End Perfectionism and Embrace the Joy of the Journey

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Objective

- Participants will learn strategies to let go of perfectionism and identify personal pathways to joy.

Disclosures

- The speaker has no financial, professional or off label use of any product to disclose.
“Joy is an essential resource for the enterprise of healing”
Jo Manion, 2003

What Brings Us Joy?

Four Pathways to Joy
Love of Work
Connection
Achievement
Recognition

The Research

- Connection
- The Work
- Achievement
- Recognition
Love of Work

- “I feel fortunate that I get to do what I feel a passion for”
- “I’m happy I have been given this responsibility”
- “Privileged presence”

Connections

- Caring for, talking with, relating to, and helping others
- One-on-one contact with others: colleagues, patients, and families

Achievement

- “A job well done”
- “Challenge...if I have a challenge, that’s what makes life worthwhile for me”
Appreciation from peers, leaders, patients and families
Formal and informal

Which path resonates?

Joy Busters

- Perfectionism
- Work life/home life balance
- Natural predisposition towards pessimism
“Perfect is the Enemy of Good”
Voltaire

Journey as a straight line
Journey as an irregular spiral

Fear of failure
Failure as feedback

Focus on destination
Focus on journey and destination

All or nothing thinking
Nuanced, complex thinking

Defensive
Open to suggestions

Fault finder
Benefit finder

Harsh
Forgiving

Rigid, static
Adaptable, dynamic

Cultivating and Sustaining Optimism

- Expect regular failure, so you are neither surprised nor undone by it
- Learn the art of reframing:
  - Insoluble problems are just opportunities masquerading in disguise
- Confront irrational beliefs
  - Wanting a life free from problems and demands
  - Wanting everyone to like you
  - Expecting perfection
- Establish boundaries
  - Don’t get sucked into negative conversations
- Cultivate friends and collegial support

Personal Resilience as a Pathway to Joy

- Get good at “body listening” so you are the first to know when you are “losing it”
- Avoid negative people, you are shaped by those around you!
- Ask for help before I feel overwhelmed
- Break time: refresh and reframe
- Say “no” without feeling guilty
- Know when to step away (temporary or permanent)
- Create self care strategies that work for you
- Change the channel in your brain off the history channel
- Create a bedtime routine that reduces or eliminates technology

Cultivating an Environment to Promote Joy at Work

Institute for Healthcare Framework: Four Steps

- Ask Staff “what matters to you?”
- Identify unique impediments to joy in the local context
- Commit to a systems improvement approach to making joy in work a shared responsibility
- Use improvement science to test approaches to improving joy
Appreciation through Mindfulness

- Breathing and centering throughout the day
- Positive affirmation
- Practice gratitude

Finding Your Joy

- Connect to Your Compassion
- Spend more time around optimistic people
- Infuse laughter into your day
- Nurse leaders are highly instrumental in modeling joy. You set the tone!

References


