

N.U.R.T.U.R.E.

Nurses Uniting for Resilience, Training, and Emotional Support in Cancer Care



ABOUT THE PROJECT

NURTURE is designed to empower and uplift nurses as they navigate the challenging landscape of cancer care. NURTURE aims to educate and re-skill nurses in the use of healthy lifestyles, self-care, and safe work practices in their personal and professional lives to help them prevent and manage workplace stress and burnout at the forefront of cancer care.



Leadership & Network

- Professional & personal empowerment
- Professional & social network
- Mentoring
- Capacity building



Work-Life balance

- Professional & personal values
- Professional & personal boundaries
- Nurture goals & relationships



Lifelong Learning

- Education & training
- Improving digital skills



Stress & Burnout management

- Management of negative stress
- Burnout prevention
- Supervision & intervision



Prevention

- Physical activity
- Healthy nutrition
- Restorative sleep
- Avoid risky substances



Safe & Healthy work environment

- Personal & occupational safety
- Positive collegial & leadership support

WORK PLACE STRESS - EARLY SIGNS & SYMPTOMS?

Workplace stress differs from person to person. People struggling with workplace stress can convince themselves that it's just for a short while until things get better.

If people start acting differently at work, it can be a sign they are stressed.

WARNING SIGNS IN YOURSELF

- Persistent fatigue and lack of energy
- Sleep difficulties and unrefreshing rest
- Mood changes, including irritability and sadness
- Changes in appetite and weight
- Negative self-talk and avoidance of interactions

WARNING SIGNS IN COLLEAGUES

- Struggling with workload and looking overwhelmed
- Yawning frequently and appearing exhausted
- Increased frustration and withdrawal from discussions
- A lack of motivation to take on new challenges





STRESS OR BURNOUT?

Can you tell the difference?

Prolonged stress without coping mechanisms leads to burnout.

Burnout syndrome has been defined as a chronic response to stress in the workplace characterized by a physical, mental and emotional state of exhaustion that reduces the sense of personal and professional fulfilment.

| Stress | Burnout |
|---|--|
| <ul style="list-style-type: none"> • Characterised by over-engagement • Emotions are overactive • Produces urgency and hyperactivity • Loss of energy • Leads to anxiety disorders • Primary damage is physical | <ul style="list-style-type: none"> • Characterised by disengagement • Emotions are blunted • Produces helplessness and hopelessness • Loss of motivation, ideals and hope • Leads to detachment and depression • Primary damage is emotional |

COPING STRATEGIES STRESS & BURNOUT

As a nurse, you're surely no stranger to taking care of others but for the sake of your wellbeing, you need to also make it a habit to take care of yourself.

It's important to step away and engage in activities you enjoy to recharge and avoid burnout. Equally important, however, is finding ways to manage stress while you're on the job - such as taking short breaks, practicing mindfulness, or organizing tasks effectively - to maintain balance and motivation throughout the day.

In doing this, you are giving yourself a mental escape from the demands of your nursing career.



SELF-CARE PRACTICES

Ensure your wellbeing by maintaining self-care practices in your everyday life:

1.

PHYSICAL SELF-CARE

- exercise, healthy eating, sleep hygiene, rest

2.

EMOTIONAL SELF-CARE

- journaling, talking to a loved one, mindfulness practices, acts of kindness

3.

MENTAL SELF-CARE

- learning, setting boundaries, digital detox

4.

SOCIAL SELF-CARE

- quality time spend with loved ones or pets, join a club or activity group to meet new people, express your needs and feelings openly in your relationships

5.

SPIRITUAL SELF-CARE (IF APPLICABLE)

- spend time in nature or a place of worship to find peace, practice gratitude and engage in practices that align with your values and beliefs

6.

PRACTICAL SELF-CARE

- organization, finance management, decluttering

If you've tried all of the strategies above and you still feel excessive burnout from your career in nursing, consider seeking professional help to find effective ways of handling your symptoms of burnout.

Professional guidance can offer valuable advice and strategies to manage burnout effectively, help you cope with negative feelings, and support you in regaining a sense of balance and well-being.

WORK-LIFE BALANCE

Work-life balance refers to the amount of time you spend doing your job compared with the amount of time you spend with your family and engaging in activities you enjoy.

This definition highlights the balance between work responsibilities and personal life, emphasizing the importance of dedicating time to work and non-work activities to maintain overall well-being.

Challenges in achieving WLB in cancer nursing can be extended work hours, emotional demands of oncology nursing can spill over into personal life, overwork and decreased ability to balance personal commitments

Ensuring this balance requires efforts from both healthcare organizations and individuals.

Studies show that nurses with better WLB experience benefits on more levels:



PHYSICAL AND MENTAL HEALTH

lower rates of burnout,
adequate balance helps
mitigate chronic stress,
improved sleep quality



JOB SATISFACTION AND RETENTION

increased job satisfaction,
lower turnover rates



QUALITY OF PATIENT CARE

enhanced patient outcomes
and reduced errors



EMOTIONAL RESILIENCE

WLB provides time for
personal activities and social
support; decreased
compassion fatigue

As an individual, you can set clear boundaries, prioritize tasks, practice self-care, communicate your needs both at work and at home, engage in professional development—such as learning coping strategies or enhancing skills. Don't forget to take time off to fully disconnect from work and recharge.

“Work is a part of life,
not all of it. Find the
balance that fuels your
ambition and nourishes
your soul.”



BUILDING UP RESILIENCE IN CANCER NURSING

Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioural flexibility and adjustment to external and internal demands.

Inner resilience – common to all of us but in a different variety is the foundation for coping with adversity and thriving in challenging circumstances. Key characteristics include emotional strength, mental toughness, interpersonal skills, spiritual, physical wellness, self-efficacy and confidence, cognitive flexibility.

Building Resilience Through the 7 C's



1. COMPETENCE
2. CONFIDENCE
3. CONNECTION
4. CHARACTER
5. CONTRIBUTION
6. COPING
7. CONTROL

7 C'S OF RESILIENCE IN THE WORKPLACE

COMPETENCE

Develop the necessary skills and knowledge to handle workplace situations effectively.

CONFIDENCE

Build self - confidence to trust your abilities and judgments in challenging situation.

CONNECTION

Establish strong relationships with colleagues and peers to create a supportive work environment.

CHARACTER

Cultivate personal values and integrity, which guide behavior and decisions in the workplace.

CONTRIBUTION

Contributing to the workplace fosters a sense of purpose and value.

COPING

Develop effective coping strategies to manage stress & adversity, including problem - solving skills & emotional regulation techniques.

CONTROL

Focus on aspects of your work you can control, such as your reactions and decisions, and letting go of things beyond your control.

The healthcare field, especially oncology, requires adapting to constant changes in technology, patient needs, and care protocols. A nurse's emotional and physical well-being positively influences their interactions with patients, enhancing patient trust and satisfaction.



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ACKNOWLEDGMENT SECTION

We extend our sincere appreciation to the Project Task Group members, contributors, and presenters whose expertise and efforts greatly enriched this material and the development of this leaflet, ensuring its accuracy, clarity, and impact. Their expertise, dedication, and commitment have been invaluable in advancing the project's mission to support resilience and emotional well-being among cancer nurses across Europe.

Special acknowledgment goes to:

- Prof. Andreas Charalambous - Cyprus University of Technology, Project Co-lead
- Dr. Grigorios Kotronoulas - University of Glasgow, Project Co-lead
- Johan de Munter - Project Expert Nurse, EONS Past President
- Dr. Virpi Sulosaari - Turku University of Applied Sciences, EONS President, Project Expert Nurse
- Dr. Angelos Kassianos - Lecturer in Psychology, Cyprus University of Technology, Workshop Presenter
- Dr. Celia Diez de los Rios de la Serna - Project Task Group Member, Honorary research fellow, University of Glasgow
- Dr. Remzye Semerci - Project Task Group Member, Associate Professor Koc University
- Dimitrios Protogiros - Project Task Group Member, Ministry of Health Greece
- Selma Islamcevic - Project Task Group Member, UHC Zagreb
- Nikolina Dodlek - NURTURE Project Manager, EONS

Your collaboration, knowledge sharing, and leadership have been instrumental in ensuring the success of this workshop and advancing the goals of the NURTURE project.

Thank you for your unwavering dedication to the nursing community and for making this initiative impactful for cancer nurses across Europe.

This project is made possible by CNF funding.

