

EGUIDE

8 Tips to Reduce Staff Stress and Enhance Resiliency



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What You'll Learn

At a time when many facilities are facing chronic staffing shortages, and employees are experiencing heavier workloads as a result, failure to manage daily stress can lead to burnout, performance issues, mental health problems, and poor work-life balance. While caring for others is at the core of your facility's mission, how can you help staff take care of themselves?

Learn what steps you can take to support your teams as well as how to encourage them to prioritize self-care so they can come to work recharged and ready to meet your residents' needs.

8 Ways to Support Your Staff

Prioritizing staff well-being and supporting them through difficult situations like today's staffing crisis are key to improving morale and enhancing resilience. Here are a few ways facilities can help reduce stress, prevent burnout:

- 1 > Offer confidential mental health screening programs. These online tools can help your staff understand their results and get links to education and resources.
- 2 > Conduct regular check-ins with staff to see how they're feeling. Managers and supervisors should monitor nurses' moods and offer support when necessary.
- 3 > Ensure sufficient time for breaks and rest between shifts. For example, don't schedule shifts longer than 12 hours and make sure nurses have undisturbed break time in a comfortable break room.
- 4 > Provide access to resources like online therapists or support groups. Having opportunities to talk about their feelings can help them cope.
- 5 > Use the buddy system. Have staff members team up with a coworker to provide support and monitor their stress.
- 6 > Remind staff about benefits that may be available to them like EAPs or wellness programs.
- 7 > Recognize efforts and accomplishments, even small ones.
- 8 > Solicit staff feedback on how you can better support their needs



Strong support systems help prevent symptoms like:

- > Sadness or depression
- > Feelings of guilt
- > Anxiety
- > Appetite changes
- > Anger
- > Apathy
- > Difficulty concentrating
- > Irritability
- > Insomnia or sleep interruptions
- > Self-destructive behaviors

In a national survey, Americans cited benefits of self-care as:

enhanced self-confidence

64%

increased productivity

67%

happiness

71%

— National Council for Mental Wellbeing

Helping Employees Help Themselves

While there are plenty of things you can offer your staff, it's also important that they prioritize their own psychological well-being. Practicing self-care involves taking time to engage the mind, conserve mental energy, and make connections. You can encourage self-care for your staff by recommending that they:

- Use relaxation techniques like meditation, listening to calming podcasts, focused breathing, yoga, or tai chi
- Focus on affirmative thought patterns
- Try visualization, such as taking a few minutes to imagine being in a favorite place
- Engage the brain with reading, puzzles, or learning something new
- Use planners or calendars to stay organized
- Make connections with others
- Take walks outside (weather permitting) to recharge during break times



While employees must take the initiative, there are ways facilities can encourage the practice of self-care. Providing a quiet space for employees to practice yoga or meditation and a safe outdoor space for walks make it easier to engage in these activities. Simple things like celebrating birthdays, offering genuine compliments, or remembering to smile, can help build a supportive culture that encourages workplace relationships. And, of course, it's important to lead by example and encourage employees to practice self-care by modeling these behaviors yourself.



Research studies show that people who practice meditation report significant levels of reduced stress in their personal and professional lives. — Nurse.com

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