Psychiatric Mental Health Nurses: Inspiring Leadership Every Day

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Objectives

- Identify the many paths each of us can chose for professional leadership as a psychiatric mental health nurse.
- Examine the characteristics of leadership
- Develop a plan to identify, support and mentor ways in which each of us can lead.

Peter Demarco – Boston writer

Thank you letter published on the New York Times website October 6, 2016
34 y/o wife died after severe asthma attack
Cared for at Cambridge Hospital in ICU
He thanked all who cared for her but most significant was his thank you to two nurses, Donna and Jen

Answers

- Wanted to help people
- Money was good
- My mother, sister, friend etc. is a nurse
- One of the only two things women could do
- Wanted medicine, but didn’t want medical school
- I could work any time I wanted
- Easy to find a job
- OR
- It is an amazing education with tons of opportunity, advancement, wide recognition, and the most trusted profession of all

Why did you choose nursing as a career?

- Right now
- Quickly...
- Gut response
- Don’t think
- First thing that comes to mind
- Seven words or less
- Turn and tell your neighbor

I am just a nurse
Images of Nurses

Redefining our image

- Professor L.D. Andrews of Rogers State University says to create a new image of nursing, nurses must ...
  - Value nursing and project that image daily
  - Take themselves seriously and dress the part
  - Recognize the value of what they do
  - Believe in themselves and their colleagues.

Yet where are we?

Perception is the Editor of Reality

- What is perceived is.
- Perceptions are based on available information.
- In the absence of information we assume.
- Behavior, no matter how crazy, has a logical basis.

Health Economist, Paul Keckley said

- “You are always talking about getting a seat at the table...worry about physicians and what they are doing.
- There are 3.4 million of you
- They can’t do health care without you
- Don’t get a seat at the table
- Set the table!”

NOA Fall Summit, Nov 2015
Henry Ford said...

“\textit{You don’t have to hold a position to be a leader!}”

Nursing

- It’s the person, not the disease
- People do not live in isolation
- Nursing Theories, based on:
  - Adaptation
  - Self-Care
  - Modeling
  - Systems
  - Relationship
  - And more…

Can you articulate...what is Nursing?

Can you tell others?

Florence Nightingale in Crimea

- She found horrid conditions; hospital sat on top of a large cesspool
- Established:
  - Laundry
  - Fresh air
  - Light
  - Rodent control
  - Clean water
  - Bathing
  - Library
  - Compassion/Empathy
- Reduced the hospital’s death rate by 2/3rds

Orem’s Theory of Self Care


Integral Nursing

A Thank You from Therese Borchard

Therese at Laurel Hospital asked me the typical questions — but she asked them with a disarming compassion that helped mitigate my shame. I didn’t feel as pathetic as a suicidal woman with cereal all over herself would. And here’s how I know she was some kind of messenger sent from God. For months I had been holding in my hand as my security blanket a medal of St. Therese, whom I had been praying to with all my might.

“I’m named after the Little Flower (St. Therese), too,” she said to me so sweetly at the end of all the questions. “Now let’s go upstairs,” she said, “and get you well.”

I started crying.

She gave me the ounce of hope that I needed.


Nurses Lead Everyday

What is Your Vision for Psychiatric Mental Health Nursing?

Leadership
Mental Health By the Numbers

- In the US
  - 3.5 million people with schizophrenia
  - 16.1 million with one major depressive episode
  - 10.3 million with MDE with severe impairments
  - 9.8 million adults
  - 6.4 million receive treatment
  - Any Mental Illness
    - 43.4 million adults
    - 18.6 million received mental health services

Maybe that is Why???

- Stigma remains a huge problem
- Suicide a Public Health Crisis
- Delays in receiving care
- Huge impact on our Emergency Departments
- Increased Homelessness
- Large numbers treated in prison
- And....we’ll come back to this

Who is Caring?

- 14,780 APNs certified in psych-mental health
  - According to ANCC certification
- Approx. 130,000 PMH Nurses total
- 49,079 psychiatrists
  - According to the Association of American Medical Colleges
  - 28,250 actively practicing in the specialty according to the licensure boards – AMA.org
- 83,000 psychologists actively practicing
  - According to the APA.org Community Survey
- Social workers, counselors, peer support specialists and more

So what did Paul Keckley Say???

- They Can’t Do It without Us
- And
- We can’t do it without ALL of us!

Think About it

- If one in five is the real lifetime prevalence...
  - 318,900,000 population of the U.S
    - then
  - 63,780,000 will need our services

Leadership

- Creates an inspiring vision of the future.
- Motivates and inspires people to engage with that vision.
- Manages delivery of the vision.
- Coaches and builds a team, so that it is more effective at achieving the vision.
Inspiring Vision
- See
- Feel
- Understand
- Embrace

The Most Compelling Visions are Personal …

Mayor of Pacifica

Compelling Image of an Achievable Future

So what is Your Vision?

City of Pacifica rated one of the top 100 safest cities in America

2014
3/18/2014

Christina Goias called 911 with concern about her son Errol who is staying at his father’s home in Pacifica

Christina tells the dispatcher: “He has paranoia and he’s thinking people are wanting to assassinate him, and now he doesn’t trust anyone,”

Then:

Facebook posts: What’s going on on Pedro Point?
Why can’t I get to my house?
Why are all the police here?
What’s going on?

What begins as a Call for help…after 6 hours ends with…

Nurses are Answering the Call

Plan for nurses to back up cops in mental health incidents on the frontline

Hamilton police send mental health pros to the front lines with cops

Nurses take the Front Office

More Than Half of Those Killed by San Francisco Police Are Mentally Ill

Across nation, unsettling acceptance when mentally ill in crisis are killed

Colleges, 2013

Nurses in the U.S. Congress

Wilfredo Justimiano, 41
Dontre Hamilton, 31
Yanira Serrano-Garcia, 18
Nurses in State Legislatures
- 62 Nurses Currently hold State Legislative Office
- Elected in 34 States
- 19 States have more than one nurse legislator
- Minnesota has 6 nurse legislators

Many more Nurses are in Local (County & City) Governments

APNA Fosters Leadership
- Our Organizational Structure
- Institutes
  - Safe Environments
  - Mental Health Advocacy
- Councils
  - Addictions
  - Administrative
  - APRN
  - Child and Adolescent
  - Education
  - Forensic
  - Recovery
  - Research

Decreased Opiate Prescriptions, Increased Use of Heroin

APNA Commitment: Leadership for Change
- Nurses have been described as the “backbone” of the Opioid Treatment Program system of care,
- APNA has therefore committed to develop, provide, and disseminate educational interventions on the treatment of opioid use disorder.
- This continuing education will be offered at no cost to our more than 10,000 members and beyond in webinar and/or interactive format.
- See more at:
APNA Answered the Call

**EFFECTIVE TREATMENTS FOR OPIOID USE DISORDERS**
**EDUCATING & EMPOWERING NURSES DURING AN EPIDEMIC**

- All 3.4 million RNs
- Psychiatric Mental Health Nurses
- Advanced Practice Nurses

Discover Your Passion
Share Your Vision
Find Your Voice
You Can Lead!

Become a Leader
- Examine your own beliefs
- Recognize your vision
- Share your vision with others
- Find others who share your vision
- Celebrate their successes
- Encourage them and all around you
- Lead by example
- Do "What’s Next!"

References

Leadership Built on those who Come Before

“Humble leaders do not lead alone, but rather on the shoulders of others who have gone before, and that they move upward only with the help of others.”

-Stephen M. R. Covey