Burn out or Shine! Provide Quality Care and Enhance Your Quality of Life
Career Satisfaction

How to SHINE!
Definition Burnout

Burnout is a response to negative work environment triggers such as workload resulting in the inability to achieve work goals.

- Gradual wearing down
- Negative consequences
Definition of Compassion Fatigue

“A heavy heart, a debilitating weariness brought about by repetitive, empathetic responses to pain and suffering in others”

(LaRowe, 2005, p. 21).
The Shine Study

What provides caregivers with career satisfaction?

Tell me about moments in your career when you were satisfied you had chosen the “right” career.

Sample – over 100 narratives
Data – stories of moments
Analysis – multi-level, multi-angle thematic analysis using three points of reference
How to Shine....

1. Create meaningful connections
2. Provide optimal quality of care
3. Seeing people through their situation

The result is reduced compassion fatigue
“Connecting with a patient through something is my greatest reward” (Julie).

“It keeps me functioning effectively when I remember that we are all essentially the same” (Sophie).
Connecting Through Affirming the Value of

No matter how debilitated, disfigured, confused, or troubled YOU still matter.
Connecting Moments

A shared smile.
A caring glance.
A slowed step.
A touch more gentle than it needs to be.

Times of connection integrated into the ordinary moments of a caregivers’ day.
Seeing the Shine

Every pebble,
No matter how chipped and broken,
Potentially contains,
A dusting of gold.
“I don’t have to look far every day to see my purpose in life. It is right in front of me” (Maureen).

“What other professional daily confronts the real essence of living – relating to another person” (Jackie)?
You alone know what you need.
All I need to do is ask....

It is probably something quite small,
That I can do with great love,
And change your life.
Meeting Care Challenges by Shielding Dignity
Dignity

Only you know what dignity means to you. I am yours, here to meet your needs, as you define them.

I doing so I offer you what you really desire. I could never guess what is right for you
Providing Quality Care by Enabling Hope

I help people see they have possibilities for the future, even in tragic circumstances.

Hope is an anchor for the soul
Hope is to Life

Hope.
Without it what is life?
Desolate, onerous, unthinkable.

Hope.
With it what is life?
Bearable, promising, possible.
Providing Quality Care by Helping Others Find Meaning

It is professionally satisfying to assist patients and families with the seemingly impossible.
Making Meaning

From sadness may spring joy.
From hopelessness may come hope.
From disharmony may appear peace.
Anguish may melt into harmony
Discord may change into melody.
Theme 3 – Seeing People Through Their Situation/Journey

Caregivers who reported professional fulfillment shared a belief that no matter how difficult things became, they would never abandon their patients and their families.
Caring involves being
Rather than doing.

Sometimes,
Doing nothing
Is
Doing everything.
Discussion/Implications

1. Acknowledging times when a difference is made.

2. Encouraging caregivers to share their stories of positive moments in their work days.
3. Providing time and opportunity for caregivers to establish connections.

4. Reassuring new caregivers that connection is appropriate.
Discussion

How can we encourage meaningful patient-caregiver moments of connection?
It seems there is something within the lived experience of exemplary caregivers that facilitates the avoidance of compassion fatigue.

Positive Attitude/Values?  
↓  
Exemplary care giving  
↓  
Connections?  
↓  
Fulfillment?  
↓  
Compassion fatigue avoided?
Cycle of Connection?
The Miracle Circle

Sometimes,
When I think about the vastness and complexity of the world,
I am overwhelmed.
I feel so unimportant - so insignificant.

Then, I meet you,
And with a small gesture, lovingly given
I make you feel valued.

The result is a miracle.
When you feel important, so do I.
It’s so simple – it’s so profound.
See Then Through

Entwine yourselves with others, learn and grow as you share the journey through the care trajectory.


For more information contact Beth through http://moments.athabascau.ca