



RESILIENCE AND NURSES DURING COVID -19

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Abstract : Nurses are working with sicker people who are more likely to have numerous illnesses that can complicate both treatment and recovery due to rising patient acuity, quicker evaluations and discharges, and greater service use by clients. Despite these obstacles, resilience allows nurses to adapt with their work environment while maintaining a healthy and stable psychological state. Despite these obstacles, resilience allows nurses to adapt with their work environment while maintaining a healthy and stable psychological state.

IndexTerms - Nurses, Resilience, Stress, Covid-19.

INTRODUCTION

India reported around 79,000 new cases on August 29, 2020, the highest single-day increase in any country to date, indicating an enormous pandemic rise over the preceding several months. In the month of August last year, there were 87,000 infected health-care workers and 573 deaths in six states, including Maharashtra. The disease burden is high.

Nurses are working with sicker people who are more likely to have numerous illnesses that can complicate both treatment and recovery due to rising patient acuity, quicker evaluations and discharges, and greater service use by clients. Work-role overload and burnout can result from this pressures.⁵

To see a result of recovering and discharged patients, gives a satisfaction after a hard work which is put in. The death surrounding the nurses in work area tends to increase the burden of stress and burnout even more. When caring for several patients, nurses are constantly bombarded with information, producing cognitive fatigue. This has an impact on their mental, physical, and emotional well-being, as well as the risk of errors that compromise care quality and patient safety. Covid-19 has taken a heavy toll on healthcare staff, bringing the issue of cognitive overload to the forefront more than ever. Mental and physical health is intertwined.¹

Despite these obstacles, resilience allows nurses to adapt with their work environment while maintaining a healthy and stable psychological state.⁶

Workplace stress influences resilience, and resilience moderates workplace stress. In the literature, resilience-building activities are frequently time-consuming, difficult, and completed outside of working hours.²

Defining resilience

The word "resilience" derives from the Latin word "resilire," which means "the ability to overcome/adapt to extremely challenging situations." Furthermore, resilience is defined as an individual's ability to survive a disease or a loss, as well as the ability to survive.⁴

The term "resilience" refers to a person's ability to recover swiftly and readily from setbacks in life. The ability to withstand adversity and bounce back from hardship is referred to as resilience. Simply means the individual finally must get adapted to the event. People who are resilient do not live without stress, emotional turmoil, or suffering. Some individuals confuse resilience with mental toughness, but resilience also entails overcoming emotional anguish and suffering. By modifying specific beliefs and habits, people can tap into their resilience through flexibility, adaptability, and tenacity. Resilience is also a developmental process as much as individual trait.⁴ Resilience isn't a one-size-fits-all quality. ³

Resilience can be learnt from facing adverse conditions and traumas post growth and development. Resilience is thus a positive adaptation aspect or outcome from a negative situation which is not favorable. Cognitive and problem-oriented coping abilities were also mentioned as crucial precursors to resilience.

To understand resilience better, it can be defined using the different characteristics. Positive relationships or social support, adaptability, goal or aspirations in life, positive self-esteem or self-efficacy, and a sense of humor are some of these **characteristics**. Individuals have greater mental health and self-control abilities, as well as more self-esteem, more familial support, and less dangerous behaviors such as drug usage. ⁴

According to another source, resilience is defined as an individual's ability to not feel alone while going through a difficult time in life, accepting the situation, being able to make his or her own choice among limited options, and seeing this as an opportunity to improve one's chances, being hopeful, spiritual, optimistic, and faithful, making sense of one's life, and having meaningful relationships.¹¹ Selfhood, adaptability, faith, self-confidence, and inventiveness, empathic and humanistic approach, developed awareness about responsibilities and tasks, strong physical health to contribute to mental wellness, good social network, and hobbies are all examples of resilience, according to another source.⁴ Another trait of resilience is the presence of an inner energy or life force that aids in one's perseverance.⁸ No matter how we define a difficult situation or circumstances the positive characteristics

defined can always be of help. A nurse would thus need social support, a good network, faith or being spiritual for holding on to hope that this circumstances will pass and coupled with a high aim in life.

Importance of resilience to nursing-

As nursing are a vocation and not just a profession to earn. It deals with human being and the inappropriate action taken without the light of resilience can cause an irreversible harm to the client. The impact of wrong actions cannot be erased. Thus we call nursing as a noble among other professions. As nursing student it was imprinted in my mind rather craved in me that the client is not a machine to act as situation provokes. As a nurse steps in uniform she takes full responsibility keeping aside what her feelings are at that instance.

In the nursing profession, stress is a serious concern.

Workplace challenges, psychological emptiness, dwindling inner balance, and a sense of contradiction in the workplace are all factors that impair professional nursing practice resilience.^{3,14} Nurses' ability to be resilient in academic and healthcare environments is impacted by challenging workplaces that are continually changing and very demanding. When organizational goals do not align with nurses' professional or personal aspirations, they experience internal conflict. Workplace frustrations result in psychological emptiness. Nurses were left feeling "stripped down" and unable to reconcile their beliefs and feelings as a result of these experiences. Nurses who believed their employers didn't care about them personally or didn't value their thoughts eventually ran out of psychological reserves.³

Work overload, role conflicts, aggressive experiences, a lack of time, staffing issues, shift work, poor job-related interpersonal relationships, feeling powerless to provide quality care, balancing competing demands, ensuring excellent patient care, uncertainty about treatment, death and dying, conflicts, and inadequate emotional preparation are all stressors.^{9, 10} Because of the stressful nature of the nursing job, resilience is a must-have attribute for nurses. According to studies, resilient nurses are less likely to suffer stress problems and are more likely to stay in the profession as healthy nurses.¹²

These physical and mental problems like Fatigue, impatience, lack of attention, unhappiness, depressive sensation, depersonalization, and emotional problems are all caused by these depressive variables ⁴. These negative stress-related conditions not only affect the nurses but also the quality of care given to patients. In such circumstances resilience is a nurse's protective agent. Resilience is an essential protective factor against emotional exhaustion, according to a study of 983 nurses. Furthermore, a source defines resilience as a supportive factor that aids nurses in adapting to the physically, mentally, and emotionally demanding nature of their profession.¹³

According to research, characteristics such as work-life balance, hope, control, professional identity, and clinical supervision all contribute to resilience. Characteristics like hope, self- efficacy, control, coping, and competence are linked to Resilience levels. According to another study, age, experience, education level, and years of work had no influence on resilience. Other research have looked into the relationship between resilience and

Characteristics like job satisfaction, emotional exhaustion, post-traumatic stress disorder, and burnout. Good social relationships, optimism, spirituality, and having a resilient role model all have a positive impact on nurses' resilience, according to the findings of these researches. These traits may help them deal with their depression symptoms more effectively, employ their problem-solving skills, maintain control over events, and adjust to depressive symptoms. Nurses with a low level of resilience report higher emotional exhaustion and job dissatisfaction. ⁴

Having an active voice, relying on past personal experiences, having attitudes of making a difference, being aware of their spirituality, maintaining commitment to their work, developing personal attitudes about life and death, and being able to set personal and professional boundaries helped nurses cope with the stressful effects of working in palliative care. Hope, self-efficacy, and coping with hope were the greatest explanatory variables, each contributing the most variance. Furthermore, emotional intelligence, flexibility, and adaptability were discovered to be significant components in resilience.³

Steps and strategies to improve resiliency

Individual level strategies -

1. Cognitive reframing, toughening up, emotional toughness and emotional detachment, grounding connections and work-life balance, critical reflection, and reconciliation were among the topics discussed.
2. Nurses employed cognitive reframing to examine and retrace their internal and external environment, increasing psychological flexibility and adaptability.
3. Nurses were able to re-vision or re-create their work environment using cognitive reframing to make it more productive.
4. Nurses should approach their work through "hardened" lenses in stressful situations to protect themselves emotionally.
5. Emotional toughness and emotional detachment were found as methods that helped nurses to provide nursing care in difficult and stressful settings. ¹⁴
6. Reuniting with persons with whom nurses had previously had close relationships and employing grounded relationships with family, friends, and colleagues are used to cope with their work environment. Nurses have to strike a work-life balance in order to develop and maintain resilience.¹⁵
7. Reconciliation gave nurses a way to find meaning in their work that was consistent with their values and beliefs.¹⁴
8. An important aspect revealed in the review was collegial support; professional networking relations and collaboration are factors that helped resilience.
9. To build resilience by using humor, laughing, positive thinking skills, visualization skills, and positive reaffirmations to keep a good mindset.
10. Exercising, volunteering, and joining social networking organizations are examples of extracurricular activities.
11. Look for a mentor who can offer both professional and personal advice.

Group level strategies

1. Mentorship programs for new graduates and newly recruited nurses should be implemented.
2. Create a system for official and informal debriefing sessions for nurses who have been involved in traumatic or stressful patient or family circumstances.
3. Workshops for nurses on personal resilience

Organizational level strategies

- 1) Effective interdisciplinary communication
- 2) Coping mechanisms
- 3) Teamwork/teambuilding that works
- 4) Teach use of emotional intelligence
- 5) Conflict resolution and management
- 6) Workshops on stress management

Efforts to Build or Increase resilience

A study looked into the resilience of pediatric oncology nurses and offered some recommendations based on their findings. The components of the intervention programme were disclosed through these proposals, which included an orientation programme, clinical supervision, a supportive setting, and advanced insight. An orientation programme and clinical supervision were built on sharing first-hand nursing experiences in dealing with work-related challenges, as well as recognizing various tactics such as emotional management and expression, communicating, and problem-solving. In addition, understanding can be gained by coping with events, employing support, knowing and regulating oneself, as well as recognizing and appreciating lessons and realities related to working in clinics.¹⁶

Another approach for improving resilience is for nurses to identify protective variables and enhance critical abilities in order to shield oneself from challenges in the workplace. These abilities will aid in the balance of unpleasant emotions, the acquisition of positive aspects of their experience, and the development of positive coping methods. Building supportive relationships as well as social support, having an optimistic and positive point of view, having the emotional insight necessary to be aware of their own emotional needs, having a Balance in their lives, having spiritual beliefs, and self-criticism or self-evaluation are all important aspects of establishing resilience in nurses.

According to another study, these efforts are critical for improving nurse resilience: (1) Having knowledge and abilities in time management, crisis response, and prioritization; (2) increasing job satisfaction; (3) maintaining a positive attitude, making a difference, or having faith; (4) Instilling in nurses the idea that they can make a difference, cultivating close and warm relations, and creating places in which they can share their experiences; (5) Using debriefing, validation, and self-reflection procedures; (6) obtaining assistance from coworkers, mentors, and team members; (7) Improving the ability to laugh at oneself in order to recognize depressive agents and their harmful effects; (8) Providing options such as exercise, rest, social support, and hobbies that are effective in establishing and maintaining a balance between work and personal life.

The environment is a significant factor in increasing resilience. It is critical to create a work environment that is possibly stress-free. As previously said, this atmosphere necessitates the existence of supportive relationships. Positive role models in the workplace, shift scheduling, and increased job satisfaction are all examples of environmental agents. Within the workplace, there may be a quiet or serenity room where nurses might rest, relax, pray, meditate, or use self-care tools to de-stress after a long day.⁴ It is possible to prepare, equip, and strengthen nurses for the problems they will face in order to eliminate both physical and mental issues. ISPN India has compiled a list of volunteers for telephonic counseling for burnout nurses in preparation for Covid-19. This list is available on the website of Maharashtra nursing council. As counseling helps the nurses to come out of there psychological stress and also venting the stress and develop resilience.

Conclusion

Awareness to the factors contributing to the stress, burnout, and work dissatisfaction can be identified and strategies of individual, group and organizational level can be used to solve the stressors and crises situation. Nursing aims at quality care to the patient and safety of patients which is possible only when the care giver themselves are in sound state of mind and body. Daily work situation brings challenges but negative feelings of nurses can be overcome with resilience alone. If nursing quality is to be improved situation of nurses need to be improved. Workplace issues must be solved at the workplace itself. Solving workplace issues outside work are not effective.

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