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Burnout Prevention for Nurse Aides



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Goals

- **Discuss reasons for burnout among nurse aides**
- **Describe signs of burnout in nurse aides**
- **Identify the consequences of burnout**
- **Discuss methods to prevent burnout**
- **Describe compassion fatigue**

Goals

- **Identify resources for nurse aides to prevent burnout or resources for those suffering from burnout**

Background and Statistics

- **Nurse aide role - 1st point of contact**
- **The eyes and ears of nurses and healthcare providers (HCPs)**
- **National Network of Career Nursing Assistants (NNCNA) reports 28% nurse aides stay after 5 years and 12.6% after 10 years**

Background and Statistics

- **U.S. Department of Labor Statistics (DOL) and the Canada Employment and Immigration Union (CEIU) reports 50% nurse aides leave the profession (80% due to staffing and 50% due to not feeling valued)**

Reasons for Burnout

- **Poor training**
- **Poor staffing**
- **Low aide-to-patient ratio**
- **Mistreatment from staff**
- **Underpaid**
- **Lack of appreciation**

Reasons for Burnout

- **Limited time to spend with patients**
- **Missing breaks/lunches**

Signs of Burnout

- **Physical**

- Dreading going to work
- Developing headaches or stomach aches
- Loss of appetite (weight loss)
- Need for a nap during the day

Signs of Burnout

- **Mental**

- Resentment of going to work (can't enjoy time off because your focus is on going to work)

Signs of Burnout

- Emotional

- Feelings of not being appreciated
- Feeling overwhelmed
- Feeling that nobody cares (e.g., nobody answers call lights or responds to patient requests)

Consequences of Burnout

- Mental health issues

- Anxiety
- Depression
- Alcoholism or drug use
- Sadness, rage, or irritation
- Insomnia

Consequences of Burnout

- **Physical issues**
 - Hypertension
 - Heart disease
 - Diabetes

Compassion Fatigue

- **Similar to burnout - can alleviate symptoms sooner by seeking help**
- **Symptoms include:**
 - Poor self-esteem
 - Feeling annoyed or angry
 - Disconnected from patients
 - Less tolerant of others
 - Less compassion for others

Compassion Fatigue

- **Consequences of compassion fatigue include:**
 - **Decreased quality of care**
 - **Not enjoying the same things you used to**
 - **Missing work frequently**

Compassion Fatigue

- **Preventing compassion fatigue: same methods as burnout, but also counseling or therapy**
 - **Don't bring work home with you**
 - **Changing assignments may also be important**

Methods to Prevent Burnout

- **Change of scenery - burnout doesn't necessarily mean you have to leave your facility, maybe try a different unit or a different role**
- **Put yourself first - learn to say no**
- **Keep personal life separate from professional life**
- **Get plenty of rest**
- **Take up some hobbies**

Methods to Prevent Burnout

- **Do NOT be afraid to ask for help when you need it**
- **Spend time with friends and family**
- **Take care of your own mental and physical health**
- **Use vacation time**
- **Don't take it personally**
- **Exercise**

Resources to Prevent Burnout

- Journaling - free prompts

<https://www.throughthephases.com/journal-prompts-for-stress-relief/>

Resources to Prevent Burnout

- Multiple apps to reduce stress:

- Smiling mind has meditation-type exercises, fidget spinners, pop games, etc.

- Dr. Lorna Breen Heroes Foundation

- <https://www.allinforhealthcare.org/>

- Click on “Resilience Library” for free resources

Resources to Prevent Burnout

- **Some facilities offer free counseling or counseling at a reduced price**

Case Study

- **Nurse aide working in a long-term care facility for 20 years**
- **COVID-19 hit**
- **Began to feel like they didn't want to come to work, worked with no days off, no raise in pay, and morale in the facility decreased**
- **Frequent headaches**

Case Study

- **Nurse aide working oncology for 4 years**
- **Cared for many patients up until death, many of whom they had developed a relationship with**
- **Began to feel a disconnect, feeling like they didn't "care" about patients, began to call in sick often and "snap" at both patients and their family at home**

Case Study

- **Nurse aide working in home health for 8 years**
- **Has feelings of being overwhelmed and undervalued**
- **On days off they know they will have to go back to work Monday so they now dread weekends**
- **Has lost 10 pounds in the past month**

Case Study

- **Keeps their job because they are “comfortable” with working there**
- **Staff complains constantly about their employers and fellow staff**

References

- **Suicide Prevention Hotline: 1-800-273-8255**
- **Fidget spinner website - includes access to a free virtual fidget spinner**
- **Journaling - free prompts**

<https://www.throughthephases.com/journal-prompts-for-stress-relief/>

References

- **Dr. Lorna Breen Heroes Foundation**
 - <https://www.allinforhealthcare.org/>
 - Click on “Resilience Library” for free resources
- **U.S. Bureau of Labor Statistics (2021). Nursing assistants. Occupational Employment and Wage Statistics.**
 - <https://www.bls.gov/oes/current/oes311131.htm>

References

- **Ball, W., (2018). Caregiver burnout and compassion fatigue: How to recognize and avoid them**
<https://cna.plus/burnout-compassion-fatigue-recognize-avoid/#:~:text=Symptoms%20and%20Treatment-,%20What%20is%20it%3F,%20of%20their%20suffering%20and%20emotions.>
- **Free 10 minute morning Yoga - YouTube:**
<https://www.youtube.com/watch?v=VaoV1PrYft4&t=323s>

References

- **“Smiling mind” is similar to “Calm.com” and tailors meditation programs for you based on your mood - this app is free**
- **Jurado, M., Perez-Fuentes, M., Linares, J., Marquez, M., & Martinez, A., (2018). Burnout risk and protection factors in certified nursing aides International Journal of Environmental Research and Public Health, 15 (6) [doi:10.3390/ijerph15061116](https://doi.org/10.3390/ijerph15061116)**

References

- **Nursing Home Worker Poll: Half Say They are Likely to Leave Their Jobs in the Next 12 Months. (2022). Sentinel News Service.**

<https://www.seiu2015.org/nursing-home-worker-poll-half-say-they-are-likely-to-leave-their-jobs-in-the-next-12-months-2/>



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