

Nurse Wellbeing and the Importance of Peer Support

WISCONSIN PEER ALLIANCE FOR NURSES

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Wisconsin Peer Alliance for Nurses

Nurses in Recovery Helping Nurses Recover

wipeeralliance.org



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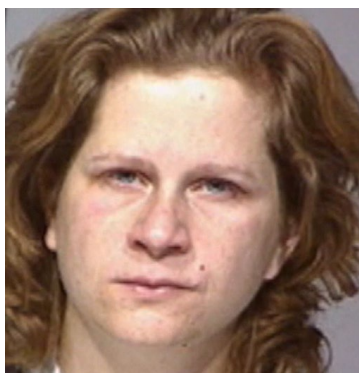
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Learning Objectives

Participants will:

- ▶ Gain an understanding of stressors in nursing today.
- ▶ Learn the benefits of peer support.
- ▶ Identify and practice the steps to facilitating and participating in a peer support group.





▶ Kristin's Story



National Statistics and Nurses...

- ▶ 10-15% have some form of substance use disorder.

2023	Number of Nurses	10% Nurses with SUD
United States	5,000,000	500,000
Wisconsin	100,000	10,000

- ▶ 33% of new nurses leave their job in the first year
- ▶ 56% (up to) new nurses leave their job within the second year
- ▶ 48% of Wisconsin's RN workforce reported that their mental and/or physical health was worse in 2022 as compared to before the COVID-19 pandemic.
- ▶ 2/3 of nurses are suffering mental anguish and are not seeking support.
- ▶ 56% say there is stigma associated with healthcare providers receiving mental health care.



Why Does This Happen?...

- ▶ Relief from stress,
- ▶ Self-medicate with substances for things like anxiety and depression,
- ▶ Stigma,
- ▶ Fear of asking for help.



Stressors in Nursing

- ▶ Competing for grades,
- ▶ Acclimating to the nursing environment,
- ▶ Length of time spent at work,
- ▶ Rotating shifts,
- ▶ Infrequent breaks,
- ▶ Comforting patients and their families, emotionally taxing conversations,
- ▶ Inability to finish work on time,
- ▶ Staff shortages,
- ▶ Conflict and tension including bullying,
- ▶ Putting others first...

A graphic showing a person's silhouette engulfed in flames, with the word "Burnout" written in a large, bold, black serif font over the image.

Burnout



Stressors lead to or worsen...

- ▶ Anxiety
- ▶ Depression
- ▶ Panic disorders
- ▶ Problematic substance use
- ▶ Suicide



Suicide Risk for Nursing Students

- ▶ More than half of Brazilian nursing students had risk of suicide (Moraes et al., 2021).
- ▶ Nursing students at higher risk for suicide compared to other college students & rates increasing for women (Paidipati et al., 2023).
 - ▶ Relationship between moral distress and suicide risk fully mediated by depression ($\alpha = 0.05$)



Suicide Risk for Nurses

- ▶ Nurses who lose a nursing position or leave the profession because of substance use, mental health issues, or chronic pain are at risk for nurse suicide.
- ▶ Of nurses that die by suicide:
 - ▶ 92% were out of work or in the process of losing their position as a nurse
 - ▶ 82% had depression
 - ▶ 65% has substance use disorder or misuse
 - ▶ 43% had a prior suicide attempt



Solutions



Peer Support

- Process of giving and receiving non-clinical assistance
- Sharing lived experience and practical guidance
- Offers hope
- 1 : 1 or group support

What peer support is

Witnessing, sitting with suffering, tolerating others' distress

Present-oriented

Identifying how the person is coping with the event

Exploring and processing their feelings and reactions

Normalizing their feelings and reactions

Meeting them where they are and respecting their beliefs

Helping identify needs and connecting to resources

What peer support isn't

Therapy or treatment

Correcting facts about past events

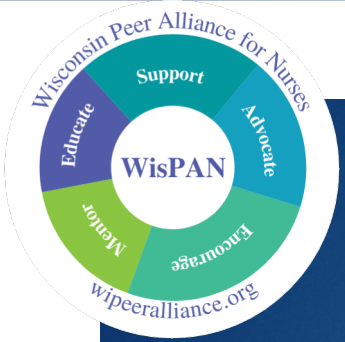
Drilling for details about the event

Knowing or mind-reading

Cheering up, persuading, reassuring

Imposing own beliefs ("Everything happens for a reason")

Advice giving or solving problems



What is WisPAN?

Wisconsin Peer Alliance for Nurses

► PEER Support

- For substance use issues and mental wellness
- A safe space, virtually
- Peer support groups
- 1:1 mentoring
- Advocacy



Education

- Medical facilities
- Academic institutions
- General public

- Website <https://wip eeralliance.org/>
- Email wispan2021@gmail.com
- Phone 414-376-7002

WisPAN is a non-profit 501(c)3 organization

Introducing peer support for nurse mental wellness

Peer support connections: nurse to nurse



WEDNESDAYS STARTING
JANUARY 17, 2024
7:00-8:00 PM
VIRTUAL, FREE
CONFIDENTIAL

Open to any nurse who would like to
connect with other nurses. Come to
listen, share, learn, and explore

Contact WisPAN at
wispan2021@gmail.com
for the meeting link
or call 414-376-7002

BROUGHT TO YOU IN PARTNERSHIP WITH:
WLN, WNA, WONL

Other Resources...



- ▶ National Suicide Prevention Lifeline: **988**
- ▶ Wisconsin Helpline: 211 or 833-944-4673
<https://211wisconsin.communityos.org/addiction-helpline>
- ▶ American Nurses Foundation Well-being Initiative:
<https://www.nursingworld.org/practice-policy/work-environment/health-safety/disaster-preparedness/coronavirus/what-you-need-to-know/the-well-being-initiative/>
- ▶ Dr. Lorna Breen Foundation: <https://drlornabreen.org>
- ▶ CDC: [Support for Healthcare Workers](#)
- ▶ American Medical Association: [Managing Mental Health During COVID-19](#)
- ▶ Substance Abuse and Mental Health Services Administration (SAMHSA) [Tips for Healthcare Professionals](#)



What WisPAN Means to Nurses...

- ▶ “As a Nurse with a substance abuse disorder, the support I have received from WisPAN has been invaluable to me. Trying to confront substance abuse is a daunting prospect and being a Nurse adds a layer or stigma that makes it even more difficult. Having the peer support WisPAN provides guidance and support on an otherwise extremely lonely and difficult process.”
- ▶ “I find such comfort in knowing that fellow nurses who are empathetic and very supportive are right at my fingertips now! I know that I can call on them anytime I may be feeling vulnerable, and they will guide me out of my darkness with their wisdom, love and compassion”
- ▶ “I have finally found the support I have so desperately been praying for. Nurses supporting and caring for nurses at their darkest hour, has brought tremendous hope and promise to my own recovery.”



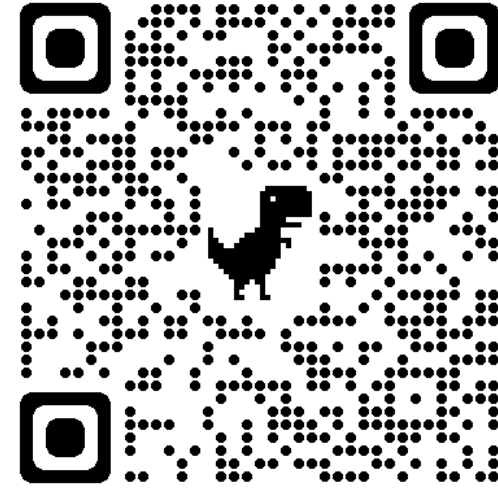
Let's Practice participating in a peer support meeting...

- ▶ Leader introduces self and group guidelines:
 - ▶ Listen carefully, speak truthfully and respectfully, maintain confidentiality.
 - ▶ If feeling unsafe (thought of hurting self or others), please connect with the leader following the meeting.
- ▶ Leader guides participants in mindfulness exercise
 - ▶ 4 square breathing
- ▶ Leader, if time allows, asks each participant to introduce themselves (if comfy doing so).
- ▶ Leader asks each person to answer the question, "What brings you here today." or shares a topic.
- ▶ Leader closes meeting with reminder to reach out if support is needed...wispan2021@gmail.com or 414-376-7002

► REFLECTIONS / QUESTIONS



Your Feedback is Needed!!!!



Please give feedback on this presentation (only takes a couple minutes ☺):

- email us wispan2021@gmail.com OR
- scan the QR code OR
- complete this google form... <https://forms.gle/BmMtr9XdEDz7kVv57>

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