

WORKPLACE BURNOUT

Workplace burnout has been described as a state of emotional and/or physical exhaustion that frequently involves a sense of decreased accomplishment and even a loss of personal identity or self worth, both in and out of the workplace. Many different factors contribute to the way we each perceive and manage stress. Dealing with stressful situations can prove positive with the use of effective coping skills, helping to prepare us to better manage future situations. Stress that is not dealt with in a healthy, productive manner can affect your physical and mental health as well as personal and workplace relationships, it can lead to burnout and even substance abuse. Although dealing with stressful situations is inevitable in healthcare, there are numerous resources available to help.

Workplace Wellness Survey

<https://screening.mhanational.org/node/472>

HelpGuide

<https://www.helpguide.org/articles/stress/burnout-prevention-and-recovery.htm>

Stress and Burnout in Nurse Anesthesia

https://www.aana.com/docs/default-source/aana-journal-web-documents-1/stress_0411_p122-128708337731dff6ddb37cff0000940c19.pdf?sfvrsn=887c5ab1_10

Burnout and the Nurse Anesthetist: An Integrative Review

https://www.aana.com/docs/default-source/aana-journal-web-documents-1/burnout-and-the-nurse-anesthetist-an-integrative-review-june-2019.pdf?sfvrsn=d49f0a19_4

Anesthesia Professional Burnout - A Clear and Present Danger

<https://www.apsf.org/article/anesthesia-professional-burnout-a-clear-and-present-danger/>

BULLYING

Workplace bullying is commonly described as unsolicited behavior in the workplace intended to harm the targeted individual who commonly feels defenseless to fight back. These behaviors can include physical and/or verbal abuse, sexual harassment, and threatening behavior that may include negative criticism, humiliation, intimidation and even segregation of the individual. Workplace bullying is a dangerous behavior that is becoming more commonplace and is no longer thought of as just an adolescent or childhood issue. There is serious cause for concern because of the broad range of consequences to the victim as well as the overall work environment that these behaviors bring about. These consequences can include an undesirable, even hostile work atmosphere with decreased or absent collegiality and diminished employee well-being which can lead to both emotional and physical symptoms in and out of the workplace.

Stop Bullying Tool Kit
<http://stopbullyingtoolkit.org/>

Center for Workplace Mental Health
<http://workplacementalhealth.org/Mental-Health-Topics/Bullying>

Insights Into Workplace Bullying: Psychosocial Drivers and Effective Interventions
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4924877/pdf/prbm-9-157.pdf>

Workplace Bullying: A Tale of Adverse Consequences
https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4382139/pdf/icns_12_1-2_32.pdf

AANA Promoting a Culture of Safety and Healthy Work Environment - Practice Considerations
[https://www.aana.com/docs/default-source/practice-aana-com-web-documents-\(all\)/promoting-a-culture-of-safety-and-health-work-environment.pdf?sfvrsn=e4fa54b1_2](https://www.aana.com/docs/default-source/practice-aana-com-web-documents-(all)/promoting-a-culture-of-safety-and-health-work-environment.pdf?sfvrsn=e4fa54b1_2)

SEXUAL HARRASMENT

According to the Equal Employment Opportunity Commission (EEOC), sexual harassment includes unwelcome sexual advances, offensive remarks about a person's sex, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace or learning environment. Sexual harassment comes in different forms, can be difficult to define at times and can often leave the victim questioning how to proceed in seeking help. The victim and harasser can be of the same sex or opposite sex as well as in numerous different positions within the workplace hierarchy. Sexual harassment generates an absolute barrier to the creation of a culture of safety in the clinical and learning environment and should never be tolerated.

RAINN (Rape, Abuse & Incest National Network)
<https://www.rainn.org/ThatsHarassment>

Ending Sexual Assault and Harassment in the Workplace
<https://www.nsvrc.org/ending-sexual-assault-and-harassment-workplace>

AANA Wellness Milestone: Sexual Harassment in the OR—One CRNA's Experience
[https://www.aana.com/docs/default-source/wellness-aana.com-web-documents-\(all\)/01wellness-milestones20.pdf?sfvrsn=77d0716e_2](https://www.aana.com/docs/default-source/wellness-aana.com-web-documents-(all)/01wellness-milestones20.pdf?sfvrsn=77d0716e_2)

Sexual Harassment Is Rampant in Health Care. Here's How to Stop It.
<https://hbr.org/2018/11/sexual-harassment-is-rampant-in-health-care-heres-how-to-stop-it>

MINDFULNESS IN ANESTHESIA
http://www.hsrna.com/student/CurrRev_mindful.pdf