

WELCOME TO LONG-TERM CARE

OCTOBER 2021 | BILQUIS ALI RN CDONA, FACDONA

TIPS TO REDUCE BURNOUT



I was reading this article regarding the burnout of nurses. This article particularly focuses on the acute care hospital level. However, we can all relate to being burned out. The fact of the matter is that many of us do not even realize that have burnout until it is too late. Until our immune system is weakened and we are sick. Click the link to read the full article.

<https://www.oncnursingnews.com/view/how-nurses-can-shape-health-policy-and-why-it-s-more-important-than-ever>

HERE ARE A FEW OF MY TIPS:

Practice self-care. Yes, it sounds easy, however, as nurses, we often feel guilty to practice it. We are nurturers, yet do not nurture ourselves. We teach our patients/residents/clients to take care of themselves, yet we go hours without bathroom breaks, hydration, lack of sleep, and poor nutrition. Today marks the day where we need to put ourselves first.

Grow your team. If you are a Director of Nursing. This is an important area that you need to focus on in order to reduce the burnout. The role of the DON can be very overwhelming and in fact can become intolerable if you do not grow your team. You have to be able to delegate task so you aren't doing all the work. When you delegate, utilize the five rights of delegation!! This will guide you in knowing who and what to delegate.

Have productive daily staffing meetings. This is a major area that many don't take advantage of. Have these meetings with your staffing coordinator and Nursing Home Administrator. Let your voice be heard and let it be known that in order to provide the best care to your patients/residents, you must have staff. This may involve adjusting wages to increase staffing levels. Whatever it is, let your voice be heard. If you are the DON and are experiencing burnout, I am certain your staff are as well. We are in a staffing crisis. Think about some ideas on how to attract potential employees. How do you stand out from other companies? Why would a potential employee want to choose your company? What do you have to offer a potential employee? These are a few questions to ask yourself on why someone should choose your company. If you can't answer these questions, it's important to take a step back as to why you are there.

Don't work from home. I learned this the hard way. I would work 10-12 hours at work every day and then come home and go to work on my computer. You must find work life balance. Your families deserve your attention when you are home. Work when you are at work and be home when you are home!!

Learn how to be productive, rather than being busy. Every night, before you go to bed. Write a list of what you need to accomplish the next day. Once you get to work, pull out your list and add anything else that now requires your attention. Prioritize your priorities. Delegate what you know you can and eliminate what you don't need. Learning how to be productive, rather than busy will decrease your burnout tremendously.





Hope these tips help.

You can listen to my podcast on <https://linktr.ee/bilquis>



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