



Multidisciplinary Approaches to Cancer Symposium

Managing Occupational Stress in Healthcare

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Disclosures

- I do not have any relevant financial relationships.

This presentation and/or comments will provide a balanced, non-promotional, and evidence-based approach to all diagnostic, therapeutic and/or research related content.

Cultural Linguistic Competency (CLC) & Implicit Bias (IB)

STATE LAW:

The California legislature has passed Assembly Bill (AB) 1195, which states that as of July 1, 2006, all Category 1 CME activities that relate to patient care must include a cultural diversity/linguistics component. It has also passed AB 241, which states that as of January 1, 2022, all continuing education courses for a physician and surgeon **must** contain curriculum that includes specified instruction in the understanding of implicit bias in medical treatment.

The cultural and linguistic competency (CLC) and implicit bias (IB) definitions reiterate how patients' diverse backgrounds may impact their access to care.

EXEMPTION:

Business and Professions Code 2190.1 exempts activities which are dedicated solely to research or other issues that do not contain a direct patient care component.

This presentation is dedicated solely to research or other issues that do not contain a direct patient care component.

Why This Matters

- High burnout and turnover rates
- Impacts patient safety and care quality
- Mental health strain across all roles
- Not just personal – it's systemic



Top Causes of Stress in Healthcare



Understaffing and high workloads



Shift work and long hours



Emotional toll of patient care and loss



Administrative overload (EMRs, documentation)



Poor communication, lack of recognition

Chronic Stress Impacts

- Physical: fatigue, illness, insomnia
- Emotional: anxiety, irritability, detachment
- Cognitive: poor concentration, decision fatigue
- Organizational: absenteeism, errors, turnover



Recognizing the Warning Signs

- Constant exhaustion
- Dread or emotional detachment
- Mood swings or irritability
- Loss of motivation or joy
- Feeling “checked out” or disconnected



Personal Stress Management



Sleep, hydration, nutrition



Regular breaks and boundaries



Mindfulness, breathing exercises



Journaling, reflection, or therapy



Engage in non-clinical activities

Organizational Solutions



Supportive leadership &
open communication



Fair workloads and safe
staffing

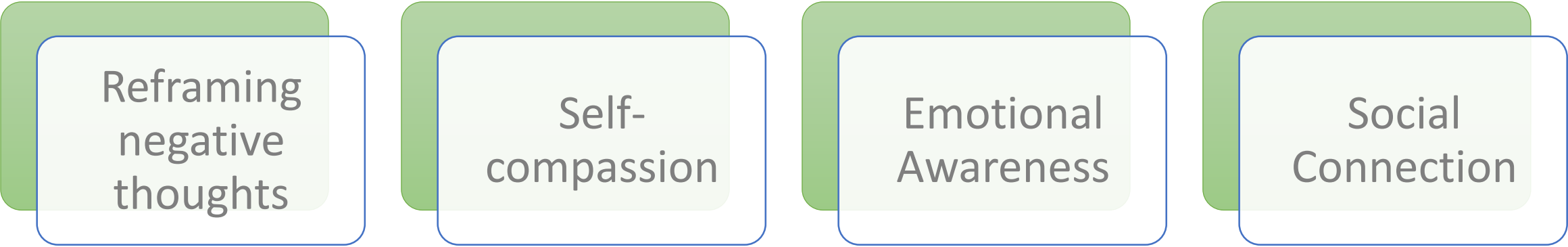


Access to mental health
resources and peer
support programs



Recognition and culture
change

Building Resilience



Reframing
negative
thoughts

Self-
compassion

Emotional
Awareness

Social
Connection

What You Can Do Today

01

Name your
biggest source of
stress.

02

Set one boundary
to protect your
time and energy

03

Have one honest
conversation –
with a colleague,
manager, partner,
or friend

04

Take one
uninterrupted
break – no
multitasking

Final Thought



