Reflecting Resiliency
Even in a Cracked Mirror
Sustaining Grit
Through Resiliency Support

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Objectives

• Identify key concepts of resiliency through Casita Model
  – Appraise personal skills of resiliency and discuss each as a building block in resiliency support
• Analyze methods of resiliency support within the constraints of nursing duties.
  – Examine risk factors and decision points in the process of exercising resiliency.
• Reflect on resiliency building strategies and identify the process of resiliency as it relates to Grit.
• Explore the whole, (professional and personal) self; identifying factors that influence resiliency, and how awareness (of these factors) influences the whole.

Introduction

• Mary Cronk Farrell
  • Author of Pure GRIT

• Shari Liesch, APNP, CDE
  APNP, interested in nurse health, resiliency, coping skills, poetry
Comparing Resiliency to Grit

Resiliency

Grit
The house of resilience (according to Vanistendael & Lecomte, 2000).

Casita Model of Resiliency

- Social skills and competencies
- Self-esteem
- Humor
- Capacity to discover sense, meaning and coherence
- Informal social networks
- Fundamental acceptance of the person

Base: Fundamental Acceptance

- Resistance
- Construct: Imagining a Future

Base: Fundamental Acceptance

Informal social networks
Ground Floor

Capacity to Discover

Sense

Meaning

Coherence

Finding Meaning

Upper level: Personal skills

- Social skills & competencies
  - Developmental tasks
  - Graduation, continued learning, faith
  - Family: full, steps, halves, in-laws, ex
  - Career: Generatively
- Self esteem:
  - Overall sense of self-worth or personal value;
  - Seen as a personality trait, tends to be stable and enduring.
  - A variety of beliefs about self, appraisal of one's own appearance, beliefs, emotions, and behaviors.
  - [dictionary.com accessed 3-25-2016]
- Humor:
  - Comic, absurd, or incongruous quality causing amusement;
  - Mental disposition or temperament (dictionary.com, accessed 3-25-2016)
Explore life events & perceived impact on resiliency.

Create Personal & nurse timeline

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1961</td>
<td>Born 2-1961</td>
</tr>
<tr>
<td>1965</td>
<td>Lost mother 8-1965</td>
</tr>
<tr>
<td>1968</td>
<td>Father remarried 2-17-1968</td>
</tr>
<tr>
<td>1977</td>
<td>Got driver's license 6-3-1977</td>
</tr>
<tr>
<td>1979</td>
<td>Graduated HS 6-3-1979</td>
</tr>
<tr>
<td>1982</td>
<td>Hit by car, started college late 1982</td>
</tr>
<tr>
<td>1989</td>
<td>Graduated diploma school, married 1986-1989</td>
</tr>
<tr>
<td>1991</td>
<td>Had 3 children 1992</td>
</tr>
<tr>
<td>1991</td>
<td>Father died 1991</td>
</tr>
<tr>
<td>1992</td>
<td>Graduated BSN 1992</td>
</tr>
<tr>
<td>2001</td>
<td>Divorce final 2001</td>
</tr>
<tr>
<td>2003</td>
<td>Step-mom died 2005</td>
</tr>
<tr>
<td>2006</td>
<td>Graduated MSN 2006</td>
</tr>
<tr>
<td>2006</td>
<td>APNP job 2006</td>
</tr>
<tr>
<td>2015</td>
<td>Joined PENS 2015</td>
</tr>
<tr>
<td>2015</td>
<td>Joined AHNA 2015</td>
</tr>
</tbody>
</table>

Using constructs of Casita Model

Appraise personal skills of resiliency.
Discuss each as a building block in resiliency support

With partner: Explore impact of significant event(s):
- How were feelings of acceptance impacted?
- Who in your network supported you (+ / -)?
- Personal skills developed/enhanced from event
- I.D. resiliency strengthening traits → future

Sharing: “Bouncing back” reflecting resiliency...

- What resiliency strengthening and personal “traits” or skills were discovered?
  - Flexibility, adaption, thrive in the midst of change, empathy
- For the resilient:
  Daily group of emotions used is different:
  - they find silver lining; letting negative emotions co-exist with other emotions:
    - I am sad about…, yet grateful for…
  - For survival, brain has affinity to or is wired to pay more attention to the negative
  - Always on alert (tiger vs. kitty?)

* B. Fredrickson PhD, 2009
Balancing Positive & Negative Emotions

Emotion = Energy in Motion
Recognize
Allow
Investigate
Non-Identified
Nurses Building Resiliency

Key Concepts

• Building resiliency as a leader
• Look at the role of
  • Equanimity
  • Optimism
  • Perseverance as a nurse leader

Equanimity

• Mental calmness, composure, and evenness of temper, especially in a difficult situation

Multiple needs at once
• Family upset with new diagnosis,
• Cause of delayed puberty is a tumor—its your job to tell
• Teen not following plan, parent asking for help
• One at end of life while another celebrating joy of remission
• Or a child comes in for "routine" appointment in severe DKA
  — The next patient is waiting

Optimism

• Hopefulness & confidence about the future or the successful outcome of something

• I have choices, my future is directed by my thoughts and choices
• I have the power to look at options: best plan, did it work, adjust
• Plan, do, check, adjust with belief in outcome
Perseverance

- Ability to move forward with courage and energy
- Steadfastness in doing something despite difficulty or
- Delay in achieving success

Resiliency & mental fitness (mf)

- Mental fitness (MF)
  - Drives positive lifestyle choices & changes
  - Leads the way in choosing healthy eating, being physically active and tobacco free
  - Handling stress is imperative for MF

- We are more likely to be MF if our needs are met:
  - For belonging (relatedness),
  - For choices (autonomy),
  - For recognition (competence).

Improving mental fitness

- Ask for help
- Provide support
- Encourage expression
- Show empathy
- Give choices
- Have a warm demander!
- Consider other’s view
- Be inclusive
- Encourage others to learn
As related to nurse resiliency

Emotional Intelligence (EI)

Self awareness: emotional feelings and reactions
Emotion – energy
Emotional resilience
Motivation
Interpersonal sensitivity
- Connection of energy behind the words and interactions
Influence
Intelligence
Conscientiousness
Body receives/understands information

Modeling Resiliency Traits

- Resilience in the moment: thinking on feet, being
- Mentoring relationships,
- Reframing,
- Critical reflection,
- Life balance,
- Spirituality,
- Emotional toughness,
- Detachment,
- Reflectivity,
- Emotional insight.

Group Resiliency

- Being part of group processed in different part of brain
- Even though motivated differently it works together
- Brain processes information close to us
- Group info treated same as info about self
  - Increased empathy
  - Acceptance
- Increased intent & understanding
- Organizational resiliency improves
  - General well being
  - Career development
  - Learning/innovation
  - Teamwork
- Confidence is contagious
Group Resiliency

Building Resiliency: Key Concepts
• Be grounded in present time/differentiate from past and future
• Trust yourself, your body, your intuition, your intelligence
• Identify Passion & Purpose

Mindfulness
Self reflection: what do you do?

• The nurse role
• Helper – acute & chronic care
• Care given: received?
• New/long term relationships?
• New Diagnosis...
  — Patient impact
  — Parent impact, family
  — Trust: surgery, fears, health changes
• Do they get a reprieve?

Nurse Resiliency

• The nurse experience
  — Bounce back
  — Optimism
  — Deal with setbacks
  — Manage distractions
  — Channel positive emotional energy- get unstuck
  — Develop a path to success
  — Stay the course, be creative
• These traits are not "done" rather are woven within the role

Share resiliency building

Writing: submitting for publication
  — Rejection impact on passion, purpose, perseverance

Surface level VS going deep
• Think of a time you were overwhelmed or in fear;
• Or in helping another with a tough situation
  — How did you manage in the moment
  — Did you employ strategies to cope
  — Or did you go deeper, find meaning
In helping others:

• How do you bounce back
  — When the going is tough,
  • Or things don’t work as planned
  — When beliefs are challenged or rejected
  • Or when the truth is shifted
  — How do you help?
  • Or manage the dangling(s)?

Physical health & resiliency

Building Grit
Through Fostering Resilience

Building grit through fostering resilience

• Get going with connections & coping
• Growth mindset
• Grew from inside out
  — Thick of culture of distraction and become who you are
  — Sports team, West Point, school, programs
• More positive emotion
  — Better day
  — Better emotional well-being
• Focuses decreased
  — Depression
  — Substance use
  — Stress

Grit growing action steps:
1 foot in front of the other
Habits to goal
Practice (never tested)
Call 7 times, get up 8
Resiliency = elasticity
Grit = perseverance

Thank you!
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References

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