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Keeping Your Flame Lit

How to Prevent Burnout and Reduce
Stress in this New Normal.



*School Nurse Organization of Arizona
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Keeping your Flame Lit

How to Prevent Burnout and Reduce Stress in this New Normal

Scope of practice

Relationship between stress and burnout

Dealing with stressors

Causes and progression of burnout

Risk factors and protective factors

Meaningful work

Scope of Practice

“In addition, the expanded public health role generated by Covid-19 for school nurses' work was considerable, multi-layered and added to their routine workload. ...School nurses took on a leading public health role during the Covid-19 pandemic.”

(Georgia Cook Journal of Advanced Nursing, Dec 22),

Health promotion
Managing medical health
Triage response
Paperwork
Meeting
Emergency preparedness



Why the Burnout?

Workload and Role Complexity

Emotional Demands

Role Conflict

Lack of Resources and Support

Time Pressures

Professional Isolation



Dealing with Stress



Escape it
Change it
Reframe it

*When we can't change the
situation, we must change our
response to the situation.*

M. Hackett (2022)
Daughter by Design

Stress and Burnout

"Results showed that burnout was the main mediating variable... The effects of job stressors on mental health and well-being included direct negative effects ($\beta = -.29$) and indirect negative effects ($\beta = -.67$) through mediating factors."

(2023, January. [The Journal of School Nursing](#) 39(2):105984052211508).



Burnout



A syndrome of emotional exhaustion, depersonalization, and a sense of low personal accomplishment that leads to decreased effectiveness at work.

Honeymoon

Onset

Chronic

Burnout

Habitual Burnout

Risk Factors

I try to take one day at a time,
but sometimes several days attack me at once.

Ashleigh Brilliant

**High
Demand**

**Lack of
Control**

**Inadequate
Support**

**Lack of
Resources**

**Excessive
Paperwork**

**Lack of
appreciation
or recognition**

Protective Factors

“Tension is a habit. Relaxing is a habit.
Bad habits can be broken, good habits formed.”
—William James



**Time
Management**



Social Support



Self-Care



Emotional Resilience



**Supportive
Leadership**



**Positive school
climate**



“Every nurse must grow
No nurse can stand still;
She must go forward,
or she will go backward,
every year.”

Florence Nightingale



Emotional Resilience



“The truth is that stress doesn’t come from your boss, your kids, your spouse, traffic jams, health challenges, or other circumstances. It comes from your thoughts about your circumstances.”

—Andrew Bernstein

Meaningful work

Refers to people's perceptions that their work matters, that it make sense, and that they contribute in accordance with some over-arching purpose.

Well-Being

Purpose

Work Life Balance

Health and Longevity



Keep Lighting the Way



**Realize that this is
hard work.**

**Realize that what you
do is CRITICAL.**

Find your fuel.

**Know that you are
living your purpose.**



Thank You

“Just as one candle lights another and can light thousands of other candles, so one heart illuminates another heart and can illuminate thousands of other hearts.”

— Leo Tolstoy

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Parenting Smarts Podcast

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*Daughter by Design:
Discovering Your Identity as
God's Beloved Daughter*