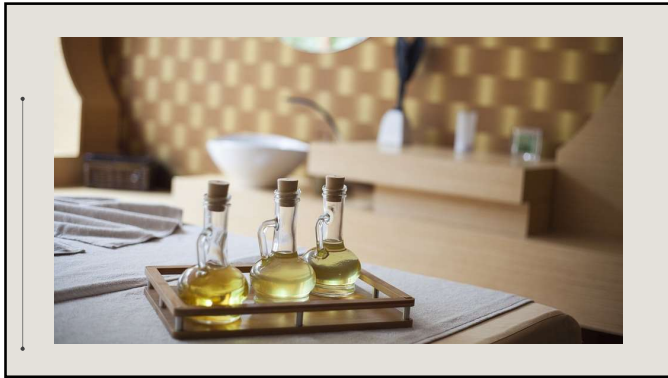
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**ACTIVE
STRESS
MANAGEMENT**

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How do we use Active Stress Management to impact the distress we experience related to helping?
Components for Enhancing Clinician Experience and Reducing Trauma (CE-CERT)

Reducing Emotional Labor Conscious Narrative
Decreasing Rumination Parasympathetic Recovery

conscious awareness

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Experiential Engagement

Willingness and ability to engage with emotion and not avoid or suppress it

Suppressing emotion may have temporary benefits; however, experiential avoidance leads to burnout

Combat veterans who suppress experiences have higher rates of PTSD

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The Skills for Experiential Engagement

- Intention:** Setting a deliberate goal of willingness to experience aversive, even intense feelings
- Awareness:** Developing patterns of continuously checking in with yourself "What am I feeling"?
- Identifying:** Self-auditing the situations or feelings that you may be inclined to avoid
- Allowing:** Mindful awareness of feelings without reactivity- not trying to get rid of, avoid, or change what we feel

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TEN PERCENT HAPPIER
WITH DAN HARRIS

August 5 · August 5 · Bonus · 6 min

482. A Meditation for When Things Suck | Bonus Meditation with Kaira Jewel Lingo

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Active Stress Management for Managing Distress: CE-CERT

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Parasympathetic Recovery

Recognizing stress *in the moment* and intentionally activating a state of regulation to interrupt or complete the cycle

Countering the sympathetic response that arises in response to a stressor

Brief moment of mindfulness within the workday (**microbreak**)

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Two Feet
One Breath



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When You're Stressed
Choose Parasympathetic Engagement



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Parasympathetic Recovery: Go-To List

- 2 minutes**
 - Breathe, stretch, pray
- 5 minutes**
 - Cry, color, listen to a song, meditate
- 10 minutes**
 - Call a friend/mentor, dance, quick walk, art
- 20-60 minutes**
 - Move your body, seek support, mindful lunch

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Battery Charging **Battery Draining**

Four battery icons are shown. The first is fully charged (green), the second is partially charged (yellow), the third is low (red), and the fourth is empty with a lightning bolt symbol.

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Daily Practice: Check Your Pulse

Baseline	Sleep	Stress Level	Gratitude	3 Daily Goals
Mental Physical	Quality Quantity	Fluctuates during the day	What is going right?	Do NOT need to be complicated

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(Ideal) Day in my life while on PICU service

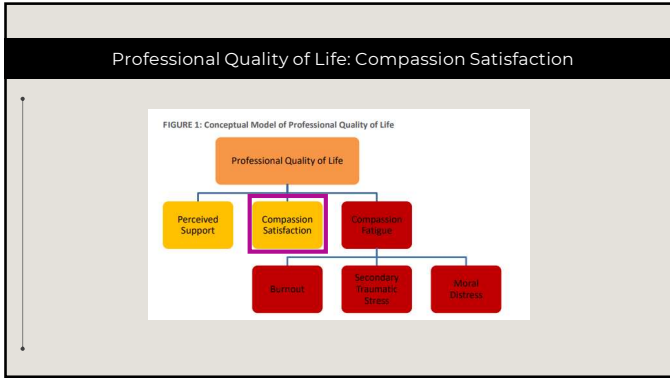
Before going to hospital	On the way to hospital	While at work	On the way home	At home
<ul style="list-style-type: none"> Check my pulse Meditate Coffee 	<ul style="list-style-type: none"> Listen to something that gets me in the right headspace 	<ul style="list-style-type: none"> Mini self check-ins Pause after stressful events "Eat lunch with a knife and fork" 	<ul style="list-style-type: none"> Listen to something that lets me process, laugh, or break before getting home 	<ul style="list-style-type: none"> Minimize "pajama time" on notes Intentionally connect with family Make priority list for next day

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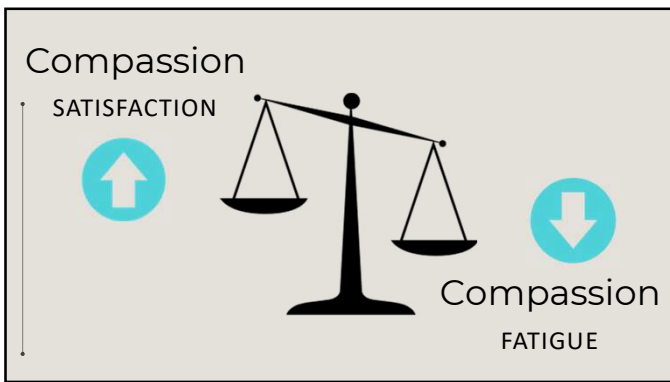
Operationalizing Active Stress Management in Medicine

Parasympathetic Recovery	Experiential Engagement
<ul style="list-style-type: none"> Wellness Week Emails: Breathing exercises Pet therapy Social events (bonus = with movement outside) Food with friends 	<ul style="list-style-type: none"> Debriefs Didactics: Grief + shame curriculum, Schwartz rounds Social events: Women's book club

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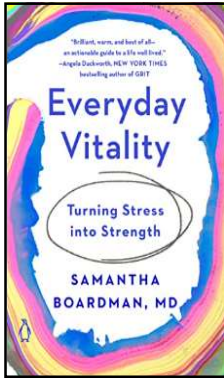
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Boost Your Compassion Satisfaction

Connect	Contribute	Challenge
Connect with Others	Contribute to something beyond yourself	Challenge yourself to use your strengths in a meaningful way

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Summary

Workplace distress is common and can result from chronic, unaddressed stress caused by secondary trauma and moral injury.


Systemic change is needed to address burnout.

Stress is a cycle that must be completed.

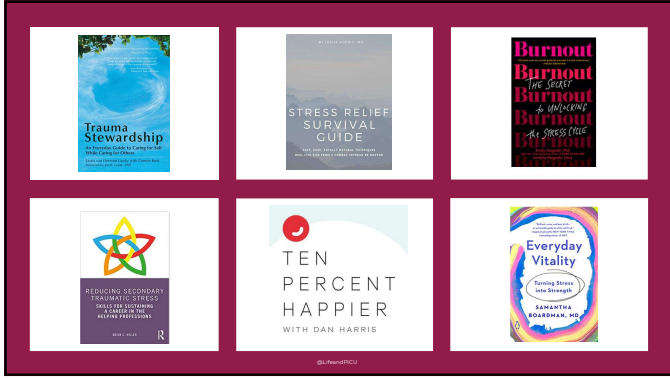
Incorporating quick practices and microbreaks into our day can help us complete the cycle and prevent getting stuck in chronic stress.

If you feel stuck, reach out for help.

If you see someone struggling, reach out to help if you can. Otherwise, direct them to resources.



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**WE ARE ALL JUST MESSES TRYING
OUR BEST TO TAKE CARE OF EACH OTHER.**

**Contact Info
+
Feedback**

Jillian.bybee@helendevoschildrens.org
@LifeandPICU on Twitter and Instagram



Feedback Form



Humans Leading Substack

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