

AANA
**CLINICAL
COORDINATOR**

DIGITAL TOOLKIT

includes resource links



*Prioritizing
well-being
for RRNAs*

AANA

American Association of
NURSE ANESTHESIOLOGY



This toolkit is meant to be utilized by clinical coordinators to assist and foster RRNAs/residents in prioritizing well-being in school and as a long-term value throughout their careers. The focus will be on the six components of well-being:

- | | |
|-----------------------|-----------------------|
| 1 Physical | 4 Social |
| 2 Emotional | 5 Occupational |
| 3 Intellectual | 6 Spiritual |

plan healthy food options




1 PHYSICAL WELL-BEING

It is vital to our existence that we meet our bodies' basic physical demands such as nutrition, activity, and sleep. The potential mental and physical health benefits each of these can provide however, reach beyond basic function and existence for overall well-being. To be fit for duty, we must be mentally and physically well.

Sleep

Adequate sleep is an essential element for provider well-being and patient safety. Prolonged fatigue and inadequate sleep are associated with increased anxiety, depression, chronic health conditions, accidents and errors.


Resources and Recommendations

-  [AANA Sleep and Fatigue](#)
- Site-specific resources, such as a call room location, if applicable, including access instructions

Physical Activity

According to the World Health Organization, physical activity can decrease anxiety and depression and improve overall well-being, as well as thinking, learning, and judgment skills.


Resources and Recommendations

- Participate in/sponsor a resident 5K for a cause ([Run for Joy](#))
- Provide membership to university fitness facilities and exercise classes, such as yoga, etc., or a list of local fitness facilities with student discounts
- Free online options via sources such as YouTube, OrangeTheory, etc.
-  [Healthy Nurse Healthy Nation](#)

Nutrition

The Office of Disease Prevention and Health Promotion dietary guidelines show that proper nutrition can reduce the risk of chronic illness and promote overall health.

Resources and Recommendations

- Advocate for healthy food/vending options and adequate breaks to eat
- Encourage hydration
-  [Health Nurse Health Nation Nutrition Blog](#)
- Encourage visiting local farmer's markets and/or CSAs
- Give food gift cards/vouchers for residents' post-call or for a job well done
- If the resident is vegan or has an allergy, provide a list of food options on-site/on campus or nearby to fit their needs
- Ensure there are areas for nursing mothers and codes to these rooms, if applicable










*contact the AANA helpline
for drug or alcohol concerns*

2 MENTAL/EMOTIONAL COMPONENTS





The emotional and mental components of health are essential to our well-being and impact every aspect of our lives, such as overall quality of life, relationships, work productivity, and physical health. Preceptors need to commit to advocating for and supporting RRNAs in the clinical setting to ensure a culture of safety.

Resources and Recommendations

-  [AANA Wellness](#)
-  [AANA Resident Wellness](#)
-  [AANA Where to Get Help](#)
-  [Provider Wellness Podcast](#) by Matthew Zinder, MS, CRNA, CH
-  [The Emotional PPE Project](#) - find a therapist in your state
-  [American Nurses Foundation Well-being Initiative](#) - including specific resources for all nurses
-  [Heroes Health](#)






Substance Use Disorder

The [AANA Helpline](#) (800-654-5167) is a free 24/7 live answer and confidential helpline for all concerns related to drugs or alcohol. CRNAs, residents, or concerned individuals can call.



-  [Addressing Substance Use Disorder in Anesthesia Professionals](#)
-  [Alcoholic Anonymous Meetings by State](#)
-  [Al-Anon Family Groups](#)
-  [SAMHSA Find Help](#)

Suicide

Call or Text the 988 Suicide & Crisis Lifeline at 988, or call 911 for immediate concerns.

-  Text "HOME" to the Crisis Text Line at 741741 and chat with a trained crisis counselor
-  For the [Veterans Crisis Line](#), dial 988 and press 1
-  [American Foundation for Suicide Prevention](#) support group
-  [CDC Suicide Prevention](#)
-  [SAMHSA Suicide and Suicidal Behavior](#)



Suicide Recognition Training

-  [QPR Training: Question/Persuade/Refer](#) - Three steps anyone can learn to help prevent suicide
-  [Mental Health First Aid](#): An evidence-based, early-intervention course that teaches participants about mental health and substance use challenges

3 INTELLECTUAL COMPONENTS

Intellectual well-being keeps the RRNA flexible, engaged and adaptable, integral components for belonging to the anesthesia community. Examples of intellectual well-being for learners in the clinical setting can look like giving RRNAs appropriately challenging assignments, encouraging expression and collaboration of ideas from learners for anesthetic management, and encouraging RRNAs to integrate evidence-based findings into their clinical experiences.

Resources and Recommendations

-  [Help Me Be Me Self-Advocacy Podcast](#)
-  [Brain Exercises](#) to help improve memory, cognition, and creativity
- Encourage the RRNA to explore new hobbies or activities that sound interesting to them - whether this be trying a new cooking class, reading a genre different than their norm, or attending a cultural event. Engaging in new activities is a great way to learn more about what brings joy and is a strong way to keep the brain engaged while maintaining well-being outside of work.

Engagement with the Resident

- Preceptor establishes clear expectations of RRNA for optimal clinical learning experience
- RRNA establishes clear expectations of preceptor for optimal clinical learning experience
- Discuss goals RRNA and preceptor have of selves and each other for the day
- Effective communication

- Effective teaching strategies - for appropriate levels of autonomy, engagement, collaboration
- Provide honest, timely, confidential feedback and evaluations
- Support the learning endeavors



participate in brain exercises

explore new hobbies



join a community

spend time with loved ones

4 SOCIAL COMPONENTS

Forming relationships with each other, creating bonds, and forging connections are necessary skills in order to achieve social well-being, which greatly impacts our mental and physical health not only as individuals, but in the larger sense of community as well.

Resources and Recommendations

-  [AANA Where to Get Help](#)
-  [National Institutes of Health Social Wellness Toolkit](#)
-  [CDC Social Connection](#)
-  [Department of Homeland Security Positive Social Wellness Habits](#)
-  [BerkeleyX: The Science of Happiness](#)
-  [American Nurse Journal: Social Wellness](#)
- Site-specific resources if available, such as:
 - Support/information for families (drop-in daycare, parents' day out, support groups)
 - LGBTQ, DEI info and support groups
 - Peer support/CRNA mentors available
 - Orientations/social activities/events all are welcome to attend










learn more about workplace wellness
on the [AANA website](#)

5 OCCUPATIONAL COMPONENTS

According to National Academy of Science's *Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being*, occupational well-being is "an integrative concept that characterizes quality of life with respect to an individual's health and work-related environmental, organizational, and psychosocial factors". Leadership authenticity and assisting the team with their responsibilities is associated with a decreased incidence of workforce burnout. According to the CDC, healthcare worker burnout may negatively impact both quality and safety of patient care, which in turn could potentially increase medical errors and hospital-acquired infections.

Resources and Recommendations








-  [AANA Workplace Wellness Resources](#)
 -  [National Academy of Medicine's National Plan for Health Workforce Well-Being](#)
 -  [CDC NIOSH Professional Well-Being Guide](#)
 -  [AANA, AORN, ASPAN Position Statement on Workplace Civility and White Paper](#)
 -  [CRNA/RRNA Well-Being YouTube Playlist](#)
 -  [US Dept of Health and Human Services Workplace Mental Health & Well-Being](#)
 -  [Heroes Health](#)
- Site-specific resources, if available:
 - List the name and contact information of coordinators, as well as a recent photo.
 - Provide expectations for working on-call and calling out sick.
 - Information on internships or how to apply for a job.

6 SPIRITUAL/CULTURAL COMPONENTS

Spiritual well-being is often overlooked but it contributes greatly to other dimensions of wellness such as our social well-being. Spiritual wellness may be different between people but can encompass factors including prayer, gratitude, connection, mindfulness, forgiveness, meaning and purpose. When we are in a culture that respects and creates space for different cultures and spiritual practices we can feel an acceptance to the organization.

Resources and Recommendations

Workplace Civility

-  [AANA Workplace Wellness Resources](#)
-  [AANA Burnout and Compassion Fatigue](#)
-  [AANA, AORN, ASPAN Position Statement on Workplace Civility and White Paper](#)
-  [Nurse Anesthesia Leadership Survival Guide](#)
-  [Promoting a Culture of Safety and Healthy Work Environment](#)
-  [Letters to the Editor: Hazardous Intraoperative Behaviors: What's at Risk?, June 2016](#)
-  [Workplace Incivility Affecting CRNAs: A Study of Prevalence, Severity, and Consequences With Proposed Interventions, December 2014](#)



practice gratitude




In the clinical setting this should include:

- Respect for all cultures and religions
- Understanding your own beliefs, religion and spirituality
- Access to a hospital Chaplain, Priest, Rabbi or other religious leader
- Allowing a few quiet minutes for reflection and mindfulness
- Encourage RRNAs to reflect and journal about clinical experiences
- A safe space for religious/spiritual practice
- Cafeteria food choices that can accommodate different dietary practices
- Honoring religious holidays first when approving time off
- Improving your own knowledge of different cultures and religions
- Start each clinical day with a mindfulness activity such as deep breathing
- Being aware of resources to equip yourself and those to refer to RRNAs

Religious/Spirituality Freedom

-  [Why Spirituality Matters in Medicine](#)
-  [Spiritual Care Association](#)
- U.S. Department of Health and Human Services
 -  [Combating Hate and Discrimination](#)
 -  [Religious Freedom](#)
- U.S. Department of Education Office for Civil Rights
-  [Shared Ancestry or Ethnic Characteristics Resources](#)
-  [Protecting Students from Discrimination Based on Shared Ancestry or Ethnic Characteristics](#)
-  [Filing a Civil Rights Complaint](#)

Spiritual Wellness

-  [The Dalai Lama - Cultivating Compassion and Gratitude](#)
-  [Veteran's Affairs: Deciding What You Need for Spiritual Health](#)
-  [Cultivating a Sense of Belonging for Graduate Students](#)
-  [Difficult Dialogue Resources](#)

