

## continued Conversations, The CE Podcast: Understanding Burnout in Healthcare

### MELROSE Cheat Sheet:

MELROSE: personal resources and strategies that have been shown to make positive changes in individuals experiencing burnout.

- Mindfulness
  - Have moments throughout the day to practice mindfulness- direct your focus to your breathing, notice the position of your body, observe your thoughts, and ground yourself so that you can elicit your parasympathetic activation.
  - You can practice mindfulness anytime any day- in the shower, at a red light, while you're eating- and you can practice it during the work day in-between patients.
- Emotional intelligence: APPLE
  - Awareness of your emotions (remember 1<sup>st</sup> thing)- why am I feeling this way?
  - Pause and think- how can I best respond
  - Proceed to express your emotions
  - Listen to others- truly listen instead of just waiting for your chance to speak
  - Empathize with others- you may not agree with others or fully understand their point, but you can express active listening and empathy
- Locus of control
  - Reframe language; this shift may open you up to possibilities that perhaps you never considered before
    - "I have no choice in XYZ work situation." → "I don't like my choices, but I will do XYZ instead."
  - Write down the things that are causing you to worry. Get a highlighter and highlight the things that you actually can control. With the things you didn't highlight, what aspects of those things are you able to control?
    - You can't control if your boss will give you extra PTO, but you can control whether or not you ask for one, how you go about asking for it, what you specifically ask for, etc. We often times get hung up on the outcomes, which are things that often times we do not have control over; however, we can control the actions we take.
- Resilience
  - Three C's- challenge, control, and commitment.
    - Challenge: view stressors at work as challenges or opportunities to grow and learn from
    - Control: assess what is in and out of your control and feel empowered
    - Commitment: Stay committed to your purpose. Why do you go to work every day? On bad days or during difficult seasons, coming back to that purpose can help.
- Optimism

- Relates to your outlook on the future. Optimist people tend to expect good things to happen and will take action to ensure good things happen.
- Self-compassion: BACK
  - Breathe- notice your breath
  - Accept- accept yourself as you are right now. It can be SO hard especially if you're in the middle of a bad day and you are hard on yourself, or you think you're supposed to look like something else but you feel like a hot mess right now.
  - Caring hand- give yourself a caring and warm touch- you can place your hand on your heart, you can place your hand on your stomach or thigh- just a simple touch.
  - Kind- say something kind to yourself! This can look like "I'm doing the best I can right now." "I love myself and it's OK to make mistakes."
- Engagement coping
  - Task-focused: doing something to solve the problem (i.e. seeking support, problem-solving). This type of coping can also create positive emotions and behaviors.
  - Emotion-focused: can be used for controllable stressors, such as acceptance of a situation which can lower distress (i.e. self-soothing techniques, adaptive coping strategies)