


*Strategies to Manage Workplace Stressors for Advanced Practice Nurses*

Please complete The MAAS

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Listening to Change: Speaking with Purpose  
Missouri Nurses' Association  
May 8, 2019

A 3D graphic with the word "STRESS" in blue block letters. A white figure is shown pushing against the letters, symbolizing the struggle with stress.

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EXPERIMENT

- Let's be silent for 1 minute

1. What did you notice during the exercise?
2. How were you distracted by your thoughts during the exercise?
3. What were your thoughts about? Past, Present, or Future?

A small icon of a hand with the index finger pointing, indicating a clickable element.

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A large, 3D, red graphic of the number "70%" with a percentage sign.

Andy Puddicombe, Mindfulness Expert And TED speaker

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**OBJECTIVES**

- #1: Examine ways that multitasking increases your stress level at work and at home.
- #2: Recognize and Identify ways to Implement Mindfulness Within the Workplace and at Home.
- #3: Select one strategy identified today and commit to trying it for a week.

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**WORK CAUSES STRESS!**  
**Problem**

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**TOP STRESSORS AT WORK?**

1. People and Resources
2. Tasks and the Volume of Work
3. Performance Expectations

\*We multitask to get more things done faster

Shirey & Colleagues, 2010, JANA – frontline nurse leaders



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### MULTITASKING

- Exercise
- Results
  - Takes more time
  - Increases Mistakes
- We have memory limits

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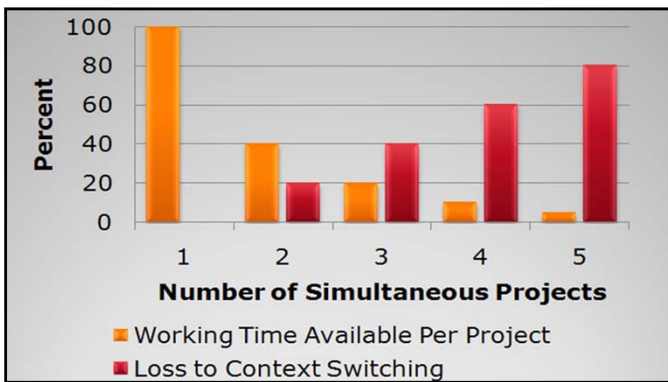
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### PROBLEM: MULTI-TASKING LINKED TO

- ↑ Rates of Depression
- ↑ Increase in Social Anxiety
- ↑ Increase in Stress
- ↓ Ability to Filter what's Important



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### SOLUTIONS AT WORK?

- Delete all notifications on your phone and computer
- Only have one browser tab open at once (or one app on your phone)
- Focus on what you want to get done & Timebox it
- Use a timer to single-task
- Shut your door and post a sign for when you'll be free
- Turn phone off / Hide it during conversations



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### SOLUTIONS AT HOME?

- Don't work on personal time
- No checking email/work phone messages
  - Phones & emails are electronic tethers\*
  - 77% of nurses check phones/emails



\*2017 Study by Gardner & colleagues in JANA

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### From the Logical Practical to the Emotional Practical Transition



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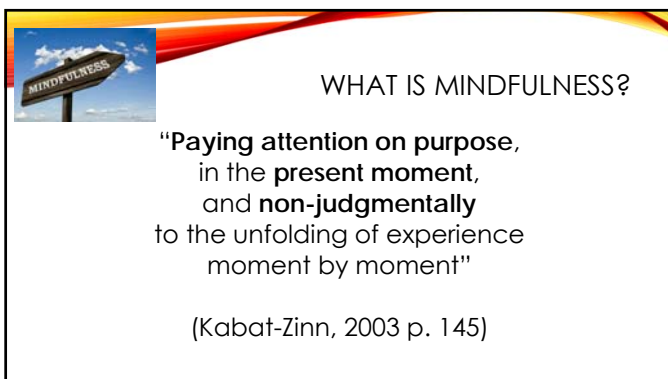
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4 FACTORS OF MINDFULNESS

1. Awareness
2. Focus
3. Acceptance
4. Observation

University of Washington, 2019



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2018 SYSTEMATIC REVIEW  
MINDFULNESS & STRESS  
JANSSEN & COLLEAGUES

**Mindfulness**

- ↓ Reduced stress & burnout
- ↓ Psychological distress
- ↓ Emotional Exhaustion

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MINDFUL ATTENTION AWARENESS SCALE  
MAAS

Ideally  $\geq 4$



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**DEVELOPING MINDFULNESS**

- Yoga
- Meditation
- Breathing 4-7-8




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**Rx**

**NATURE PILL**  
HUNTER, GILLESPIE & CHEN 2019

- 20 minutes in nature
- No phones, conversations, or exercise
- Significantly reduces cortisol levels




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**5 SENSES EXERCISE FOR GROUNDING**

- Eyes – 2 new things
- Ears – 2 sounds you've been filtering
- Feel – 2 things you currently feel
- 1 thing you can smell
- 1 thing you can taste




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SHORT SPURTS OF MINDFULNESS

- Sit with eyes closed 1 minute a day
- Set a timer for 1 - 10 minutes
  - Clean up / Organize



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MINDFUL LISTENING  
To Not Get Caught Up in Other's Stories

- Recall a situation at work that was very stressful
  - Groups of 3
  - Tallest person is the first speaker
- Listeners
  - Awareness
  - Focus
  - Acceptance / Non-Judgement
  - Observe



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LISTENERS  
Set an Intention

- "May I stay present as I listen"
- "May I be open and accepting"
- "May I notice & let go of judgements of myself or others"

BEGIN

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**ROTATE**

**Listeners Set a New Intention**    **Listeners, Remember**

- "May I stay present as I listen"
- "May I be open and accepting"
- "May I notice & let go of judgements of myself or others"

- Awareness
- Focus
- Acceptance / Non-Judgement
- Observe

Rotate for Final Time

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**DEBRIEF MINDFUL LISTENING**

- How did you feel when speaking? When listening?
- Did your mind wander? What did you do to come back to the present?
- How did setting an intention work for you? What would happen if you did that at work?
- What would happen if you practiced mindful listening with each person that you spoke with?

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**HANDOUT - STRATEGIES TO REDUCE STRESS AT WORK**

- Commit to One
- Email me by May 10<sup>th</sup> to Report Back

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### WHAT QUESTIONS DO YOU HAVE?



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