SURVIVING & THRIVING IN A “NOT-SO-HEALTHY” WORK ENVIRONMENT

Teresa M. Stephens, PhD, MSN, RN, CNE
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Purpose

To explore the application of the evidence-based program, *RN P.R.E.P.* (personal resilience enhancement plan), to assist faculty in fostering personal resilience to enhance effective coping, promote career longevity, and reduce the negative effects of working within a “not-so-healthy” work environment while exploring realistic and positive options to meet their professional goals.
Why Resilience?

*Nursing Student Resilience*

“Nursing student resilience is an *individualized process of development* that occurs through the use of personal protective factors to successfully navigate perceived stress and adversities. *Cumulative successes* lead to *enhanced* coping/adaptive abilities and well-being (Stephens, 2013, p. 130)”

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RN P.R.E.P. (Personal Resilience Enhancement Plan)

- Assessment
  - Perceived Adversity
  - Protective Factors
- Reflection
- Strategic Plan
- Accountability Partner(s)
Protective Factors (PFs)

- Specific attributes or situations that are necessary for the process of resilience to occur (Dyer & McGuinness, 1996)
- Characteristics commonly seen in individuals identified as “resilient”
- Individualized and dependent upon context and situation (Johnson & Wiechelt, 2004)
- Personality trait AND acquired skill
- Intrinsic and Extrinsic factors
- Developed or enhanced through ongoing education and learning
Priorities, Purpose, and Perspective

- Personal values
- Ethics
- Top Priorities
- Finding your “Why”
THE LIMINAL SPACE

“Where we are betwixt and between the familiar and the completely unknown. There alone is our old world left behind, while we are not yet sure of the new existence. That’s a good space where genuine newness can begin. Get there often and stay as long as you can by whatever means possible...This is the sacred space where the old world is able to fall apart, and a bigger world is revealed. If we don’t encounter liminal space in our lives, we start idealizing normalcy. The threshold is God’s waiting room. Here we are taught openness and patience as we come to expect an appointment with the divine Doctor.”

Richard Rohr
Exploring Your Liminal Space

- What are my priorities?
- What is my purpose?
- Who/Where are my Peeps?
- Is it possible to achieve my purpose here?
- What are my options?
Key Question

What am I supposed to LEARN from this?
Decisions, Decisions, DECISIONS........

- Gather your information
- Reflect
- Explore all options
- Seek counsel from trusted mentors
- Reflect some more
- Be open to the unexpected!