

Impact of a Culturally Sensitive Self-Care Program for Immigrant Filipino Nurses on Addressing Burnout

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Background

Filipino nurses comprise the largest share of immigrant nurses amounting to about four percent (4%) of the registered nurses in the US.

About 31% of the nurses who died during the COVID-19 pandemic were of Filipino descent (Wrights, 2023).

Fil-Am Nurses' integration of their cultural norms, belief system, and values influence their caregiving attitudes, behaviors and practices (Ordonez & Gandeza, 2004)

OBJECTIVES

To equip the Immigrant Filipino Nurses of Nevada with self-care strategies to address their emotional, mental, psychosocial, and physical stimulants that lead to stress, anxiety, and depression.

Through the cognitive, affective, and behavioral training course, the nurse participants will acquire the knowledge, skills, and attitudes that would assist them through the challenges of their daily work duties and responsibilities as well as their personal or social life.

The recognition and understanding of their own core cultural traits will give them a chance to determine the factors that may influence their way of thinking, decision-making, or action in any given situation whether at work as a nurse or as an individual.

CAVEAT

- Not meant to heal, cure, or treat any illness or disorder.
- Aims to empower Immigrant Filipino Nurses through said strategies.
- Not a substitute to seeking professional medical, psychiatric or psychological assistance



Please know that there are counselors available 24/7 at the [988 Suicide and Crisis Lifeline](https://988lifeline.org) (Dial 988 or visit the website at <https://988lifeline.org>)

THE SELF-CARE PROGRAM

This 21-day Self-Care Program comes in three parts.

Part I, The Whys and The Wherefores, details the rationale and the results of the survey conducted by the authors.

Core Cultural Traits

- What comes to your mind when you hear these terms?
- Do you remember saying these quotes or phrases yourself in previous situations or encounters?
- Do you think or believe that they are negative?
- At what levels do you think they are unhealthy?
- Do you think or believe that they can be positive influences?

CORE FILIPINO TRAITS/ATTITUDES

- **Amor propio** (self esteem; social acceptance)
- **Bahala na** (come what may)
- **Bayanihan** (we are heroes for each other)
- **Colonial mentality** (internalized oppression)
- **Hindi ibang tao** (one of us)
- **Hiya** (shame, propriety, dignity)
- **Kapwa** (togetherness; community)
- **Pakikisama** (fellowship)
- **UTANG na Loob** (Indebtedness, debt of gratitude)
- **Ningas kugon** (fleetingly enthusiastic; lack sustained perseverance)

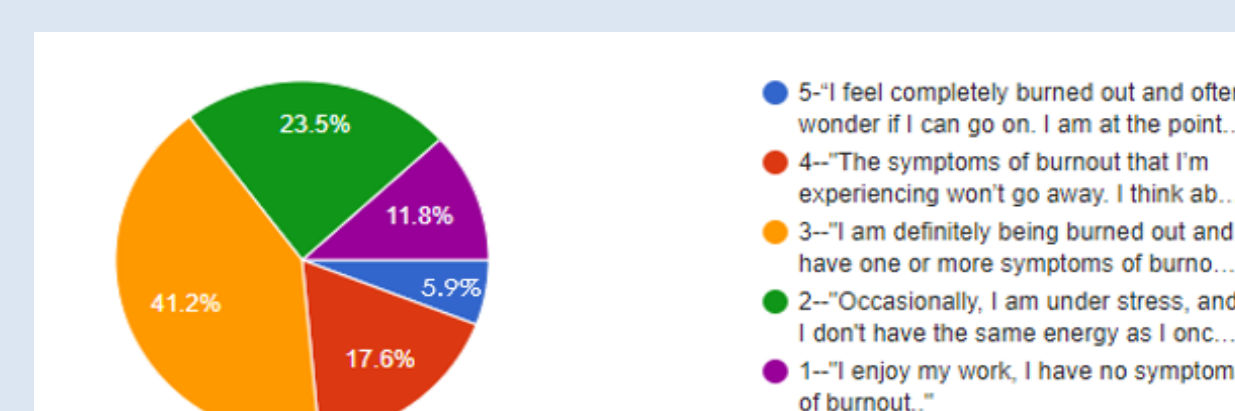
Part II. The Manual, contains life-coaching tools through cognitive, affective, and behavioral strategies.

- An Integrated Life Assessment
- Pre-program Burnout Assessment
 - Contract with Self
- Intention Journal and Book of Proofs
 - 21 Days of Strategical Domains
 - Cognitive—I Care for my Mind
 - Affective—I Care for my Emotions
 - Behavioral—I Care for my Body
- Post-program Burnout Assessment

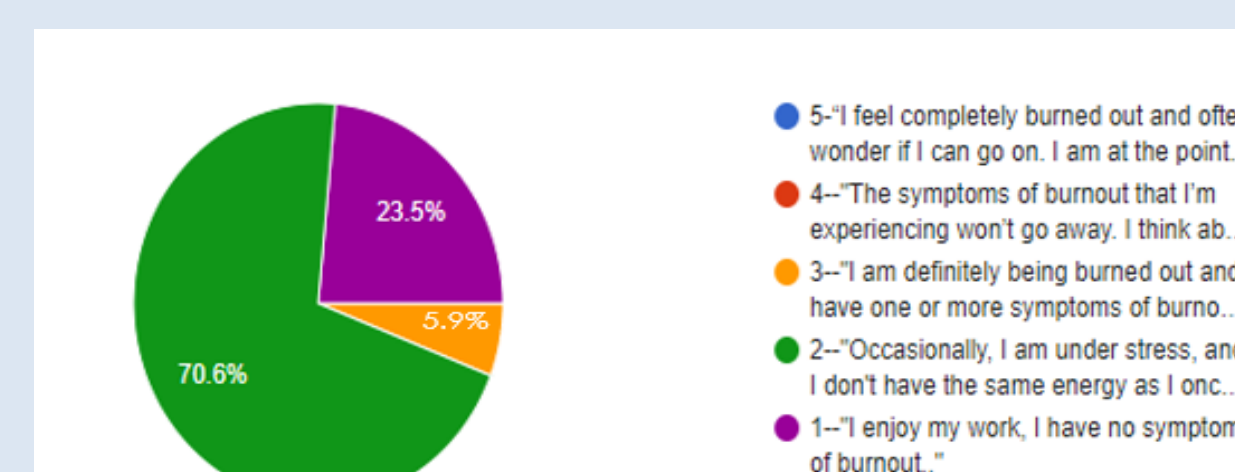
Part III is the Facilitators' Guide for those who want to facilitate the 21-day program.

Results:

Pre-program Burnout Levels



Post-program Burnout Levels



Conclusions/Implications

The culturally sensitive self-care program showed a decrease in burnout levels among immigrant Filipino Nurses. However, the data obtained is very limited due to the small sample size of PNANV members that completed the program. Further study of this culturally sensitive self-care program's impact in addressing immigrant Filipino nurses' burnout levels is highly recommended.

A potential extension of this self-care program would include discovery of the core cultural traits of nurses from other minority populations, specifically the Asian American Native Hawaiian Pacific Islander, and develop culturally appropriate self-care strategies.

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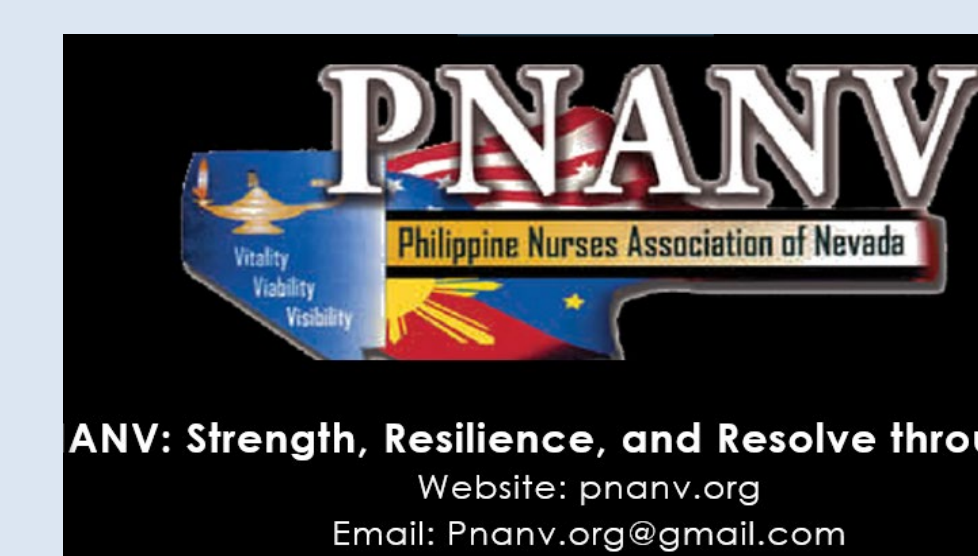
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