

Preventing Burnout and Promoting Well-Being for Helpers in End-of-life Settings

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Principles for Preventing Burnout and Promoting Well-Being

- Self-Care and Self-Compassion
- Mindfulness at Work
- Transfer to Daily Life
- Promoting spiritual sensitivity in the EOL Workplace

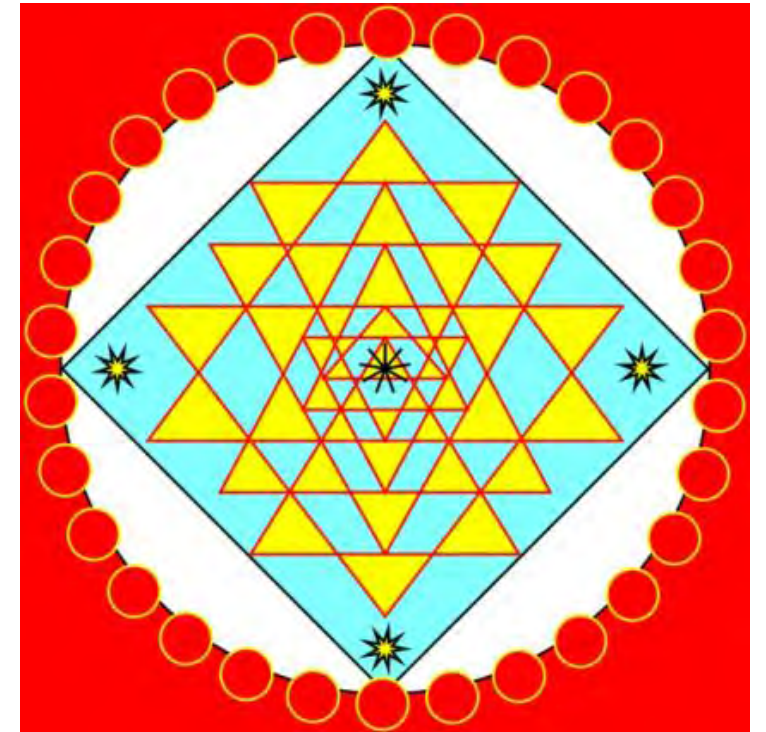
Rural and prairie scenes are from Central Kansas



The Meaning of “Evidence Base”

- Scientific Evidence: Systematic Inquiry

- Quantitative
- Qualitative
- Ethnographic
- Client Centered
- Self-awareness
- Wisdom traditions of philosophy and spirituality
- HOLISM



- Insights from research on stress management, strengths and resilience, spirituality in social work, positive psychology, neuroplasticity, organizational culture, and meditation

- Being truly evidence based is to be **fully present in the present**

Risks for Burnout, Compassion Fatigue, and Stress and Promises for Strength and Resilience



Stress and Eustress

- **Distress**

- Reactions to trauma, persistent challenges
 - Emotions: depleted, overwhelmed, anxious, depressed
 - Thoughts: hopeless, helpless, stuck in negative preoccupations
 - Body: disharmony in posture, breath, eating, sleeping
 - Spirit: challenges to meaning, purpose, connectedness
- What are some **triggers of stress in EOL settings**?
 - Compassion fatigue: helpers becoming exhausted from repeated exposure to people who are traumatized or in crisis

Common Risks

- Personal confusion, distraction, and life stress factors
- Overwork
- Indirect or vicarious trauma, especially regarding loss and dying in EOL settings
- Inhumane ways of relating with clients
 - Cogs in a machine
- Entangled emotions in relating with clients
- Inhumane or dangerous work conditions



Promoting Eustress (Good Stress), Compassion Satisfaction, and Well-Being

- Convert constrained or misdirected energy into freely flowing enthusiasm [enthusiasm = infused with the sacred]
 - Set your Purpose: direction toward a higher purpose
 - Change your Mind : the power of perspective
 - Transilience (beyond resilience)
 - Go with the Flow: the vitality of creativity
 - Breathe
- Self-Care and Other Care are One
 - (Maslow) self-actualization > self-transcendence > mutuality



Some Methods to Promote Well-Being

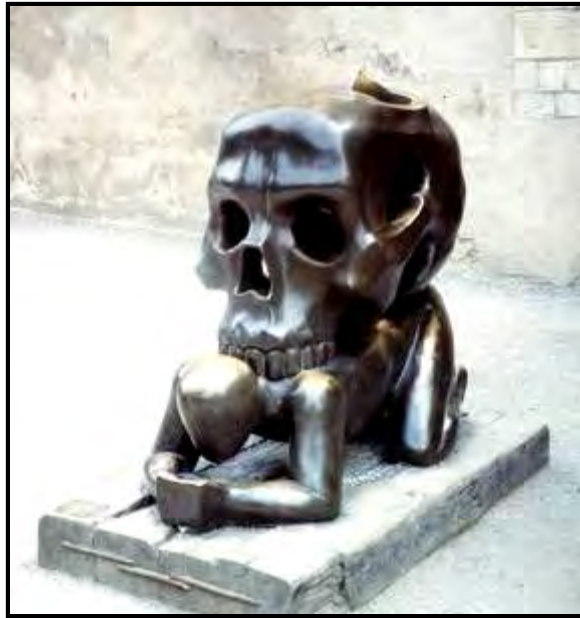
- Ongoing **personal reflection**, especially regarding death and dying
- **Work/life balance**
- Attending to EOL workplace **organizational culture**
- Cultivating **mindfulness**
- **Self-Care** activities
- **Common therapeutic qualities of the helping relationship:**
client engagement: rapport, empathy, trust, hope, and setting goals and getting feedback for correction

Reflections on Living and Dying Well



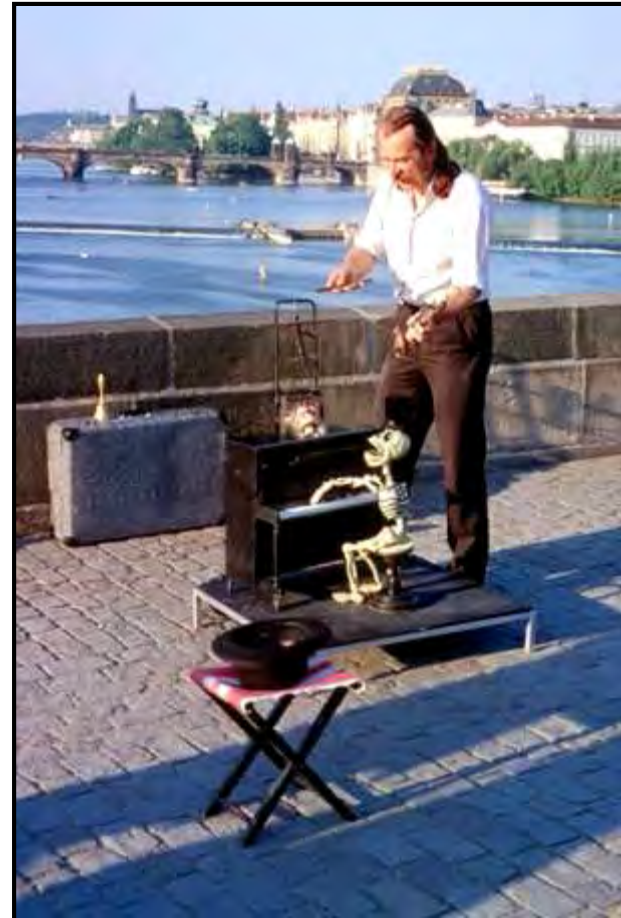
Examples of Coming to Harmony with Mortality and Death

- Death on Your Back



Scenes from Prague, Czech Republic

- Playfulness with Death



Qualities of the 'Splitting Apart' Hexagram from the Chinese *Book of Changes* (#23)

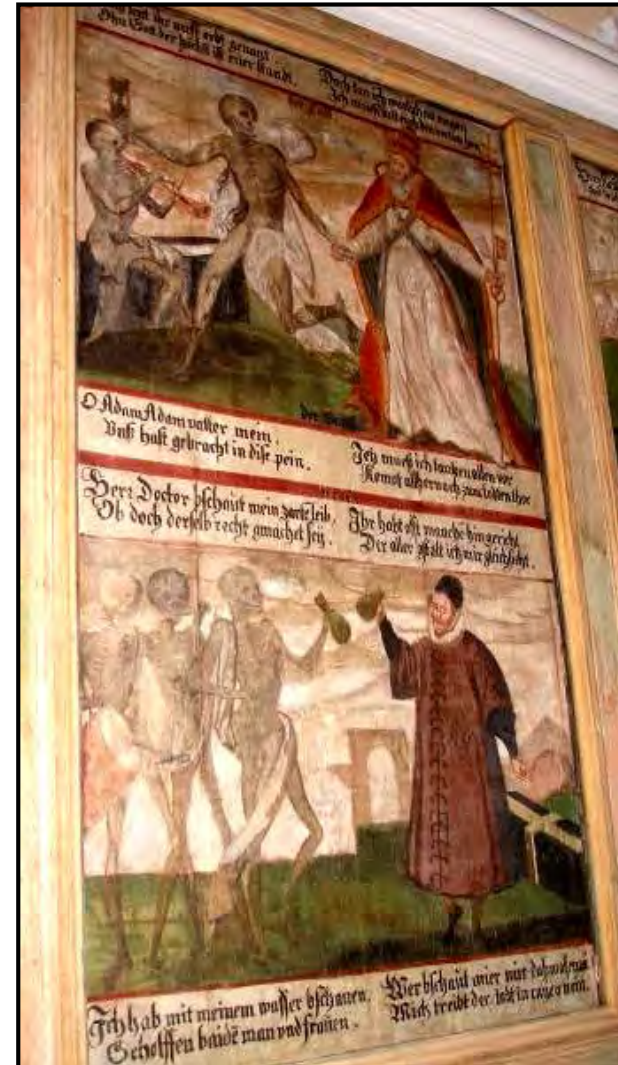


(Canadian Rockies)

- Mountain above Earth
- A collapsing structure (like a roof about to fall in)
- Nurturing and supporting (earth)
- Stability, equanimity, elevation of consciousness, openness to Heaven, and generosity to those below (mountain)
- Hexagram image from <http://www.ichingmeditations.com/ching-hexagrams/hexagram-23-splitting-apart/>
- Left photo of Canadian Rocky Mountains

Story of Friend's Death: Palliative Care and Social Work

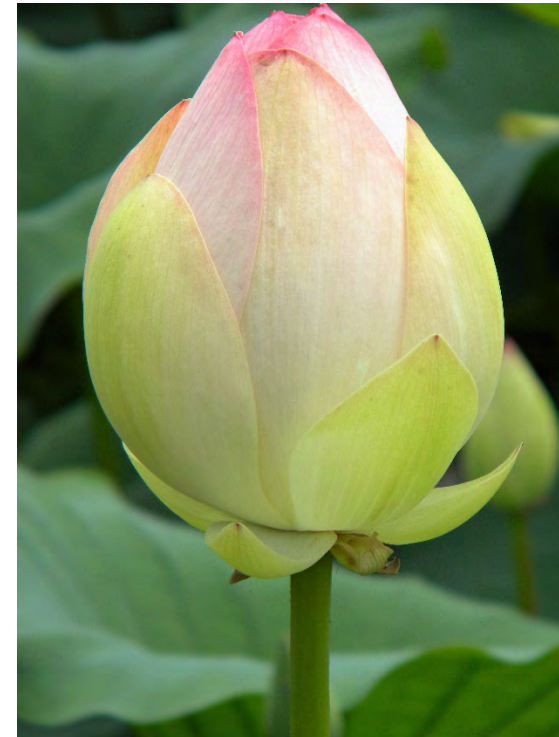
- Dance of Death



Totentanz Theme, St. Anna Chapel
and Museum, Füssen, Germany

Story of Dancing with Death and Life

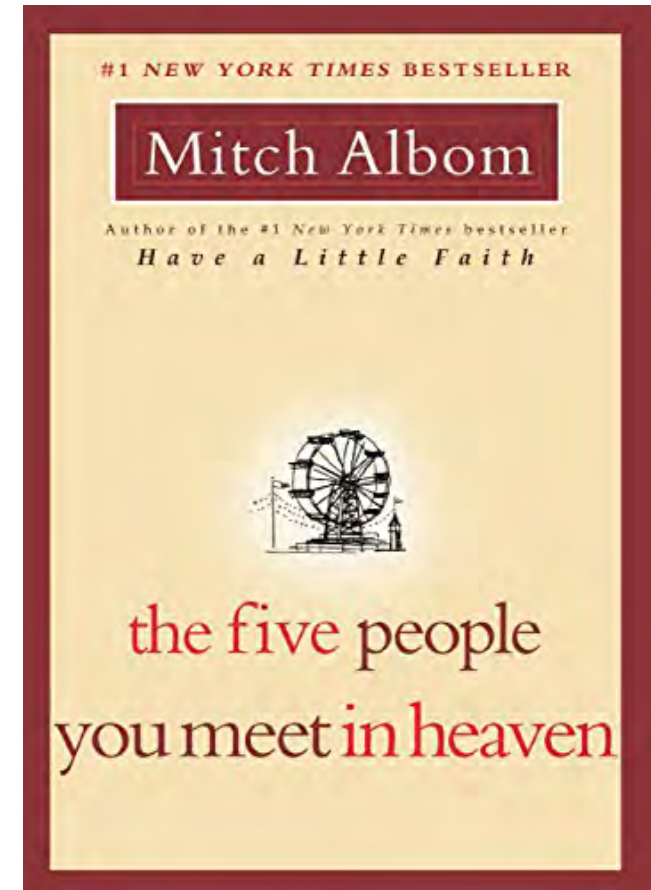
- Rapid, sudden death of spiritual mentor
- Setting up palliative care in the hospital with interdisciplinary team
- Making her room into a sacred space
- Nurturing by friends
- Just sitting with her
- Funeral in honor of her life
- Tragedy on the way to the grave
- Carrying on



A funny thing happened on the way...

- Flying to Hong Kong on my birthday
- Book's opening surprise
- Airplane problems
- Fellow passenger
- Arrival

See: Canda, E. R. (2007). Fall Forest Letter, 27(5), November.
Reproduced by permission of
Shantivanam, Forest of Peace House of Prayer, Easton, Kansas.
http://www.socwel.ku.edu/canda/Articles/fall_forest_letter.pdf



Discussion of your practice experience

- Share a satisfying, meaningful story of how you helped a client deal with death or dying.
- How did you care for yourself in this situation?
- How did you promote a positive relationship with the client?
- What qualities of the EOL work setting contributed to this positive experience?



Mural in Lawrence, Kansas

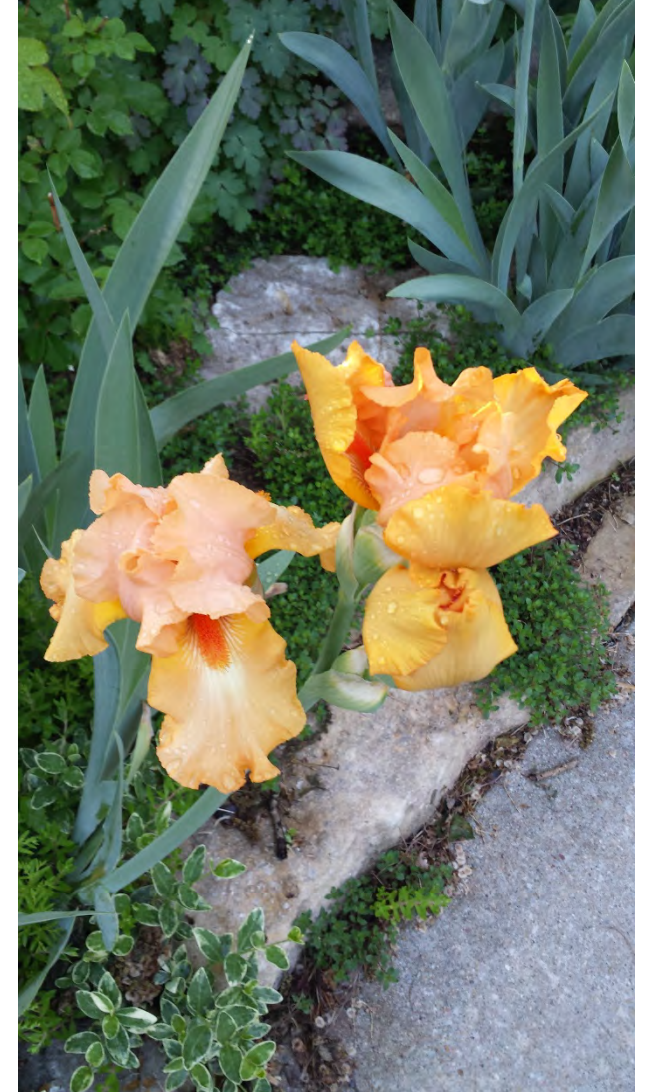
End of Morning Session



Examples of Self-Care for Hwi-Ja

- Hwi-Ja
 - Sauna
 - Gardening
 - Meditative cooking
 - Setting boundaries for work time

Home garden, 2014



Examples of Self-Care for Ed



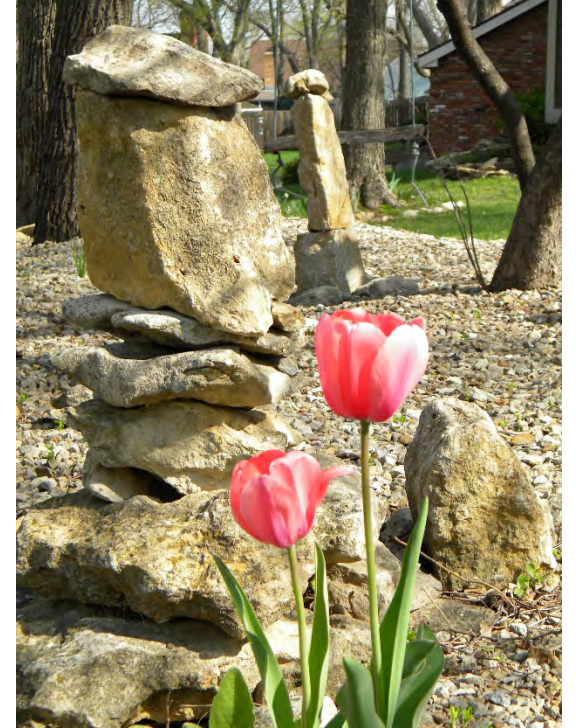
- Ed
 - Greeting the day
 - Mindful stretching and walking
 - Meditative drumming
 - Making work a spiritual practice
 - Playing with granddaughter
 - Balancing stone pagodas

Self-Care Assessment and Partner Discussion

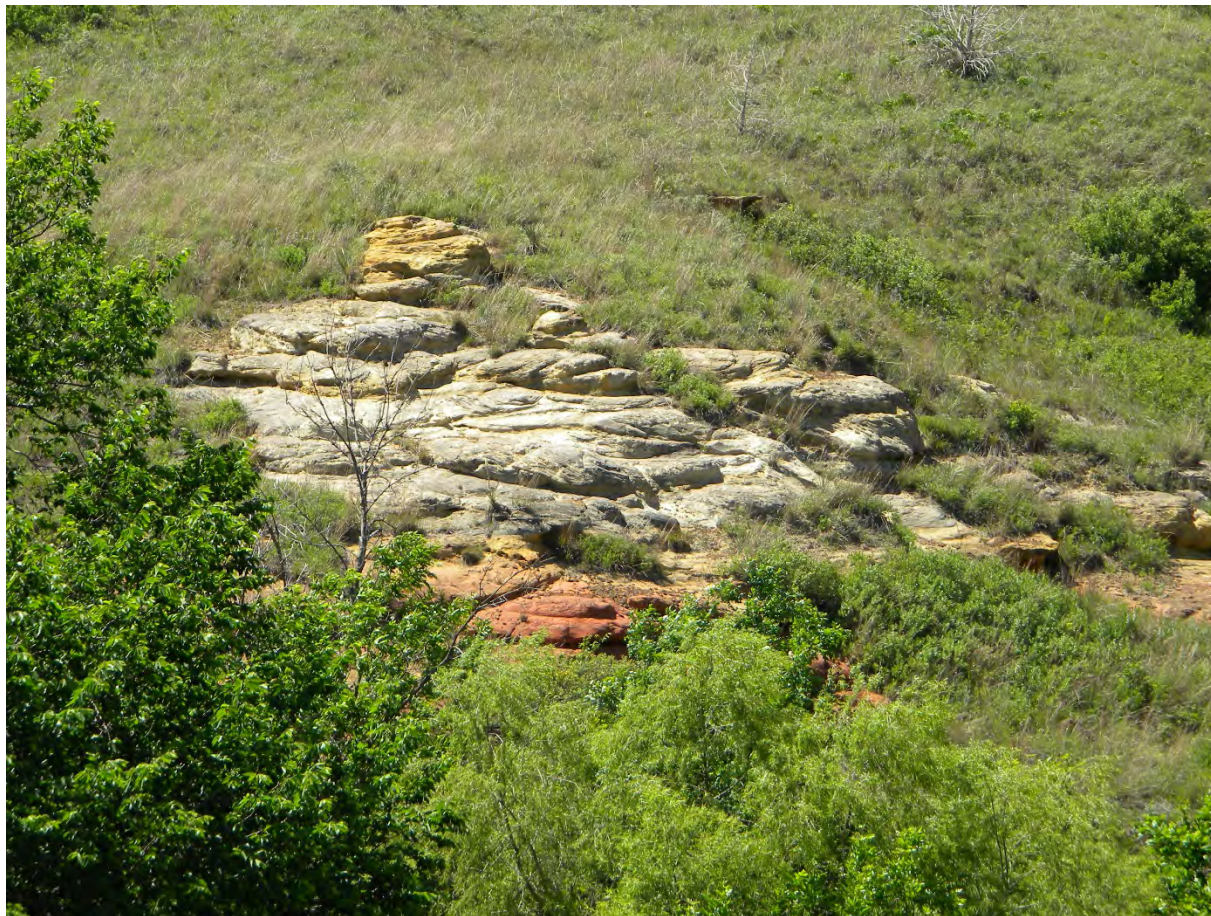
- What activities do you do **now** to promote your own self-care? List and consider how well (or not so well) they work for you.
- What activities have you done **in the past** that worked well for your self-care? List and consider how you could return to them now.
- What **new** activities would you like to explore to promote your self-care?
- Make a **commitment** to an action plan:
 - What is your next step to accomplish this, with **specific action and timeline** to complete?
- Discuss.

General Qualities of Therapeutic Meditation and Mindfulness

- Clear sincere purpose
- Being present
- Gentle, nonjudgmental, consistent awareness
- Intentional flowing breathing
- Letting go
- Body/Mind/Spirit/World balance
- Persistent regular practice
- Choose and train in specific method
- Modes: silence, music, movement, chanting, daily life
 - Example of traveling meditation (walking, driving, public transit)



Simple relaxation and listening meditation



Assessing the Workplace Organization for Spiritual Sensitivity and Mindfulness



Table 7.3

Rating Form for Assessing Spiritual Sensitivity in HSO Culture

Instructions: Rate your organization for the level it meets on each quality criterion (see Table 7.2, pp. 238-9 for explanation) on a scale of 0 to 5, from 0 [nonexistent] to 5 [excellent]. Think of your reasons for each rating and an example and write brief notes. Tally the total score. In discussing your rating with colleagues, feel free to include musings or disagreements regarding any of the criteria. Discuss your overall impression of the organization's spiritual sensitivity. Identify at least one specific suggestion for innovation by building on the HSO's strengths or addressing its limitations.

General Structure and Functioning

- | | |
|---|--------------------|
| 1. <i>Spiritually Attuned Mission, Goals, and Objectives.</i> | RATING (0-5) _____ |
| 2. <i>Human scale.</i> | RATING (0-5) _____ |
| 3. <i>Functional flexibility and integration.</i> | RATING (0-5) _____ |
| 4. <i>Rule flexibility.</i> | RATING (0-5) _____ |
| 5. <i>Work environment aesthetics.</i> | RATING (0-5) _____ |
| 6. <i>Convivial technology.</i> | RATING (0-5) _____ |
| 7. <i>Preparedness for spiritually sensitive practice</i> | RATING (0-5) _____ |

Meaningful Interconnectedness

- | | |
|--|--------------------|
| 8. <i>Staff composition.</i> | RATING (0-5) _____ |
| 9. <i>Meritorious shared leadership.</i> | RATING (0-5) _____ |
| 10. <i>Participatory decision making.</i> | RATING (0-5) _____ |
| 11. <i>Spiritual diversity innovation planning group.</i> | RATING (0-5) _____ |
| 12. <i>Interpersonal communication.</i> | RATING (0-5) _____ |
| 13. <i>Holistic satisfaction of personnel aspirations.</i> | RATING (0-5) _____ |
| 14. <i>Climate among colleagues.</i> | RATING (0-5) _____ |
| 15. <i>Social and cultural environment rapport.</i> | RATING (0-5) _____ |
| 16. <i>Natural environment rapport.</i> | RATING (0-5) _____ |

TOTAL SCORE (0-80) _____

NOTES ON RATINGS AND OVERALL IMPRESSIONS:

RECOMMENDATION FOR ONE INNOVATION, WITH SPECIFIC ACTION PLAN:

From Canda & Furman, 2010

Small Group Discussion

- Complete your **rating** of the EOL work setting
 - Consider how well it contributes to effective and satisfying end-of-life care
- Consider the **reasons** for each rating and for the overall score
- Identify **one specific goal** for improvement
- Decide on **next step of action** with timeline for doing it



Questions and Answers; Conclusion

- **Questions for audience**
 - **What did you learn from this workshop that can be applied in your work setting and personal life?**
 - **Regarding what we presented, what needs to be changed or improved in order to be applied in your work setting or personal life?**
- **Questions for us**

Suggested Readings and Resources

- *Spiritual Diversity in Social Work Practice, 2nd edition*, by Edward R. Canda and Leola Dyrud Furman (Oxford University Press, 2010).
- *Spirituality, Religion, and Aging*, by Holly Nelson-Becker (Sage, 2018).
- *Healing Justice: Holistic Self-Care for Change Makers*, by Loretta Pyles (Oxford, 2018)
- *Integrative Body-Mind-Spirit Social Work, 2nd edition*, by Mo Yee Lee et al. (Oxford, 2018).
- *The Journal of Social Work in End-of-Life & Palliative Care*
- *Self-Care Exercises and Activities for social workers:*

<https://socialwork.buffalo.edu/resources/self-care-starter-kit/self-care-assessments-exercises/exercises-and-activities.html>

- *Caring for Yourself in EOL Care:*

<http://hospicefoundation.ie/wp-content/uploads/2013/08/Caring-for-Yourself-in-End-of-Life-Care.pdf>

- *Self-Care for the Hospice Professional:*

<http://www.todaysgeriatricmedicine.com/archive/spring08p38.shtml>

- Note: All photos and mandalas by Ed Canda