NAVIGATE Nursing
Where Every Nurse is a Leader

4 Tips to Reduce Work Day Stress

If you find yourself feeling stressed at the end of your workday incorporate these stress relief strategies into your daily routine.

1. **Minimize Shift Work & Extended Hours**
   - Introduce the idea of standardizing shift rotations and hours worked at your next staff meeting.
   - Review the signs of sleep deprivation and fatigue which include difficulty with concentration and memory , tiredness, irritability , blurred vision, reduced vigilance, apathy, impaired communication.

2. **Standardize Workload Assignments**
   - Discuss strategies for improving team work on your unit and develop checklists and establish routines.
   - Hold debriefings in your staff meetings to discuss issues such as patient assignments, workloads, job strain, etc.

3. **Improve Communication**
   - Be a good listener and make your nonverbal expressions match your verbal messages.
   - Initiate a unit communication notebook to include written communication important for all staff.

4. **Reduce Conflict with Co-Workers**
   - Improve your awareness of overt and covert acts of verbal or nonverbal aggression which may include undermining, sabotage, and scapegoating, backstabbing and withholding information.

(continued)

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- Recommend your unit adopt a zero tolerance policy regarding lateral violence and bullying.

While shift work and extended hours, work overload, poor communication, and conflict with coworkers may be primary influencers of your work day stress, ultimately it is you – the nurse who holds personal control. Decide now to incorporate strategies into your lifestyle and work day that assist you to "de-stress" rather than "distress."

References

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