INFUSE JOY

Presidential Call to Action 2019-2021

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**Note:** Today’s presentation is being recorded and will be provided within 48 hours.
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WAMBI™
Why Infuse Joy?

- Patient Outcomes
- Personal health and well-being
- System/Practice environment
- Nursing Profession
- Society
Why Infuse Joy?

▪ The World Health Organization designated the year 2020 as the “Year of the Nurse and Midwife,” honoring the 200th birth anniversary of Florence Nightingale.

▪ Preparing to celebrate Sigma’s 100 year anniversary in 2022
Key Questions

▪ KQ1: How does joyful practice impact patients, nurses and all healthcare workers?
▪ KQ2: How can we instill and sustain the joy of practice in Nursing and Healthcare?
▪ KQ3: What can We/Sigma contribute to instilling and sustaining the joy of practice in Nursing and Healthcare?
Background
A SYSTEMS MODEL OF CLINICIAN BURNOUT
AND PROFESSIONAL WELL-BEING

OUTCOMES
Clinician Burnout
Professional Well-Being

CONSEQUENCES for:
Patients
Clinicians
Health Care Organizations
Society

LEARNING AND IMPROVEMENT

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Learn more at nam.edu/ClinicianWellBeing.
A Systems Model of Clinician Burnout and Professional Well-Being

**Work System Factors include:**

**Job Demands**
- Excessive workload, unmanageable work schedules, and inadequate staffing
- Administrative burden
- Workflow, interruptions, and distractions
- Inadequate technology usability
- Time pressure and encroachment on personal time
- Moral distress
- Patient factors

**Job Resources**
- Meaning and purpose in work
- Organizational culture
- Alignment of values and expectations
- Job control, flexibility, and autonomy
- Rewards
- Professional relationships and social support
- Work-life integration

AUSTIN, TEXAS, USA | 19-21 February 2021

CREATING HEALTHY WORK ENVIRONMENTS

SAVE THE DATE! 19-21 February 2021
The Call to Action
Infuse Joy

Awareness

Balance & Purpose

Co-Creation
Awareness
Awareness

- Awareness includes a clear understanding of the knowledge, skills, and abilities needed to fulfill our professional responsibilities and achieve our goals.

- When we are competent, confident, and have mastery over our work, joy can flourish. Awareness comes from deep scientific knowledge, continuous development, and autonomy and accountability for the actions that produce results.
Balance and Purpose
Balance and Purpose

- We establish balance by taking care of ourselves, finding our own joy, and discovering a motivating purpose.
- Achieving balance and purpose requires us to make time for creativity and serendipity, mindfulness and rest, activities that foster health and well-being, as well as gratitude, service to others, and philanthropy.
Co-Creation
Co-Creation

- Take a systems approach and work with interprofessional colleagues, patients, families, and communities to co-create an environment rich in joy.

- Co-creating includes relationship building, using team science, recognizing interdependencies, having a shared mental organizational model, taking pride in one’s work, and instituting policy initiatives to support a joyful organizational culture.
CREATIVITY IS THE ACT OF CONNECTING THINGS IN UNEXPECTED WAYS.
creativity
is seeing
what everyone
else has seen,
and thinking what no
one else has
thought.
-albert einstein
As Sigma members, we are well positioned to infuse joy into practice in clinical, administrative, academic, research, and policy settings. This Call to Action highlights three essential elements — the ABCs — that promote joy: Awareness, Balance and Purpose, and Co-creation.

### INFUSING JOY

#### AWARENESS

Awareness is essential for joy. Awareness includes a clear understanding of the knowledge, skills, and abilities needed to fulfill our professional responsibilities and achieve our goals. When we are competent, confident, and have mastery over our work, joy can flourish. Awareness comes from deep scientific knowledge, continuous development, and autonomy and accountability for the actions that produce results.

#### BALANCE & PURPOSE

Balance and purpose are required elements for joy. As we strengthen scientific, technical, and leadership expertise, we must find balance by taking care of ourselves, finding our own joy, and discovering a motivating purpose. Achieving balance and purpose requires us to make time for creativity and serendipity, mindfulness and rest, activities that foster health and well-being, as well as gratitude, service to others, and philanthropy.

#### CO-CREATION

As competent, confident nurses acting with balance and purpose, we can take the next step to infusing joy. We must take a systems approach and work with other healthcare professionals, patients, families, and communities to co-create an environment rich in joy. Co-creating includes relationship building, using team science, recognizing interdependencies, having a shared mental organizational model, taking pride in one’s work, and instituting policy initiatives to support a joyful organizational culture.

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### HELPFUL ACTIVITIES

Consider the following activities designed to help Sigma chapters and individual members infuse joy by achieving awareness, seeking balance and purpose in work, and creating opportunities for co-creation.

- Keep a gratitude journal
- Meditate or practice mindfulness
- Nominate colleagues for Sigma’s international awards, research awards, and honorary membership
- Participate in one of Sigma’s highly rated webinars at a chapter meeting
- During exam week, offer self-care and de-stress activities for your chapter members who are students or faculty. Or, consider providing self-care and de-stress activities as a service to members of other healthcare schools or organizations during Nurses Week or anytime
- Support and sustain the future of nursing by making a contribution to the Sigma Foundation’s future fund
- If you are an experienced nurse researcher, mentor an emerging nurse researcher through the process of applying for a research grant through the Sigma Foundation for Nursing.
- Collaborate with a practice setting to include nurses from clinical settings in your community
- Collaborate globally by forming or participating in a cross-cultural, multi-country research team
- Partner with experienced nurses in various settings to offer peer support and/or mentoring programs
- Invite an interdisciplinary team from a clinical practice setting to serve as presenters to your chapter meeting
- Conduct chapter programming connected to achieving and maintaining physical and mental health. (Group walks, counseling resources, connection activities)
- Participate in organized fundraising walks or other activities as a group
- Conduct a chapter research day where all members participate in collaborative research
- As a chapter, work to submit your school of nursing’s collection to the Sigma Repository
- Join one of the Communities of Interest on The Circle to collaborate with other Sigma members around areas of interest and focus
- Create and/or participate in patient- and family-centered care

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We must start wherever we are today to find, create, and leverage joy.
Dream BIG
Follow Your Passion

INFUSE JOY
The Gift of a New Day

Bring life to your rising
When a new day dawns
Open your eyes to the anticipation
Of what the day promises

Reach out and touch
Someone close to your dreams
And reflect on a time
When your heart was warmed

Fear not to recognize this juncture
And transform your daily routine
From clutter and digital screens
To awareness and presence

Awaken to this new outlook
And joy will be free
To infuse your humanity
And carry you forward

Richard Ricciardi, 2019
Together, we are Sigma.
Thank you for attending!

- We will send you an email in the next 48 hours that will include a link to the webinar recording and the process for completing the evaluation to obtain your CNE certificate.

- Questions? Email us at: education@sigmanursing.org

- Sign up for future webinars or view previously recorded webinars at: https://www.sigmanursing.org/learn-grow/education/sigma-webinars