



Reintegration into Workspaces during COVID-19- Caregiver focus

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Speaker Disclosure

Speakers are required to disclose any commercial relationships before today's presentation.

There are **NO** disclosures or commercial interests from the speaker



Overview

- This webinar will describe the anxiety and vulnerability caregivers in the field of HIV/AIDS and beyond may experience due to COVID-19 and identify how workflow practices may have changed during the pandemic. This webinar will also discuss how social and professional connectedness has changed due to COVID-19. Lastly, this webinar will discuss what practices HIV/AIDS organizations can utilize to protect and empower their staff during COVID-19 and the future.

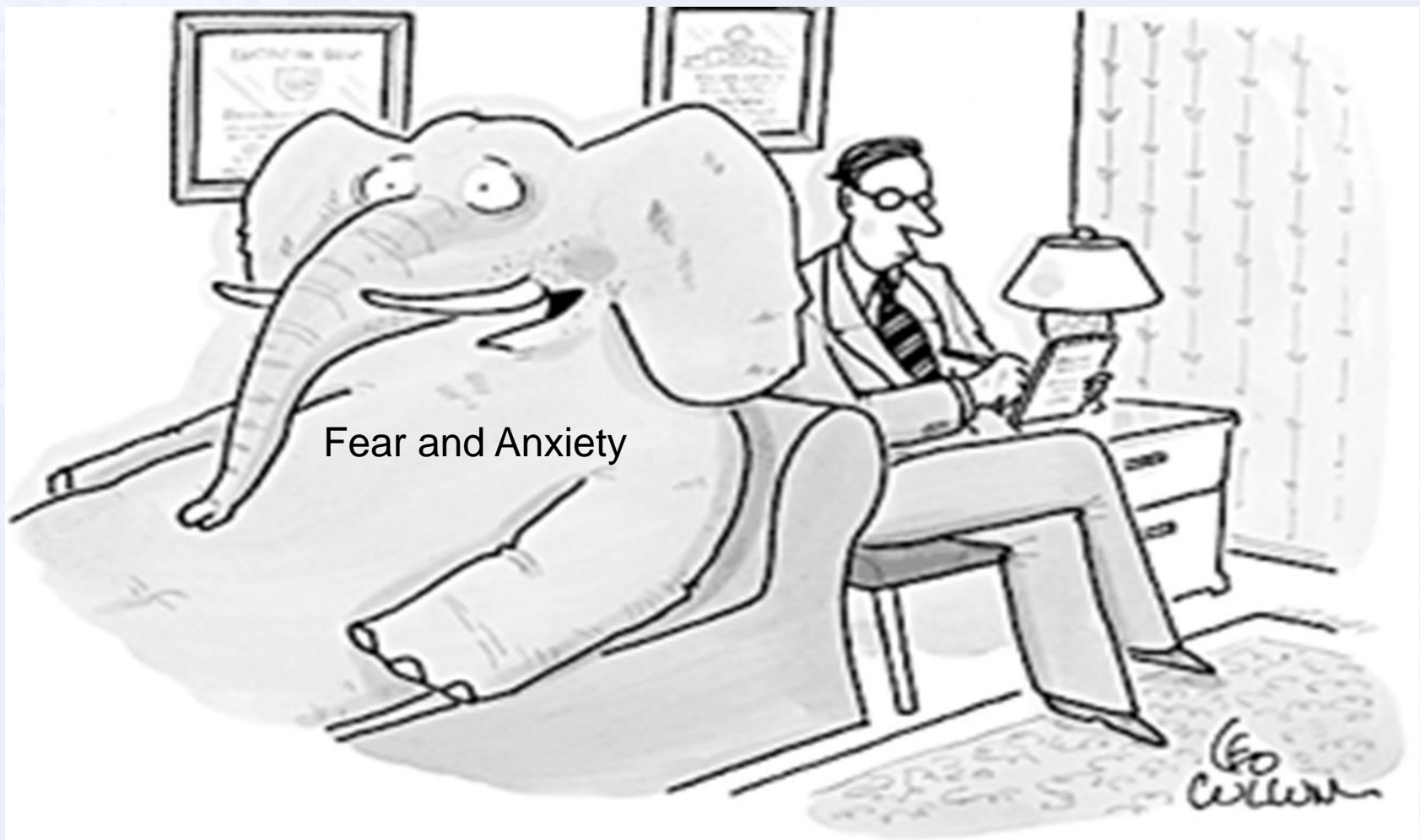
Topics to Discuss

- Fear/Anxiety
- Idea of Connectedness
- Covid-19 Workflow/Telehealth
- Taking Control



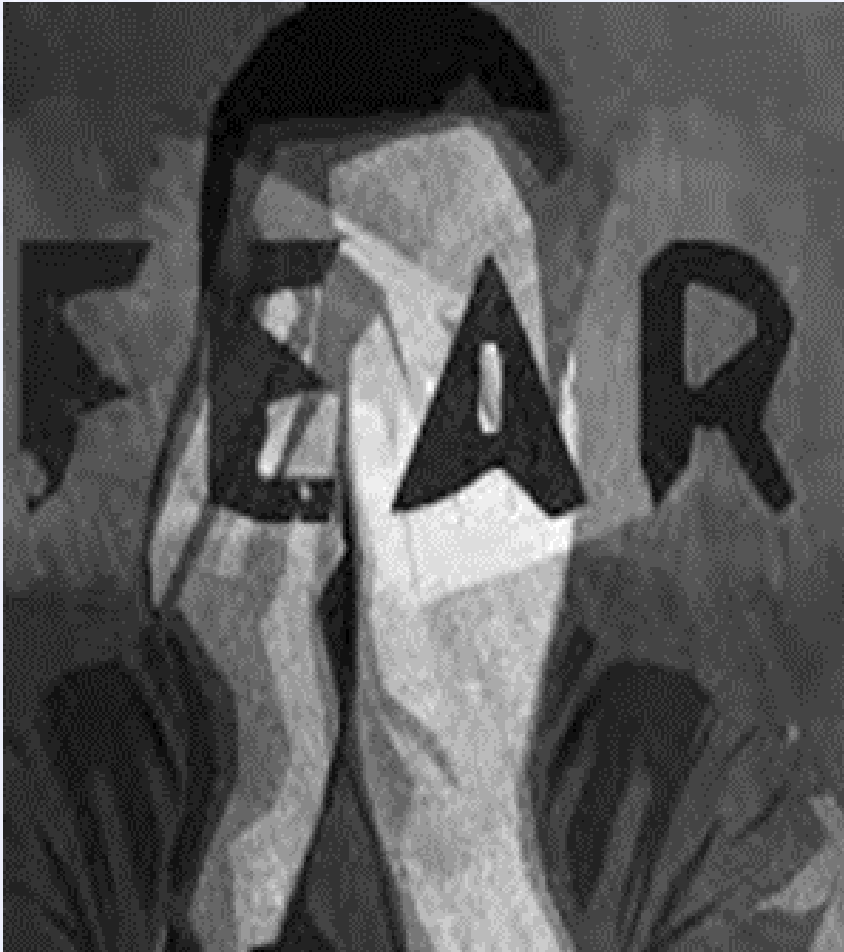
Objectives

- Describe the anxiety, vulnerability caregivers experience due to COVID-19
- Identify how connectedness and workflow practices have changed during the pandemic
- Discuss practices HIV/AIDS organizations and beyond can utilize to empower their staff during COVID-19



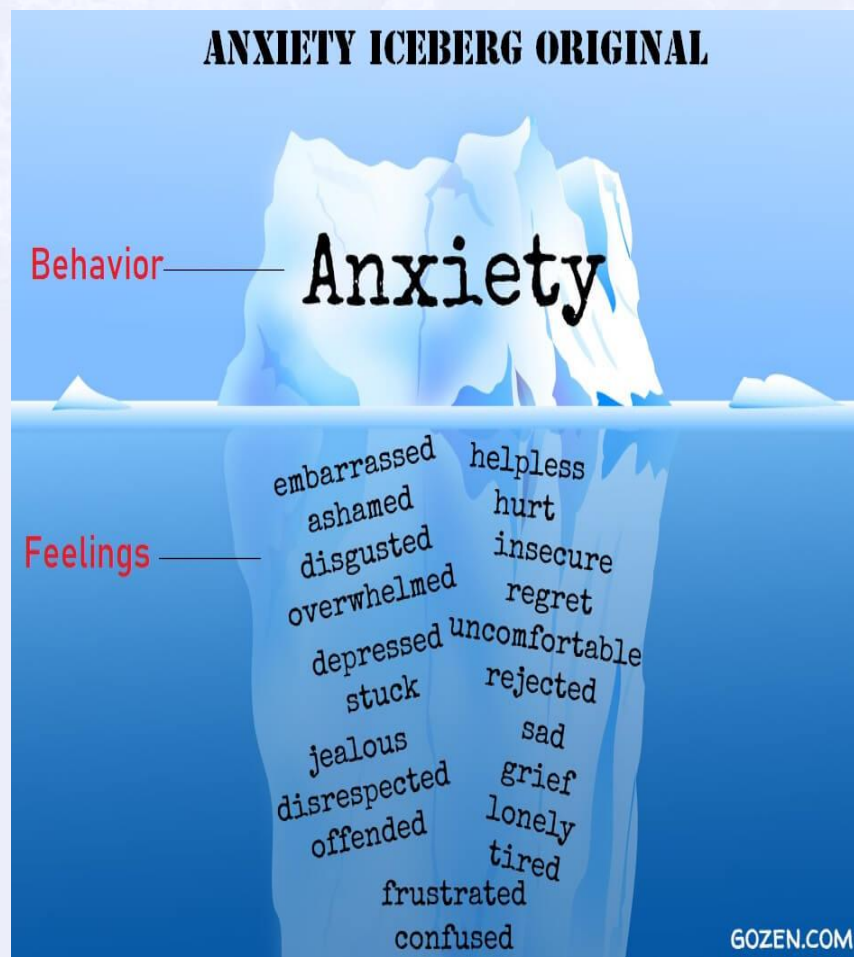
"I'm right there in the room, and no one even acknowledges me."

Common Ideations of Fear/Anxiety During Covid-19



- Personal Safety
- Family Safety
- Financial
- Loss of Control
- Future
- Patient Status
- Being effective
- Future- Personal and Professional

Possible Manifestations of Fear/Anxiety



- Changes in sleep or eating patterns.
- Difficulty sleeping or concentrating.
- Worsening of chronic health problems.
- Worsening of mental health conditions.
- Increased use of tobacco, and/or alcohol and other substances.

(Retrieved from CDC, Coronavirus disease 2019)

Manifestations of Stress/Anxiety

BEHAVIOR:

- An increase or decrease in your energy and
- Activity levels
- An increase in irritability, with outbursts of
- Anger and frequent arguing
- Crying frequently
- Worrying excessively
- Wanting to be alone most of the time
- Blaming other people for everything
- Having difficulty communicating or listening
- Having difficulty giving or accepting help
- Inability to feel pleasure or have fun

YOUR BODY:

- Having stomachaches or diarrhea
- Having headaches and other pains
- Losing your appetite or eating too much
- Sweating or having chills
- Getting tremors or muscle twitches
- Being easily startled

HOW STRESS AFFECTS THE BODY

BRAIN

Difficulty concentrating, anxiety, depression, irritability, mood, mind fog

CARDIOVASCULAR

higher cholesterol, high blood pressure, increased risk of heart attack and stroke

JOINTS AND MUSCLES

increased inflammation, tension, aches and pains, muscle tightness

IMMUNE SYSTEM

decreased immune function, lowered immune defenses, increased risk of becoming ill, increase in recovery time

SKIN

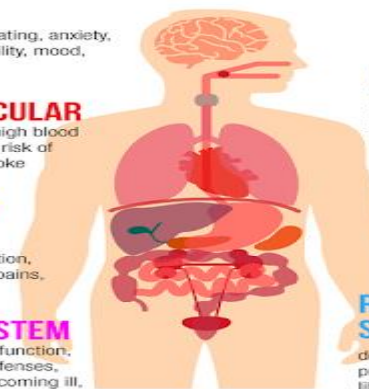
hair loss, dull/brittle hair, brittle nails, dry skin, acne, delayed tissue repair

GUT

nutrient absorption, diarrhea, constipation, indigestion, bloating, pain and discomfort

REPRODUCTIVE SYSTEM

decreased hormone production, decrease in libido, increase in PMS symptoms



Retrieved from: CDC, Coronavirus Disease 2019

Manifestations of Stress/Anxiety

YOUR EMOTIONS:

- Being anxious or fearful
- Feeling depressed
- Feeling guilty
- Feeling angry
- Feeling heroic, euphoric, or invulnerable
- Not caring about anything
- Feeling overwhelmed by sadness

YOUR THINKING:

- Having trouble remembering things
- Feeling confused
- Having trouble thinking clearly and
- Trouble concentrating
- Having difficulty making decisions

Retrieved from: CDC, Coronavirus Disease 2019

Effects of Fear and Anxiety



Same Storm, Different Boats



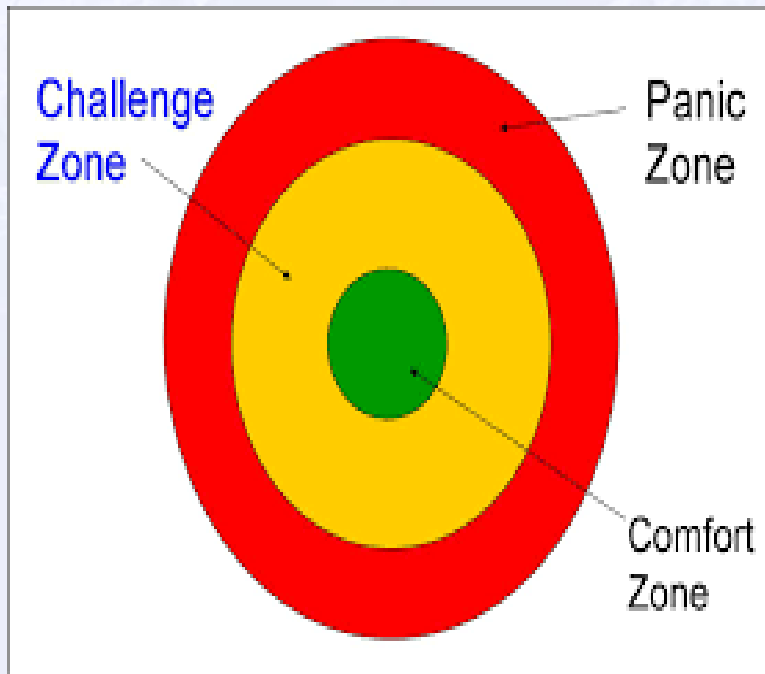
In respects to COVID, may have different paths also

The UNKNOWN

**THE
UNKNOWN**

WE DO NOT FEAR THE UNKNOWN.
WE FEAR WHAT WE THINK WE KNOW
ABOUT THE UNKNOWN.
- TEAL SWAN

Challenges



Healthcare Workers as Superheroes



Healthcare Heroes

How I Envision It



Real Life Hereos

Maintaining Connectedness

- How this use to look like pre-Covid- 19
- The workplace as a “Safe Place”
- Current workplace restrictions/environment
- The idea of separation anxiety and control
- The physical distancing while maintaining social connectedness



Maintaining Connectedness



- Staff Members
- Family
- Nature
- Self

Covid-19 Workflow



- Productivity may fluctuate or even be less than in the past
- Acknowledging the Multi-factorial impact that Covid-19 has had on workers
- Challenges with working from home
- New precautions existing in workplaces
- Change to schedules to meet demands of staff/patients

Virtual Visit Platform

Patients

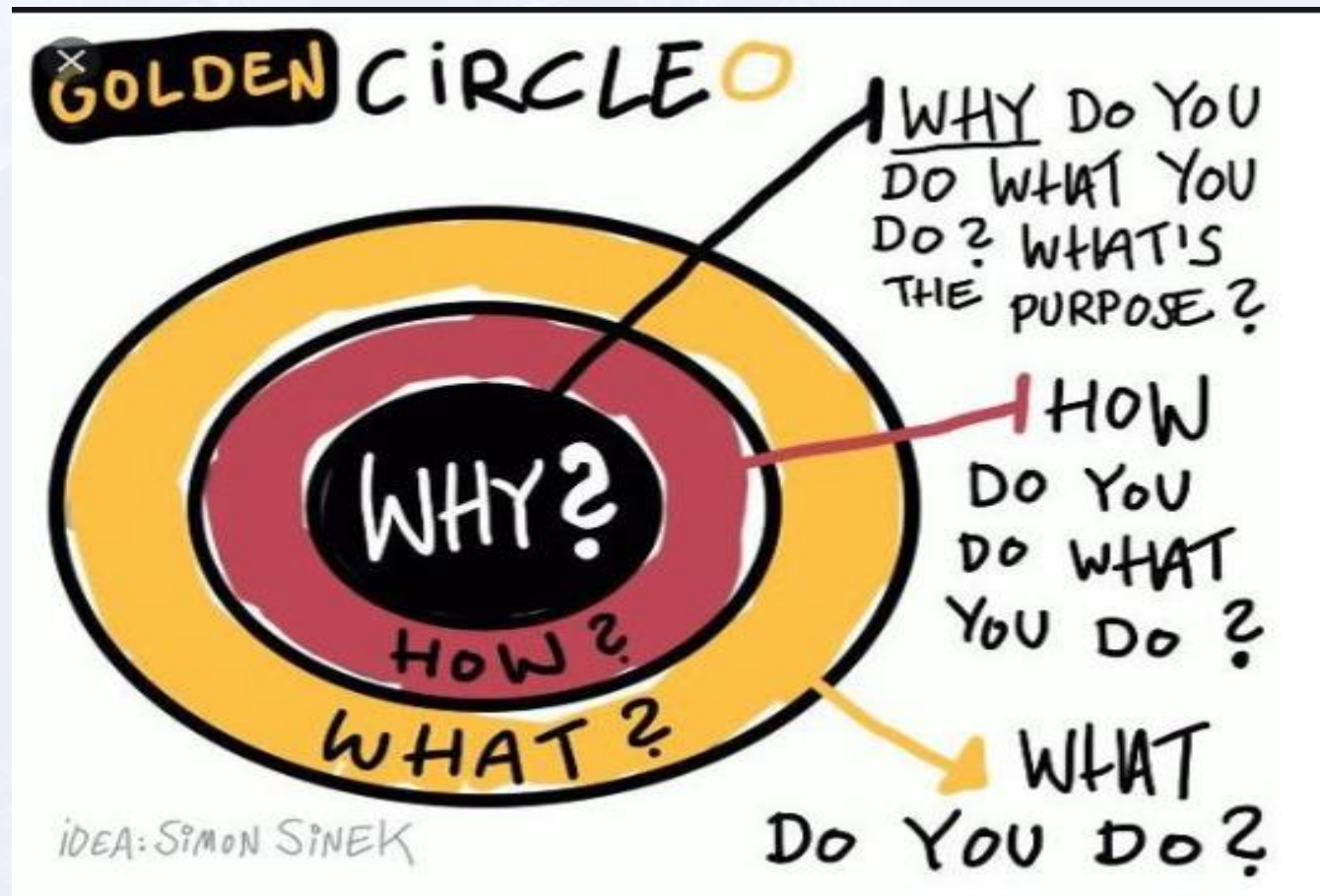
- Availability
- Secured location
- Convenience
- Ability to navigate
- Engaging in care
- Compliance

Staff

- Work burden
- Connectedness to patient
- Fear over compliance
- Hands on assessment
- Impact on programs
- Control



Refocusing- “What is Your Why?”



Giving Back Control



Change

Opportunity/Resistance

- Always present
- Enables powerlessness
- Constant
- Challenges “Normal”
- Unknown
- Threatens security
- Presents perceived/actual interruptions

Positive

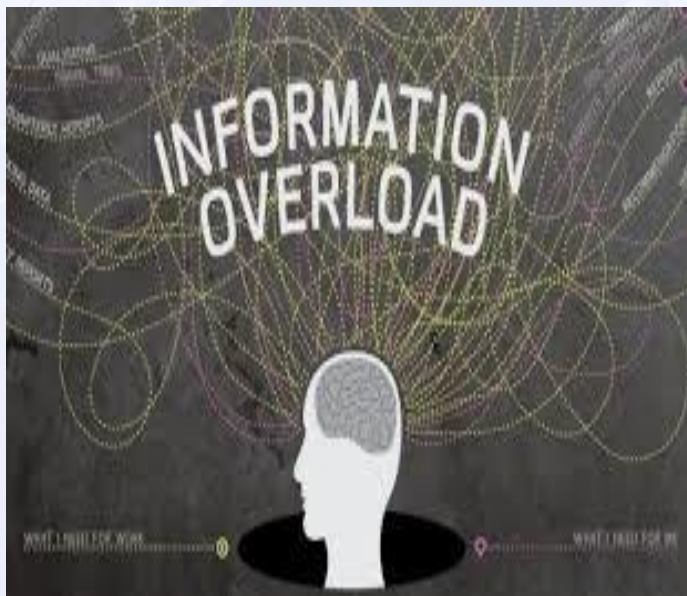
- Always present
- Promotes problem solving
- What is “Normal” a chance to adapt it
- Promotes unification with support
- Can reinforce abilities

Empowerment (Turn it/Silver-lining)

- Acceptance of Change
- Acknowledge that we don't have control over certain aspects
- Things can be predictable BUT not in our control
- Adopting the Buddy System



Providing Information During Covid-19



- Give explanation of the “WHY”
- Minimize information exchange if possible
- Vary the styles of information exchange but have a central place to retrieve
- Transparency
- Give control where you can

Avoiding Overload

How to Avoid Information Overload



Unplug

Take time each day away from screen time



Manage Your Information

Be selective and prioritize your work



Get Everyone Involved

Plan strategically with your coworkers



Keep It Simple

Don't duplicate information



Clear Your Mind

Put your thoughts on paper



Set Limits

Know what's important and have boundaries



Prepare for the Next Day

Don't get caught unaware, plan ahead

PROJECTMANAGER

“Real Talk”

- Have open and honest discussions
- Offering proactive education
- Model the behavior
- Offer “Role Play”- rehearsal on difficult situations
- It is concerning when people stop communicating



Check-ins

- Really check-in on your colleagues
- Ask about “them”, ensure that they know you are interested in how “they” are doing!
- Frequent Check-ins
- Don’t forget anyone- make it a practice for everyone
- Assess workload- potential obstacles

Promoting Preventative Self-Care

- Encourage Socialization
- Prioritizing Self-Care
- Increase Self-Awareness
- Reducing anxiety driven behaviors
- Minimizing traumatic input
- Improving tolerance threshold
- Instillation of a positive outlook
- Gaining/maintaining self reliance
- Making positive feelings stronger/Negative feelings weaker

Promote Self-Assessment/Awareness

Internal self-awareness

- What are you doing?
- Why are you doing it?
- What is preventing you?

External self-awareness

- How do others see you?
- What strengths and/or opportunities would they identify for us?

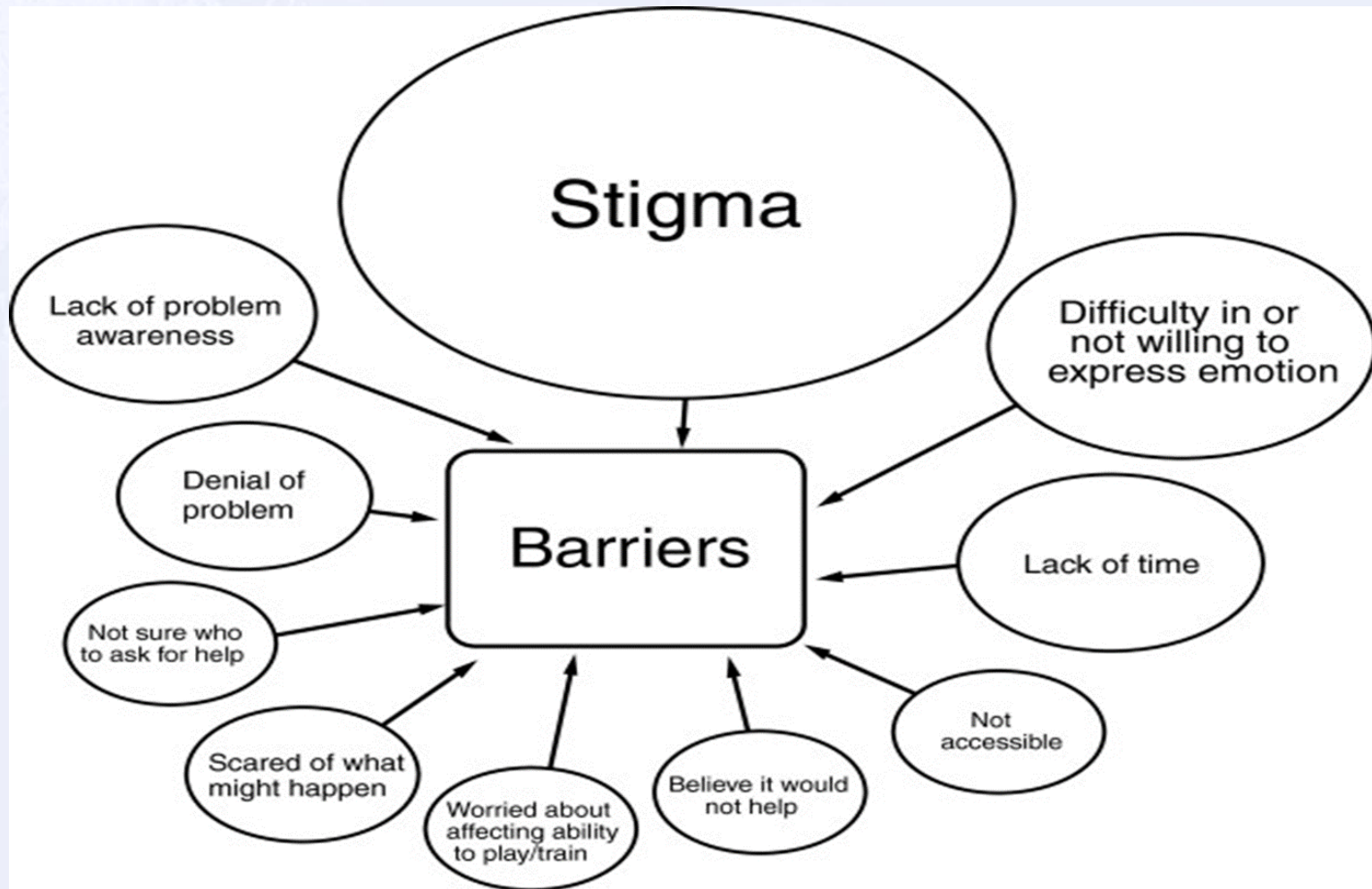
**Self-awareness is not
always comfortable**

**“SELF-AWARENESS IS THE
ABILITY TO TAKE AN
HONEST LOOK AT YOUR
LIFE WITHOUT ANY
ATTACHMENT TO IT
BEING RIGHT OR WRONG,
GOOD OR BAD.”
~ DEBBIE FORD**

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Barriers to Getting Help



Know Your Resources

- What can the program offer employees?
- What does your facility offer employees?
- Employee Assistance Program
- What does your town/state offer?
- Support Groups?



Conclusion



Contact Information

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