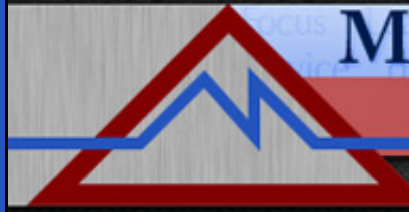


Email not displaying correctly?

[View it in your browser](#)



**MAUN-LEMKE**

*Changing the Results of Healthcare*

**SOLUTIONS**

*The Newsletter for Healthcare & Human Services*

June 5, 2017



Everyone at Maun-Lemke is deeply saddened with the passing of our colleague and friend, Greg Efta. Greg left a loving legacy with his lovely wife Heidi, and

three beautiful and accomplished daughters, Maggie, Melinda and McKenzie.

Greg will be greatly missed by everyone he touched – friends, family, and the countless healthcare professionals that have heard him speak over these many years. Greg, you will never be forgotten.

For those interested, there is a Memorial Fund campaign to help Greg's family offset his final medical expenses:

[Greg Efta Memorial Fund](#)



Care professionals across the country have been asking us for a way to learn more from Clint Maun beyond just the various speaking engagements they may have attended in their specific locales. In response to this overwhelming demand, Clint has created the **Care Crowd VT**, a growing community of care professionals like you who share a *deep passion and commitment* for taking care to the **next level of excellence**.

**Care Crowd VT** is your virtual training access point to Clint's wealth of solution-oriented, team-based approaches to improving care nationwide. Furthermore, it is affordable for **any** care organization of **any size** to take advantage of this fantastic training value. For less than **\$1.65 per day** (even less if you are a *LeadingAge member*), **all of the employees** at your facility (including future new hires during the 3-year site license period) can have unlimited access to Clint's humor, experience and wisdom to help your organization **Improve Care from Within!**



## Ready to learn more?

You can now try out the training first-hand with a **Free Trial!**

**Visit the Care Crowd VT website today** and enjoy a **free 2-week trial** so you can see for yourself how easy, yet very powerful, this training can be. *Imagine all your organization's staff being on the same page in providing the best care to your customers! Better still, at only pennies per day, **you can't find better***

**training for your budget!** Add on the fact that Administrators can even get **4.5 CEU credits via NAB** and the *value goes through the roof.*

Facility by facility, care professional by care professional, **Care Crowd VT** is amassing a large, vital community of people who strive to change the face of care **from within**, rather than wait for the various *external forces* to magically align for positive change. **Become a Care Crowd member today!**



## The Leading Edge

### How You Can Fight Compassion Fatigue

As a healthcare professional, you have probably experienced some level of *compassion fatigue*. By simple definition, compassion fatigue is the stress that comes from caring too much. To be sure, in your day-to-day job, you encounter patients whom you care about and who you may see experiencing pain, suffering, and fear. You may feel extremely empathetic to their situation, and therefore experience their similar emotions.

If left untreated, compassion fatigue can prove to be a serious health and occupational risk. It's critically important to learn the signs and symptoms of the condition so you can take the appropriate steps to identify, prevent, and treat it.

#### **What are the symptoms?**

Compassion fatigue is characterized by physical and emotional exhaustion and a profound decrease in the ability to empathize. The most common signs and symptoms of compassion fatigue include:

- Chronic exhaustion (emotional, physical, or both)
- Reduced feelings of sympathy or empathy
- Dreading working for or taking care of another and feeling guilty as a result
- Frequent feelings of irritability, anger, and/or anxiety
- Hypersensitivity or complete insensitivity to emotional material
- Frequent headaches
- Trouble sleeping
- Unexplained weight loss
- Impaired decision-making

Recognizing the signs and symptoms of compassion fatigue can help you prevent and manage the condition. If you have experienced any of the signs above, take note of the treatment strategies below.

### **Self-Care Strategies**

Here are five ways to prevent and address compassion fatigue:

1. **Make your health a top priority.** Without a doubt, if you're not taking care of yourself, you're going to be much more vulnerable to stress and compassion fatigue. You can't do your best to help other people get healthy and feel well, if you're not making health a priority for yourself. A good health regimen may look a little different for everyone, but the basics include eating a healthy diet, rich with fruits and veggies, getting regular physical activity, getting 7-9 hours of sleep a night, and managing stress.
2. **Make time for people and activities you enjoy.** Maintaining a solid work-life balance can help protect you from compassion fatigue. When all your time is spent working or thinking about work, it can be easy to burn out. Schedule time for yourself and for the activities you enjoy—this could mean taking a walk every night after dinner, meeting a friend for dinner, or simply having some time to yourself to listen to music or watch a show.
3. **Set boundaries.** It's important for healthcare professionals to set firm emotional boundaries to protect themselves. The challenge is to remain compassionate, empathetic, and supportive of others without becoming overly involved and taking on another's pain. Setting emotional boundaries helps maintain a connection while still remembering and honoring the fact that you are a separate person with your own needs.
4. **Leverage support and programs (if applicable) at the workplace.** Your employer may offer programs and benefits like *mental health days* to help combat stress and compassion fatigue. Take advantage of the resources if available. Also make sure you're taking your scheduled breaks and reach out to your colleagues and co-workers to chat — sharing your experiences and feelings with people who can relate is therapeutic.
5. **Seek help if you need it.** If you're following the self-care strategies above, but still feel emotionally vulnerable, significantly stressed, or overwhelmed, consider seeking professional help. A therapist or support group can help you process your feelings and implement strategies to help you combat compassion fatigue.

*"When you have learned compassion for yourself,  
compassion for others is automatic."  
—Henepola Gunaratana*



## Employees Matter

### Sweat for Better Sleep?

Adequate and regular, sound sleep is top of mind for many healthcare professionals. So you may be interested to know that mounting scientific research reveals that if you want to sleep better, you should start moving. For more than two decades scientists have been able to demonstrate that exercise does indeed help adults get to sleep faster and stay asleep longer. A more recent study published in *Mental Health and Physical Activity* found that 150 minutes of moderate to vigorous activity a week provided a 65 percent improvement in sleep quality. People in the study also said they felt less sleepy during the day, compared to those with less physical activity.

#### **Move More, Sleep Better**

Physical activity has been proven to help alleviate and manage stress, anxiety and even depression—which are all conditions that can rob you from sleep. Exercise can also, just plain and simple, *tire you out* making your mind and body welcome sleep and also stay asleep.

Research varies on the exercise time and duration it takes to realize positive impacts on your sleep. Some research suggests that 150 minutes of activity a week will help you sleep better while other studies show that as little as 10 minutes of exercise like walking or cycling can dramatically improve the quality of your sleep. So if you can't squeeze in 30 minutes of continuous activity, aim to take a quick walk in the afternoon or after dinner. Any activity is better than none and the more activity you can perform on a daily basis, the better (this is true for your entire well-being, not just sleep).

It is important to note that you shouldn't expect results overnight (especially if you suffer from insomnia or another sleep condition). Scientists have found that the benefits of exercise on your sleep do indeed develop, but may take several weeks to kick in. So, keep up with your exercise routine—you will reap the benefits of improved sleep and overall better health!

*"Among adults in the United States, about 35 to 40 percent  
of the population has problems with falling asleep  
or with daytime sleepiness."  
—The National Sleep Foundation*



## News You Can Use

### Pollution & Wound Healing

According to recent research, air-polluting diesel exhaust particles, already linked to cardiovascular and respiratory diseases, can also delay diabetic wound healing.

A team of researchers from South Korea examined the effect of such pollutants on rats, measuring levels of post-exposure inflammation in normal and diabetic fibroblasts, critical collagen-producing cells found in connective tissue.

The pollutants upregulated pro-inflammatory behaviors in three specific cytokines, which had previously been shown to delay wound healing. One of the cytokines, cyclooxygenase-2, is normally undetectable but can be induced with pro-inflammatory stimuli. In this study, published in the journal *Wounds*, exposure to diesel exhaust particles increased cyclooxygenase-2, already implicated in processes related to diabetic neuropathy.

The resulting inflammation can be particularly dangerous for patients with diabetic ulcers. The researchers noted that wound healing requires complex cellular and molecular events that can lead to either accelerated or delayed healing, the latter of which can result in chronic wounds.

*"Always borrow money from a pessimist.  
He won't expect it back."  
—Oscar Wilde*



**Just For Fun**

## **They Actually Said That?!!**

The following questions from lawyers were taken from official court records nationwide:

---

"Was that the same nose you broke as a child?"

"Now, doctor, isn't it true that when a person dies in his sleep, in most cases he just passes quietly away and doesn't know anything about it until the next morning?"

"Was it you or your brother that was killed in the war?"

"The youngest son, the 20-year-old, how old is he?"

"Were you alone or by yourself?"

"Were you present when that picture was taken?"

"Were you present in court this morning when you were sworn in?"

Lawyer: "Now, Mrs. Johnson, how was your first marriage terminated?"

A: "By death."

Lawyer: "And by whose death was it terminated?"

Lawyer: "You say that the stairs went down to the basement?"

A: "Yes."

Lawyer: "And these stairs, did they go up also?"

Lawyer: "Do you recall approximately the time that you examined the body of Mr. Edington at the rose Chapel?"

A: "It was in the evening. The autopsy started about 8:30 p.m."

Lawyer: "And Mr. Edington was dead at the time, is that correct?"

A: "No, he was sitting on the table wondering why I was doing an autopsy!"



## Quick Links

[MaunLemke.com](http://MaunLemke.com)  
[ClintMaun.com](http://ClintMaun.com)

[ClintCast.com](http://ClintCast.com)  
[CareCrowdVT.org](http://CareCrowdVT.org)



## Republish Policy

**Permission to republish/reprint an article is given provided the following conditions are met:**

- Clint Maun receives proper recognition as the author of the article. A link to Clint Maun's [www.clintmaun.com](http://www.clintmaun.com) and [www.maunlemke.com](http://www.maunlemke.com) websites is published at the end of the article. The piece is not modified in any way.
- Clint Maun is informed of the re-publication/reprint and receives a copy of the publication with reprint. ([Contact Us](#))

You are receiving this email because you opted-in through our sign-up process to receive our free company email newsletter, Solutions (published monthly) and occasional news regarding major announcements regarding Clint Maun/Maun-Lemke Speaking and Consulting, LLC. You can unsubscribe at any time and your email information will never be shared with/rented/sold to others.

[Unsubscribe](#) <<Email Address>> from this list | [Forward to a friend](#) | [Update your profile](#)

### **Our mailing address is:**

Maun-Lemke Speaking and Consulting, LLC  
8031 W. Center Rd.  
Suite #222  
Omaha, NE 68124

[Add us to your address book](#)

*Copyright (C) 2017 Maun-Lemke Speaking and Consulting, LLC All rights reserved.*

