Integrative Nursing: Advancing Care through Caring and Healing Relationships

CentraCare Health
St. Cloud, MN
2016

DISCLOSURE

- I am the co-editor of the textbook Integrative Nursing published by Oxford University Press.
- There are no additional conflicts of interest or relevant financial interests that apply to this learning session.

OBJECTIVES

- Describe core concepts and principles of integrative nursing.
- Describe the clinical and business case for advancing integrative nursing.
- Describe applications of integrative nursing across clinical settings and patient populations.
- Describe strategies to align with key organizational objectives.
- Describe strategies to build a sustainable infrastructure to support integrative nursing.

WHAT ARE YOUR ORGANIZATIONS TOP PRIORITIES?

- Quality of Care
- Patient Satisfaction
- Staff Engagement
- Cost of Care
- Market Share
- Financial Margin

The IHI Triple Aim

Population Health

Experience of Care Per Capita Cost
WHY INTEGRATIVE NURSING?

- Core strategy for advancing caring and healing relationships.
- Core strategy for achieving clinical and business objectives.
- Important to be able to articulate the clinical and the business case for integrative nursing.
- Understanding the organizational context.

FLORENCE NIGHTINGALE

The role of the nurse is to put the patient in the best possible condition so that nature can act and healing occur.

INTEGRATE

- “to put things together to form something new”
- Integration is an active, creative, ever-beginning and ever-changing process.
- Integration is a cornerstone of nursing as a discipline and practice and it guides our thinking, our actions and our relationships.
INTEGRATIVE NURSING

- Integrative nursing is a way of being-doing-knowing that advances the health and wellbeing of people, families and communities through caring and healing relationships. Integrative nurses use evidence to inform traditional and emerging interventions that support whole person and whole systems healing.

1. HUMAN BEINGS ARE WHOLE SYSTEMS INSEPARABLE FROM THEIR ENVIRONMENTS

- Complex Adaptive Systems – everything is connected through nested networks of relationships.
- People are dynamic, individualistic and complex – cannot be reduced to diagnoses, symptoms and deviations from norms.

MARTHA ROGERS (1970)

- Humans are integral with the universe.
- The unitary human being and the environment are one.
- Change of pattern and organization of the human and the environmental field is propagated by waves.

IMPLICATIONS

- Whole Person
- Whole System
- Individualistic Response
- Dynamic

NURSING CARE

- Complete a comprehensive assessment that includes all domains – physical, mental, emotional, social and spiritual.
- Develop a plan of care that reflects the patient’s and family’s unique needs, strengths and preferences to assure that care is coordinated and personalized.
- Personalize the environment – art, personal objects and preferences.
NURSING CARE

- Maintain the integrity of the environment by monitoring noise, smells and temperatures and maintaining privacy.
- Promote independence and offer choices.
- Become aware of your attitudes, actions and body language when caring for others as you are part of the environment for the patient.
- Use grounding techniques to become calm, centered and fully present.

EVIDENCE-BASE

- Psychoneuroimmunology
- Neuroscience
- Epigenetics
- New Physics - complexity science and chaos theory

Human Beings are whole systems inseparable from their environments

EVIDENCE FOR INNATE CAPACITY OF THE BODY TO HEAL – BODY, MIND AND SPIRIT

HEALING ON A PHYSICAL LEVEL

- Bodies have incredible capacity to heal.
- Consider what happens when you experience a cut, scrape or even a deeper wound.
- Instantaneously, without thinking, our body goes into a process of regeneration and repair.
AMAZING CHOREOGRAPHY

OTHER ORGANS CAPABLE OF SELF-HEALING
- Liver – after acute hepatic injury or toxin exposure.
- Kidney – mild damage and not scar formation.

NERVE CELLS
- Neurons do not divide and are not capable of mitosis after injury.
- Surviving nerve cells reorganize and establish new neural connections.

BRAIN AND NEUROSCIENCE
- Brain has a property called neuroplasticity – capable of changes in structure and function.
- Changes can occur as a result of experiences as well as purely internal mental activity – our thoughts.

BRAIN AND NEUROSCIENCE
- “Virtual Piano Player” Research by Pascual-Leone and Colleagues.
- Merely thinking about playing a keyboard exercise expanded the region of the motor cortex in the brain devoted to moving fingers.
- Early evidence that the mind has the power to change the brain!

CONTEMPLATIVE NEUROSCIENCE
- Meditation not only produces distinct patterns of brain activity in real time, but also leaves enduring changes.
CONTEMPLATIVE NEUROSCIENCE

• Brains of meditators are different from non-meditators.
• Activation in the left pre-frontal cortex – the seat of positive emotions.

OUR MIND HAS THE CAPACITY TO HELP US HEAL

• Placebo and Nocebo
• Our thoughts and beliefs affect our psychological and biological responses.

POSITIVE EMOTIONS

• Flood our brains with dopamine and serotonin.
• Enhance immune system functioning.
• Diminish inflammatory response to stress.
• Changes scope and boundaries of brain.

OUR MIND HAS THE CAPACITY TO HELP US HEAL

• We can direct the formation of new neural pathways and the destruction of old ones through the quality of experiences we cultivate.
• Attitude has more of an influence on longevity than blood pressure, cholesterol levels, smoking, body weight or level of exercise. (Levy et al, 2002)
• Our thoughts change us neurologically, chemically and genetically.

Innate Healing from Life's Challenges

• We have the capacity to heal from deep psychological, emotional and spiritual traumas and the accompanying grief, loss, anger, sadness and despair.
• Kindness, compassion, caring and love are human processes that can support healing when they are offered by others and when we care for ourselves in this way.
• Growing evidence-base around self-compassion and forgiveness.

Nursing Care

• Nurture the growth of hope, trust and belief.
• Facilitate connections and relationships that lead to deeper meaning and wholeness.
• Engage and support patient and family strengths.
• Focus intention for healing and wholeness during ordinary nursing procedures
• Cultivate presence.
Human beings have the innate capacity for health and wellbeing

3. Nature has healing and restorative properties that contribute to health and wellbeing.

- Biophilia – we humans, we are innately drawn to nature and the natural world.
- Biophilic Design incorporated within evidence-based design.

We are hard wired to interact with the natural world – water, plants, fresh air.

“People say the effect is only on the mind. It is no such thing. The effect is on the body, too. Little as we know about the way in which we are affected by form, by color, and light, we do know this, that they have an actual physical effect. Variety of form and brilliancy of color in the objects presented to patients, are actual means of recovery.” — Florence Nightingale, Notes on Nursing

Evidence-Based Design

Nursing Care

- Provide access to natural light and fresh air.
- Integrate art and guided imagery that draws upon nature.
- Facilitate green exercise and spending time outdoors.
- Encourage the use of labyrinths and healing gardens and spaces.
EVIDENCE-BASE DESIGN

- Over 1,000 studies have been published that demonstrate a link between the environment and health outcomes.
- Institute for Architecture and Neuroscience
- Science emerging underlying “healing environments”.

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EVIDENCE-BASE DESIGN

- Study was conducted in a psych unit to determine the relationship between art and patient agitation.
- Three distinct types of art were introduced in the psych unit lounge: abstract non-representational, abstract representational, and realistic nature.
- Data – nurses observed patient behavior and tracked use of PRN anti-anxiety medication.

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EVIDENCE-BASE DESIGN

- Patients were calmer and that less anti-anxiety medication was prescribed when art was displayed.
- Estimated savings were greatest when images of realistic nature were displayed vs. abstract representational images (nature-based) and abstract (non-representational art) art.


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EVIDENCE-BASE DESIGN

- Three cancer centers in Italy. 345 patients from these centers were tested on their perception of the hospital environment before and after the display of nature photos in the treatment rooms.
- Results show that the great majority of patients prefer art on the walls of hospitals, instead of white, sterile walls.

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EVIDENCE-BASE DESIGN

- Several studies demonstrate that art therapy enhances the psychosocial treatment of cancer, including decreased symptoms of distress, improved quality of life and perceptions of body image, reduction of pain perception, and general physical and psychological health. (Monti et al, 2006; Nainis et al, 2002; Svensk et al, 2009).

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EVIDENCE-BASE DESIGN

CANCER CENTERS

The art preferred, in order of preference:
- Nature landscapes (most popular)
- Animals
- Scenes of everyday life
- Portraits
- Urban landscapes
- Abstract (least popular)
- Healthcare Design 2006
**4. INTEGRATIVE NURSING IS PERSON-CENTERED AND RELATIONSHIP-BASED.**

Relationship is core to healing Qualities – empathy, love, warmth, trust, confidence, credibility, honesty, courtesy, respect, and kindness “Caring Moments”

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**NURSING CARE**

- Greet patients and family members by name.
- Know the patient’s life story and context.
- Develop staffing and scheduling patterns that lead to continuity of nurse/patient relationships and care.
- Check in frequently in person as well as use technology to ensure safety.
- Anticipate and support patient needs and preferences.

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**EVIDENCE-BASE**

- Empathy helps patients experience and express their emotions (Coulehan et al, 2001; Beckman & Frankl, 2003), helps the clinician understand and serve the patient’s needs (Halpern, 2001), and improves patients’ experience of care. (Eide et al, 2004; Levinson et al, 2000).

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**NURSING CARE**

- Set an intention to be a healing presence each shift and come back to that intention before interacting with each patient.
- Practice authentic listening.
- Connect as human beings, recognizing patient as person and self as person.
- Utilize appropriate eye contact and touch.

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**NURSING CARE**

- Take time during conversation for silence and reflection.
- Engage in reflective practice: what went well, what didn’t, what did you learn about the patient.
EVIDENCE-BASE

- This systematic review and meta-analysis of RCTs found that the patient-clinician relationship has a small, but statistically significant effect on healthcare outcomes. (Kelley et al, 2014)

5. INTEGRATIVE NURSING IS INFORMED BY EVIDENCE AND USES THE FULL RANGE OF THERAPEUTIC MODALITIES TO SUPPORT AND AUGMENT THE HEALING PROCESS, MOVING FROM LEAST INTENSIVE AND INVASIVE TO MORE, DEPENDING ON NEED AND CONTEXT.

APPRAOCH

- Evidence-informed
- Full range of therapeutic modalities
- Move from least intensive and invasive to more
- Depending on need and context - individualized

NURSING CARE

- Personalize interventions based on the patients needs, wants and preferences.
- Use integrative therapies and healing practices to manage symptoms, improve clinical outcomes and quality of life.
- Focus nursing care on supporting the healing process.

Integrative Nursing Symptom Management

- Stress
- Nausea
- Sleep disturbance
- Anxiety
- Mood disturbance
- Fatigue
- Pain
- Cognitive impairment
- Spiritual Distress
INTEGRATIVE NURSING - NAUSEA
- Dietary – small frequent meals, avoid aromas, foods that are spicy, salty or fatty. Dry toast, brown rice, soups, yogurt
- Aromatherapy – ginger and peppermint
- Mind/Body – guided imagery, relaxation, hypnosis, deep breathing
- Acupressure – P6
- Acupuncture
- Energy healing - Reiki

INTEGRATIVE NURSING - PAIN
- Access to nature
- Distraction Therapy
- Mind/Body – relaxation response, imagery, mindfulness-based stress reduction
- Acupressure and Acupuncture
- Yoga and movement therapies
- Energy Therapies
- Massage
- Pharmacologic approaches
  - Anesthetic blocks

6. Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.

Until recently, self-care has been largely ignored within health professions education and even ridiculed.

Needing help or getting help has been perceived as a sign of weakness.
NURSING - FLORENCE NIGHTINGALE
To heal, one must be sound in body, mind and spirit.

HEALTH PROFESSIONS
While the health professions have long been considered “noble” professions, they are also among the most stressful.

PHYSICIAN STRESS AND BURNOUT
• 46% of US physicians experience symptoms of burnout. (2012)
• 68% of family physicians and 73% of general internists would not choose the same specialty. (2014)
(Kane & Peckman, 2014)

NURSE STRESS AND BURNOUT
• 34% of hospital nurses and 37% of nurses in long-term care report burnout. (McHugh et al, 2011)

QUADRUPLE AIM
• Improving the work life of health care providers should become the 4th aim. Care of the patient requires care of the provider. Burnout in the health care workforce threatens patient care.
• Organizations should focus on care team wellbeing.
(Bodenheimer & Sinsky, 2014)

SELF CARE
• Develop a personal plan for health and wellbeing.
• Take time for self-reflection and contemplation during your shift. Notice what events or situations have motivated you to reflect.
• Engage in reflective practices such as journaling.
Taking Charge of Your Health and Wellbeing

- Over 280,000 unique visitors per month
- Most visited pages — anxiety and depression
- 56% of traffic is from the US. Largest international audiences from UK, Ireland, Canada, Australia, Philippines, Singapore, India, Malaysia and South Africa.

WELLBEING

- Whole person
- Increase capacity and expand potential
- Possible even with chronic illness and maturing bodies
- Individual, family, organization and community

Integrative Nursing focuses on the health and wellbeing of caregivers as well as those they serve.

Integrative Nursing

- Health Promotion
- Disease Prevention
- Disease Management
- Symptom Management
- Care of people, families, and communities
Integrative Nursing

- Mindfulness
- Presence
- Intention
- Intuition

What is the Relationship of Integrative Nursing to Nursing Theory?

APPLICATION OF INTEGRATIVE NURSING IN CLINICAL SETTINGS

ACUTE CARE SETTINGS

- Urban and Rural Hospitals
- Community and Academic Medical Centers
- VA Medical Centers
- Models vary – common thread of successful and sustainable programs – integrated within nursing.

VA MINNEAPOLIS MINNESOTA

- Strategic Priority – pain management
- Guided imagery, aromatherapy, acupressure, music, massage and energy healing.
- Context – Integrative Nursing
STAFF EDUCATION – PART I

- Staff education – 4-8 hours on each topic.
- Education included RNs, NPs, LPNs, social works, recreation and art therapists.
- Self-care was taught and reinforced in all trainings.

STAFF EDUCATION – PART II

- Lunch and Learn Lecture Series
  - Integrative nursing
  - Way of the healer
  - Integrative approach to anxiety and depression
  - Integrative nutrition and inflammation.
  - Integrative approaches within palliative care.

STAFF EDUCATION SKILLS DAY – PART III

- 950+ nurses and nurse practitioners educated.
- Cultural shift emphasized integrative nursing focus.
- Integrative Nursing Focus
  - Therapeutic presence
  - Mindfulness
  - Self-care
  - Authentic communication

STAFF EDUCATION SKILLS DAY – PART III

- Integrative Therapy Modalities
  - Imagery
  - Essential oils
  - Acupressure
  - Localized Massage

OUTCOME MEASURES

- Pain – 91% reported improvement.
- Anxiety – 80% reported improvement.
- Nausea – 86% reported improvement.
STORY

“We had a patient that was going for an amputation and was very agitated, picking at the air, pulling his curtain, and was hypersensitive to touch. Everything was painful to him. He was on call for the OR and was waiting for the notification that they were ready for him. I approached him and offered to do acupressure, hand massage and imagery and he agreed to try it. I started with the hand massage and imagery, and when finished with both hands/arms I asked if he was ok with trying acupressure. He agreed to that and I did the pressure points on his head/neck and shoulders.

During the acupressure I noticed a tear rolling down his cheek and when I asked him if he wanted me to stop he said ‘no but can I get one last foot massage’ (before his foot was amputated). I continued with the foot massage, he fell asleep and slept peacefully until the OR transport came to pick him up.”

JG, RN, Assistant Nurse Manager 1F

SENIOR LIVING COMMUNITIES

- Independent Living
- Assisted Living
- Long Term Care

The Waters

- Serve seniors and their families by encouraging them to thrive.
- Offer services and programs focused on improving wellbeing.
- Focus on self-care of staff as well as residents.

Wellbeing

INFRASSTRUCTURE TO SUPPORT INTEGRATIVE NURSING
EXPECTATIONS

- Connected to the practice model.
- Integrated into the plan of care.
- Integrated into role expectations and performance review.

EDUCATION

- Building capacity, ie knowledge and skill in all staff.
- Ongoing professional development.
- Orientation of new employees.

EDUCATION RESOURCES

- Books
- Articles
- On-line Modules

DOCUMENTATION

- Plan of care
- Measuring outcomes
- Capturing stories – nursing narratives

ORGANIZATIONAL CHANGE STRATEGIES

- Deeply listen – know your stakeholders (patients, families, nursing staff, other clinicians, administration and the community.)
- Align with key organizational goals/priorities.
- Cultivate grass roots and top leadership.
STRATEGIES

• Grab low hanging fruit. Watch for readiness. Avoid resistance.
• Partner, partner, partner. Don’t worry about getting credit.
• One size doesn’t fit all.

USE DESIGN THINKING

• To create meaningful innovations, you need to know your users and care about their lives.
• Empathy is the centerpiece of a human-centered design process.

Organizational Transformation

Design Thinking

Theory U

Leading from the Future as It Emerges

The Radical Technology of Presencing

C. Otto Scharmer

Foreword by Peter Senge
GENTLE ACTION

• Small changes can have large effects.
• Turbulent systems may be very sensitive to change. Stable ones are highly resistant.
• Great power – small, collaborative and highly coordinated actions.