“A Holistic Approach to Coping with Professional Stress Reactions"

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PARADIGM

- a philosophical or theoretical framework of any kind
OBJECTIVES

- The participant will be able to understand the implications of a paradigm shift.
- The participant will be able to define professional stress and burnout.
- The participant will be able to list and identify their own stress reactions.
- The participant will be able to formulate their own individualized plan of action for preventing and coping with current or future professional stress.
... take away ...

- To think differently
- Change perspective
- Not a list of things to do
same ideas
cope
stress
SHIFT
unknown
challenge paradigm
Change
Implications & Changes due to ACA

I don't plan to talk about specifics of implementation or what needs to be done.

For my opinion see my article:

"Unintended Consequences of the ACA – Workforce Development Issues in Addiction Treatment Services". Healthcare Reform Magazine, Aug2012

http://www.healthcarereformmagazine.com/article/unintended-consequences.html
Stress !!!

... in & of itself is not the issue ... Our reaction is the issue ...
Stress reaction ...

- How does stress manifest?
- Video demonstrates how stress manifests
This study is the first to examine the link between staff stress and client engagement within the field of substance abuse treatment.

Findings indicated that within treatment programs, higher organizational stress is associated with lower client participation.

Burnout is higher in high-stress organizations, and workload and staff influence moderate the stress–burnout relationship.
stress and burnout appear to be more strongly linked when caseloads are lower and opportunities for staff to influence program practices are few.

where staff have smaller caseloads, higher stress is associated with higher burnout
How does this make sense?

- Increased stress does not necessarily lead to feelings of being overwhelmed and exhausted; instead, it may provide motivation to work harder as the stress is perceived as a “challenge” rather than an obstacle.

- This study also found that the degree to which members of the organization perceive themselves as having influence can moderate the relationship between stress and staff burnout.

- Programs where staff report more knowledge sharing, influence in the decisions made by the program, and are being viewed as a leader by their peers have lower organizational burnout.
To adjust to a paradigm shift we need to adjust our thoughts & reactions ...
Rational-Emotive Therapy's
A-B-C Theory of Emotional Disturbance

"Men are disturbed not by things, but by the views which they take of them."
— Epictetus, 1st century A.D.

It is not the event, but rather it is our interpretation of it, that causes our emotional reaction.

A
Activating experience
Woman friend breaks the news that she is going out with another man, and therefore wishes to break off the relationship with you.

B
Belief about
(or interpretation of the experience)
"I really must be a worthless person."
"I'll never find another great woman like her."
"She doesn't want me; therefore no one could possibly want me."
and/or
"This is awful!" "Everything happens to me!"
"That bitch! She shouldn't be that way."
"I can't stand the world being so unfair and lousy."

C
upsetting emotional
Consequences
DEPRESSION
end/or
HOSTILITY

D
Disputing of irrational ideas
"Where's the evidence that because this woman wishes to end our relationship, that I am a worthless person, or that I'll never be able to have a really good relationship with someone else, or even that I couldn't be happy alone?"
and/or
"Why is it awful that I'm not getting what I want?"
"Why shouldn't the world be full of injustices?"

E
new Emotional
consequence or Effect
Sadness: ("Well, we did have a nice relationship, and I'm sorry to see it end—but it did have its problems and now I can go out and find a new friend."

or
Annoyance: ("It's annoying that she was seeing someone but it isn't awful or intolerable.")
Aaron Beck

"If beliefs do not change, there is no improvement. If beliefs change, symptoms change. Beliefs function as little operational units," which means that one's thoughts and beliefs (schema) affect one's behavior and subsequent actions. He believed that dysfunctional behavior is caused due to dysfunctional thinking, and that thinking is shaped by our beliefs. Our beliefs decide the course of our actions. Beck was convinced of positive results if patients could be persuaded to think constructively and forsake negative thinking.
Burnout

Similar to stress, burnout is also a complex phenomenon, and past research has divided it into several components, including emotional exhaustion, depersonalization, and lower sense of personal accomplishment (Iverson et al., 1998).
"Causes, Consequences, and Prevention of Burnout Among Substance Abuse Treatment Counselors: A Rural Versus Urban Comparison"


- Study was done in 2008 using focus groups of counselors
- 3 common themes, however, there are different subthemes for urban vs rural burnout
- Coping skills to manage burnout were the same between urban & rural
"The emotional connection is what differentiates burnout from occupational stress ... Burnout is tied to work that is demanding and involves emotional investment."

An intense investment of clinician time and resources is needed in order to guide such a client to a return of a healthy lifestyle.
If we are to make the case that it is in the “emotional investment” wherein clinicians find their stress, than we need to discover a means whereby we can reduce this stress to a manageable level. As the clinician meets the client on the emotional level, it is therefore on the emotional level where we need to meet the clinician.

“… (P)eople with addiction tend to be concerned with spirituality, forgiveness, and guilt, each relating to the human conscience as the person struggles with who they are, who they ought to be and the meaning of life. These are the existential aspects of living with addiction.” (Langman, Louise, et al, 2012)
"While it may not be impossible to measure spirituality in an empirical sense, it may be possible to clarify what role spirituality plays in aiding sustained recovery and prevention … We will suggest connectedness as an integral component in defining spirituality … as gaining knowledge through connectedness to others.” (Tonigan, J. Scott, 2007)

In treatment sessions clinicians are trained to reconnect clients to healthy persons in healthy relationships. Therefore, in the same vein, clinicians need a sense of connectedness to themselves, their peers and the organization for which they work.
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"Maslow himself recognized a motivational force higher than self-actualization, an inner drive to place the needs of others above a person’s own needs. Some have called it self-transcendence. Others have called it personal integration. Still others have called it holiness." (Ferder, 1986)
Urban vs Rural study

"... Self-care was discussed by both urban & rural counselors as a prevention tool for burnout."

"Self-care included meditation, taking time to debrief with a co-worker, or engaging in other tasks besides therapy."
... Leadership video

...shift in organizational perspective ...
What can I do? ...

- Based on the research & experience...
- Work on self-care
- Keep the staff involved
Always Make Self-care a Priority
by: Nicholas A. Roes, PhD

- Get in touch; stay in touch with what is motivating you
- Recall your “beginner’s enthusiasm”
- Pay attention to small changes in how you are feeling & relating to others
- Set & keep sensible boundaries
• Find & keep balance in your life

• Track your negative cognitions that interfere with self-care. What are your “should” statements?

-- ACA Taskforce on Counselor Wellness & Impairment
“What if I measure the progress toward my purpose in life not by outcomes that I cannot control but by processes that I can?”

Shulman “Is What I Do Who I Am?”
"Impact of organizational stress"

"Furthermore, cultivating a workplace culture where staff members feel influential—where their insights are sought and their views are heard—may serve to diminish the stress–burnout relationship."

"With implications for both clients and staff, organizational stress may indeed be a crucial element of the treatment process".
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References next page ...
References


