

nurse+deck

THE INSIDER'S PERSPECTIVE OF NURSING

Caring.Integrity.Diversity.Excellence

*"It just makes me
happy to be
creative."*

SUSAN J. FARESE

MSN, RN

**HEALING OUR
TRAUMA THROUGH
SHARING & CREATIVE
EXPRESSION**

NURSE, ENTREPRENEUR
VETERAN, STORYTELLER



NURSE OLIVIA'S PASSION
FOR PERSONAL CARE AND
CLEAN BEAUTY

DID YOU KNOW A
PERSONALITY TEST COULD
HELP YOU FIND YOUR
NURSING NICHE?

WHAT'S INSIDE...

If you're here for the Insider's Perspective, you've come to the right place. Each week we highlight stories from nurses in the field, bring you tips on leadership, mental health, and more. We also feature a Nurse of the Week - a nurse influencer doing incredible work we can all look up to.



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Nurse Olivia's passion for personal care and clean beauty



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Healing our trauma through sharing & creative expression



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Did you know a personality test could help you find your nursing niche?

Nursepreneur, Navy Nursing Corps veteran, poet and filmmaker, oh my! Susan shared her rich career in nursing and creative expression in an inspiring interview with NurseDeck. Nurses have a lot to work through, and Susan shows how poetry can help us work through what we carry.

nurse+social LEADERBOARD



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Our weekly leaderboard shows which ND Social users have been the most active - asking and answering questions, sharing their experiences, and joining groups they want to get involved in. We appreciate each and every one of these nurses for contributing to this growing community. Let's hear it for last week's top 10!

*Join the
community...*

NurseDeck is for everyone. Whether you're a student, new to the field, seasoned scrub or retired - our community involves you.

On ND Social, you can engage, connect and network with like-minded nursing professionals. Discuss current affairs, get advice from seasoned veterans, and earn and redeem social points to support nurse innovators and business owners.

Join in at social.nursedeck.com

nurse+social

Apply to join Scrub Verified



Our community advocates are passionate nurses who share their stories with our community and their followers. There are many opportunities you will have as an advocate:

- Be a part of a community that celebrates diversity
- Be a part of a community that values your opinions
- Access to support & guidance from your network of ScrubVerified nurses
- Get free NurseDeck gear monthly
- Your public support of nurses will become eligible for NurseDeck cross-promotion in order to help our aligned missions
- The opportunity to work with us on a long-term basis

How it works:

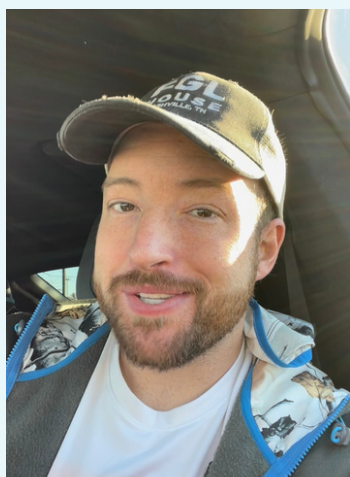
Entry qualifications:

- Nursing license must be active
- #InTheField submission
- Currently employed in any clinical setting or be a nurse entrepreneur
- Completed volunteer work, mentored or are publicly involved in promoting the well being or advancement of nursing professionals
- Adhere and promote guidelines set by the CDC, WHO, ANA, and your licensing board
- Submit at least one high resolution photo

Meet all requirements? Apply at nursedeck.com/scrub-verified.

WE'VE GOT TWO NEW GROUPS FOR YOU...

Interested in travel nursing?



Travel Nurse Rich - Exclusive Content + Tips

Join for travel nurse tips and stay up to date with trending Tik Tok influencer: Travel Nurse Rich.

Richard Darnell (A.K.A. Travel Nurse Rich) is a full-time Travel Nurse and influencer. He graduated from Mercy College with an ASN in 2016 and continued online while working as a full-time RN to finish his Baccalaureate in 2020. Rich loves spending time with his wife Jocelyn and their two young children Levi and Jase when he's not at the bedside. The majority of the travel nurse contracts Rich takes are in the Intensive Care Unit and are through his travel company TNAA. In July of 2021, Rich started a travel nursing TikTok account because he wanted to help share what travel nursing is all about and how anyone can be a travel nurse, just like him.

All members will first receive a FREE one week trial

Membership Rate:

One-time fee of \$35

Always wanted to explore entrepreneurship?



Nursepreneur Membership Program

Successful businesswoman and mentor RN Kym Ali is here to help nurses live life on their terms.

Nurses, the last two years have been challenging to say the least but, having our pay capped is the bottom line. If you are thinking about your next steps, you need to read this.

After a 16-year long nursing career, my mental and physical health took a toll on me, I had enough and threw in the towel. But that doesn't mean there isn't another path for you. I'm here to help show you step by step how to start a business and land your first client or shift careers. Imagine being sought after for your skills and expertise to help others. With my help, that is possible. You don't have to feel lost or wonder what to do with all the time, money, and education vested in nursing. I'm excited to announce a new community for nurses who want to supplement their income or replace it through entrepreneurship.

Sign up now for \$25 a month

#InTheField

Nurse Olivia's passion for personal care and clean beauty



California psychiatric-mental health nurse Olivia DeFilippo discusses the importance of eating healthy for your mental wellness and shares her passions outside of nursing.

Q: TRUE or FALSE “Nurses eat their young.”

A: True, although in the last few years I have seen a shift towards a more inclusive and supportive work environment. At the end of the day, if nurses feel comfortable to ask questions, patient outcomes improve.

Q: Any self care or mental health tips for new nurses?

A: During work, take breaks + nourish your body with fruits, veggies and water. After work, be sure to take care of your physical

and mental health. Sleep well, exercise, journal and surround yourself with good people. In order to overflow onto others to help them reach their maximum potential we must first have our cups full.

Q: What current events in the nursing field are you most passionate about?

A: The clean beauty movement... helping women and men find healthier options to their personal care products so they can look and feel their best while choosing ingredients that do not harm their physical health.

**DID YOU KNOW A
PERSONALITY TEST**

**COULD HELP YOU
FIND YOUR**



**NURSING
NICHE?**

It takes a special person to become a nurse. Although it takes a special type of person, not all personalities are the same.

Working in healthcare means working with all different types of people and their personalities. Knowing the varying types of personalities could be beneficial. Understanding your own personality traits could be very helpful professionally and personally.

It's not easy working with all different types of people but being self-aware is an easy way to ensure a nurse's success. Being mindful of one's personality type can mean better communication and patient outcomes. But how do you do this? How can someone determine their own personality traits?

One way is to take the Myers-Briggs Personality Type Indicator (MBTI). This is a self-reported test that will identify your personality type, strengths, and preferences. The MBTI is widely known and



often helps individuals decide which career path they should follow.

Crazy, right? A personality test that could dictate your future career. It's true! The Myers-Briggs test is one of the most used psychological tools used today. The goal of the test is to help you better understand yourself in order to live a happy life.

The test focuses on four different aspects.

1. Introversion(I)/Extraversion(E)
2. Sensing(S)/Intuition(N)
3. Thinking(T)/Feeling(F)
4. Judging(J)/Perceiving(P)

The test questions are designed to determine where you fit in each of the four aspects. For example, are you an introvert or an extravert?

Based on your answers, the test assigns

PERSONALITY TEST

For each question, first decide which answer is best.
Next, locate on the answer document the row of ovals numbered the same as the question.
Then, locate the oval in that row lettered the same as your answer.
Use a soft lead pencil to fill in the oval completely.
DO NOT USE INK OR A MECHANICAL PENCIL.
Mark only one answer to each question. If you change your mind about an answer, erase your first marking your new answer. For each question, make certain that you mark in the question.

you one of the 16 personality types: 1. ISTJ
2. ISTP 3. ISFJ 4. ISFP 5. INFJ 6. INFP 7.
INTJ 8. INTP 9. ESTP 10. ESTJ 11. ESFP 12.
ESFJ 13. ENFP 14. ENFJ 15. ENTP 16. ENTJ

Each letter represents one of the four aspects. So for example number one is ISTJ.

I = Introversion
S = Sensing
T = Thinker
J = Judging

Each personality type has key characteristics that define each individual. Type ISTJ can be described as someone who is quiet, pays attention to detail, and loves to have everything planned out.

The test was designed to help individuals better understand themselves and even help decide which career path to follow. So does that mean everyone in the same profession has the same personality traits?

If every nurse took the Myers-Biggs Personality Type Indicator would everyone end up with the same four letters?

Although many nurses share similar

characteristics, not every nurse will fall into the same personality type. Keep in mind the various types of nursing. Nurses with the same personality types might gravitate towards the same type of nursing.

An article found in NursingStandard explained that one of the most common personality types discovered amongst nurses is ISFJ (introvert, sensing, feeling, and judging). This personality type can be described as quiet but friendly and responsible. Loyal and committed to their obligations.

Another common personality type for nurses could be ESFJ (extravert, sensing, feeling, and judging). These types of nurses could be described as cooperative and task oriented. Likes to work with others in order to complete the job and pays attention to the needs of others.

The world of nursing is full of possibilities. The various specialties gives nurses with different personality traits opportunities to work in areas best suited for them. Not every nurse is going to be the same. That's probably a good thing! The personalities and characteristics of each nurse make it a beautiful profession. ■

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INTERVIEW HOST



JAMIE SMITH

RN, NP, MSN

NURSEDECK AMBASSADOR &
INTERVIEW HOST

Nurse Jamie hosts interviews for NurseDeck to share stories, resources & guides to help inspire and motivate the NurseDeck Community.

Jamie has been a registered nurse for over 13 years. She is an experienced nurse practitioner with a history in long-term care, medical-surgical geriatric nursing, and clinical pharmacology. She is also an educator and author.

I love hearing about startups. With NurseDeck we have our little patch of dirt at work time, to spruce up and help the nurses' community base.

I love that there are people like NurseDeck trying to shake things up because we desperately need it.

WANT TO HOST AN INTERVIEW?

NurseDeck is a community built by real nurses and for real nurses. Our interview hosts know what to ask our featured nurses because they've been in their shoes, and so have you!

NurseDeck is where nurses share stories, resources, and guides to help inspire and motivate other nurses, and inform the rest of the world about the nursing profession.

If that's something you want to be a part of, email julia@nursedeck.com.

SUSAN J. FARESE

RN, MSN

Healing

our trauma through

sharing &

creative expression

an exclusive interview
By nurse⁺deck

Photo Credits: Emmy Farese

Susan J. Farese, RN, MSN, is the president and owner of SJF Communications, an agency providing personalized PR, publicist, social media, web, copy, photography, and coaching services. Susan is also a legal nurse consultant, and a veteran of the U.S. Army and U.S. Navy Nurse Corps. Her experience is diverse, from clinical nursing to management to staff development and consulting roles in civilian and military healthcare organizations and academia. She's a filmmaker, mentor, actress, public speaker, voiceover artist, and published author. This year, she published the second edition of her book of poetry, "Poetic Expressions in Nursing: Sharing the Caring."

NurseDeck (ND): Hi there! We're so excited to chat with you Susan. Could you introduce yourself and tell us about how you got into nursing?

Susan J. Farese (SJF): Thanks, it's good to see you. I'm an RN and I have my MSN, and am the owner of SJF Communications in San Diego, California. What got me into nursing was a combination of a love for people and science, as well as an early traumatic event when my maternal grandmother suffered from early-onset Alzheimer's and was ultimately institutionalized. As a child, I would visit her with my mom, and it was kind of devastating to our family. This was in the 1960s, when there were no resources for Alzheimer's caregivers, no daycare centers, and so she was institutionalized, and it made me grow up way before my time, and mature from this early caregiving experience. That's how I got into nursing. I also had a guidance counselor during my senior year in high school in New Jersey,



and he asked me, "what are you looking to do?" I said I liked people and science - and I was outgoing - which is why we decided on nursing. I graduated high school in '74, became a nurse with my BSN in '78, and got my master's in '86.

ND: Can you tell us about your military experience?

SJF: Sure! I spent over 12 years in the military in nursing. I was an officer - first in the navy for three years and then in the army for nine and a half years, all active duty. I worked in clinical nursing (med surg, ICU, orthopedic surgery, cardiothoracic surgery step down, ER, some recovery rooms) and then nursing education and administration. Those were my military days.

ND: You've really done a little bit of

It's therapeutic and cathartic to be able to get our words and our stories out as nurses.

everything! So, we're all different in our own ways, what makes you unique?

SJF: That's a great question - several things make me unique. Number one is my name that rhymes and I'm a poet! So my name is Susan Joy Denise Felice Farese (Denise is my confirmation name). I married someone whose name rhymes with my maiden name, Felice. I've also had a traditional and yet non-traditional career in nursing, and in my life. Not too many people are nurses, and then they play a nurse on a movie screen or on TV. I'm a filmmaker, a poet, and a writer, so not too many nurses do what I do. Now, I'm in PR communications - I transitioned into the communications field about 10-11 years ago.

ND: Pretty cool. What first drew you to poetry?

SJF: In 1991, 20 years after my maternal grandmother passed away, I got to see the movie "Awakenings" with my husband - it was a fairly popular movie at the time. I'm sitting in the movie theater, and I started to cry, so when we got out of the movie theater, my husband asked, "why were you crying? What's the matter?" And there was a character in the movie that reminded me of my grandmother, and it just brought all this emotion back that was bottled up in me. A few days later, my husband had gone on a business trip and there was one evening I could not get to sleep. I tried a bath, I tried a glass of wine, I was alone and I just could not sleep. So, I grabbed the journal he'd given me for the holiday prior, and a three page poem poured out of me, all about childhood to 20 years later, after her death, as a nurse reflecting on everything. It was all about my grandmother. I was

laughing, I was crying, I was reminiscing. That poem allowed me to finally heal from her loss because she was a soulmate. Then, ultimately, poetry changed my life. I began to do workshops for nurses and the general public. I had a personalized poetry business for a while, and now I've been teaching haiku for the last few years here in San Diego. Back in 1991, when I read the poem to my mom, the next day, she was crying and said, "this is the closest thing to what we went through with grandma, I want you to share it with everybody." So I would get up in groups and read this poem, and it ultimately led me to writing more and more. My first book was published in '93, and I published a second edition this year, because of the pandemic and how much stress nurses are going under, with the pandemic, PTSD, etc. I just want to celebrate nursing and get the word out about what we do, and share our caring with the book.

ND: So it all started with that movie?

SJF: There was a character named Lucy, and her face was just kind of blank. It reminded me of my grandmother, who, by the time she passed away, was just vegetative and confused. It triggered a flood of emotions coming out because we didn't talk about how devastating it was for a really long time. I saw the movie 20 years after she passed away, and she was only 60 years old when she passed away from early onset Alzheimer's, but back then nobody knew what it was. The poem illustrates how we went from doctor to doctor and how we would visit her, and then up to 20 years later as a nurse reflecting on Alzheimer's and how difficult it is to deal with it, despite all the research. It's a reflection and examination of going



through this as a child and then as a nurse as an adult. I would read the poem to different groups I was in. I was a nurse entrepreneur at the time, and I would get up even in continuing ed programs and read it, and people would come up to me and want to talk about their relatives with dementia. It generated discussion and connection with people so I knew I had something, but I didn't really know what it was, and that caused me to keep writing.

ND: Words can definitely make an impact on people. You also brought up PTSD - today's world needs so much healing, can you describe how poetry can help us heal?

SJF: Poetry is an absolutely wonderful avenue. It's therapeutic and cathartic to be able to get our words and our stories out as nurses. Think about it: staff nurses, for instance, work with hundreds of patients a year, and all of these stories are inside of us, all this traumatic stuff, especially with the pandemic and burnout, the high acuity, the numbers of patients, the PPE, just everything going on. It's

just invaluable to be able to jot your thoughts down. You can do one of three things: you can keep your words to yourself on paper, or in your laptop or phone, you could throw it away, or you could share it with the world. I believe in sharing it, because when you connect with other people they'll be like, "oh, I went through that, too," or "oh, I remember that patient - we couldn't save them," or "gosh, day shift was so busy today." I remember reading the progress notes, and these are all stories that we have that stick with us forever, so why not release and get the words out? Poetry is actually one form, you can write a play, you can do a film, you can exercise, anything that's creative and you're passionate about is very therapeutic and cathartic.

ND: I couldn't agree more. Tell us about your book, "Poetic Expressions in Nursing: Sharing the Caring."

SJF: Yes! It's the same title I had in 1993, but it's a second edition. I do nature photography, as well, that's another creative outlet that I have, so I have new haiku and some of my

photos in there. I released the book in paperback, ebook, as well as audio book - I narrated the audio book. It's over 40 poems of mine, plus a couple from other people. There's one from a physician at the very end, and a few from some friends, but mostly they're my poems. They're in different formats, some rhyme and some don't. There are themes in the book, such as family, grief and dying, reflecting on nursing, HIV - because when I first wrote this book in the 90s HIV/AIDS was fairly new. The book has a variety of poems, and the reviews have been all spot on. My wish for nursing groups or the faculty for nursing education programs is that this book can be almost a textbook, just in a way to share one person's reflections on many years of nursing.

ND: So what can this book do for nurses?

SJF: I think it's a way to validate what we do and connect with people. Also, I hope to stimulate others to start writing. I also teach haiku workshops, so I invite people that really want to learn about poetry. Haiku is a succinct, very short type of poetry that we all might have learned in grammar school or middle school years ago, and it's also a very interesting way to capture some moments in nursing or in our lives or in nature. It uses our senses, it could use a juxtaposition or an "aha" moment. I've been doing it for about two years with the general public, and would love to start working with nurse groups and veterans, as well. My hope with the book is to just expose - if there are about 4 million nurses - maybe even half a million to find this book beneficial for them, or it's for people that love and support nurses, people that are in any caregiving facility, first responders,

so we show the world about what we do, because it's our responsibility as nurses. Look to your nurse communicator right now to help spread the word about what we do. Because the public respects us and trusts us, but do they really know about what our working worlds are?

ND: What is your creative passion?

SJF: Poetry is, but also I love nature photography and birdwatching. I love dance, filmmaking, and acting. I love social media to learn about what other people are doing and, and share the words of what we are up to. I especially love hummingbirds, because they remind me of nurses on day shift, fluttering around so fast, monitoring everybody, running around. I love going to lagoons with my good camera or my phone and capturing a bird taking off or birds nesting. It's very relaxing for me because you need to balance your life of Type-A activities and just chill a little bit. I enjoy playing different characters, I've played a nurse on screen in several films, background but yet on camera, and just recently played a psychiatrist in a film - a principal role. It just makes me happy to be creative. Recently, I've been on TikTok and put a couple of recipes I've done - I'm not really a cook, but it's fun to take a video. You can be creative with so many things.

When I got out of the military, it was 1990 and I became a nurse entrepreneur. My master's program really helped me with that, because it taught us about change and that you need to be brave and confident in yourself. I started doing nursing continuing education with my company back in 1990, and after doing the Myers Briggs Type Indicator, found out that I'm very creative, although I was in the



Take care of yourself as much as you can because you are so important. We don't want to lose you.

military which is a very bureaucratic system. There are some typical types of people that gravitate to nursing, but I was not typical, I was very creative and entrepreneurial. So since 1990, on and off, I've been an entrepreneur with my own business, and in the recent 10 years, I gravitated to public relations. I've been a publicist for theaters, filmmakers, musicians, authors, and businesses. It's been a very diverse life in nursing as well as in PR.

ND: For sure. What makes you say that poetry and nursing are a natural and inspiring combination?

SJF: In poetry and nursing, you're sharing moments that are so important. It's also just therapeutic, and nurses need therapeutic avenues. It just shows how human we are. Poetry shows our humanness and our personal vocation of caring for others, a lot of it is caring. In poetry, it's showing the caring, and in nursing, you're showing the caring - you're demonstrating it.

ND: Got it. You mentioned nurse entrepreneurship. How would you define a nurse entrepreneur and how do you become one?

SJF: When I got out of the military, I just needed a break from bureaucracy and belonging to an institution or an organization. That's what my catalyst was, but a nurse entrepreneur is a nurse that's in business. Sometimes it deals with health and wellness, sometimes it doesn't. I'm a nurse in business doing PR. To get started, you need to know who you are, you need to be mature enough to be able to take rejection. When you're getting the word out about your business, you need to learn about what you're going to do and feel confident in whatever you undertake as a nurse entrepreneur. Have fun and don't get too stressed out with it. It's just a different world. You're more of a nurse leader - you know your world and you know what your specialty is. Sometimes people branch out in their specialties and have businesses that way. There's the National Nurses in Business Association - I was a member of that when I first became a nurse entrepreneur - where you can connect with other nurses in business and learn about them. You also need to be a good communicator, you need to be able to tell the public what you do, and how you do it, and then get the word out about it. There

are also nurse coaches now, nurses that specialize in teaching simulated nursing, nurses with online communities - there are so many different avenues that you can choose from. Being an entrepreneur means you're, you're starting something new, and you're in business for yourself. You need to do your paperwork, and get your business license. You need to invest in telling your community about you so that the people that support you will join you in this journey and get the word out about you. Feel confident in what you do, and be a lifelong learner, always learn about whatever you're undertaking.

ND: Amazing, so tell us about your business SJF Communications, and the services you offer.

SJF: Sure, so it's a PR company working in public relations, marketing, social media, and websites. I'm a writer and poet, a mentor, filmmaker, and actor, so I've had a very diverse career, and my business has worked with many different types of clients over the years. What I do in PR is kind of like

*Without us
nurses, there
is no
healthcare
system, and we
are needed.*

nursing, I still use my nursing process in a way - assessing, planning, implementing interventions and evaluation. I feel like I'm on call a lot because working from home and having a flexible schedule with clients. If there's an emergency or a crisis or question that comes up, they know they can reach me - you need to be available for people in PR. It's just been a real pleasure. I've traveled with this, and I've learned a lot because each client teaches me what they do in their world. So I've learned more about each world - the theater world, filmmaking, authors, actors, musicians, and now a couple of artists. Mentoring is something I do to give back. It's just been a really wonderful life. My tagline is "creative ideas | dynamic results." So we try to be creative with every client and then boom - we get either interviews or written up in the press or TV highlights or features.

ND: So cool. What do you consider the most meaningful work you've done creatively so far?

SJF: So many things. It's hard. Right before the pandemic, we made a film called "Life After Oblivion" about a military member with PTSD. I played a psychiatrist in that film - three of our producers were veterans along with two civilian women. It ended up being in the GI Film Festival - it was a short film and we had at least 15 veterans involved with it. So, we've given back by doing this film and shining a spotlight on PTSD and, and how people need to reach out when they're depressed, so that's very meaningful. It was based on a short story from a group here in San Diego - by a veteran - and then my friend wrote the screenplay for our film. We shot the film over a weekend back in February 2019. It was just really a

team effort. But then there's my business and the book - I'd need about 15 minutes to think about all the meaningful things I've done with PR, because it's an exciting world. Plus, the fact that I don't have my degree in PR or communications shows how resourceful I was, and that's another point for nurses: if you want to be a nurse entrepreneur, or you want to go to a different area, learn about it, be resourceful, ask questions. Maybe take somebody for coffee, find a mentor. Use your LinkedIn and your social media in good ways.

ND: What do you want to tell our nurses of today and tomorrow?

SJF: To the nurses of today: hang in there. If you feel burnt out, speak to your supervisor, let people know that you're struggling, don't keep it inside, and seek help if you need to. Write about it, do something creative. Try to get your release. If need be, make a change in your work, take a break. To the nurses of tomorrow, I really think you need to be a nurse in your heart, not to be motivated by money. When you're a new nurse, I know you're going to be busy because you're putting your skills together for the first time, but remember for that patient in the bed, just helping comb their hair or put some lipstick on, or just sit there and ask them to talk about their lives, will make all the difference. When I was in the Navy - this was back in the late 70s on night shift - there would be guys smoking in the solarium, and I'd go up to them and say, "let's put that cigarette out and let's just chat." They were Vietnam vets, so therapeutic for them to get their stories out and to have me listening. So, be a good listener, you never know who you will connect with that will remember you forever.

ND: So, amidst COVID-19, nurse burnout has been a widespread phenomenon. What prevents burnout, and what should people do if they begin to notice the symptoms?

SJF: First of all, many things in nursing can cause burnout: long hours, high numbers of patients, stressful specialties, shift stress, like rotating, physical exhaustion, just as a result of work stress, battle fatigue, having one patient after another, all the deaths, high patient acuity, poor patient outcomes or errors and unrealistic expectations. So many ventilated patients, lack of PPE, a lack of emotional support, a lack of critical incident stress debriefing - so if somebody codes, you talk about it as a group with your managers so people can seek counseling and you can develop a little bit of resilience by releasing your stress through the creative arts or a passion you might have to be able to protect your being and your emotional exhaustion. This

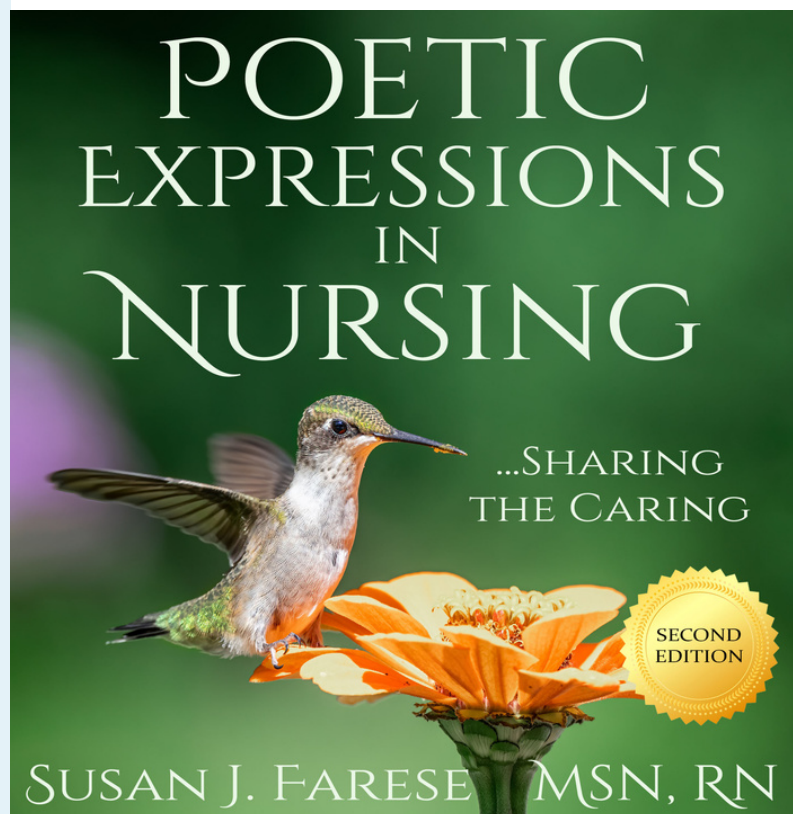




Photo Credits: Emily F. Reese
emmyfares.com

also affects caregivers, like when my grandmother had Alzheimer's, family members that are caregivers get burned out, too. So it's not just exclusive to nursing, it's exclusive to the caring professions. Think about housekeeping in a hospital with COVID. Think about all the different demographics and work situations and work capacities that have been affected by this. So, things you can do in the future? Be creative. Find someone you trust. Set realistic goals. Talk to a professional if you need to be honest and know your limits. Educate yourself as much as possible, develop new tools for coping, and stay healthy. It's easy to not eat well or eat at all, so take care of yourself as much as you can because you are so important. We don't want to lose you.

ND: What can communities or organizations do to prevent burnout in systems like work, school, and healthcare?

SJF: At work, nurse leaders need to be good communicators and have really good intuition so they know if people on their staff are stressed out. They need to be able to be trusted, and loyal to their team, and be managers you can go to. You need to be able to trust and feel comfortable approaching them, and if they have constraints, then you may have to go higher than your nurse manager. Be bold, do your homework. If you have to show numbers of acuity or whatever, follow your convictions, because you've got to preserve yourself and take care of yourself. Without us nurses, there is no healthcare system, and we are needed. ■

Connect with Susan:
www.linkedin.com/in/susanjfarese
www.sjfcommunications.com

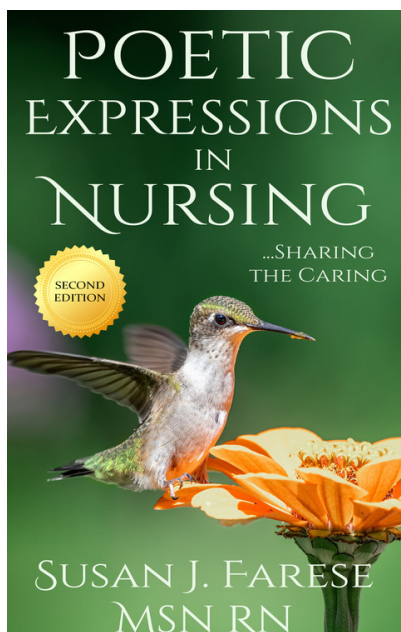
Read on for a poem from page 4 of Susan's book:

GIVING THANKS

Nurses know...

...the paleness and coolness of shock
...the dusky blue hues of cyanosis
...the significance of impending doom
...the fear in their eyes when fate is unknown
...the wails of terminal pain
...the scent of pseudomonas
...the tenacity of suctioned secretions
...the fruity breath of ketoacidosis
...the predictable patterns of Kussmaul breathing
...the jello-like non-rhythmic quality of ventricular fibrillation
...the bedlam in a code
...the frustration when a patient's noncompliant
...the intensity of patient care
...the thank yous that mean so much

BE THANKFUL, NURSES KNOW...



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touch yours.”
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