

Thriving Through Uncertainty: Building Resilience and Collaboration

Health Professions and Allied Employees

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FHE Health – Janet Gerhard and Dr. Beau Nelson



Presenters

Janet Gerhard
Director of Public Affairs



Janet brings many years of public service and leadership to work for unions, employees, organizations, and municipalities, to build up their workforce, help them through difficult times, and to encourage healing and growth for all.

Dr. Beau Nelson, DBH, LCSW
Chief Clinical Officer



A devoted advocate for mental health throughout his 25-year career, Dr. Nelson is a resource and experienced clinician who works strategically with organizations to provide competent and effective solutions for mental health and substance use disorders.



Agenda

- **Introduction & Context**
Current challenges and impact on nurses
- **Building Resilience**
Stress awareness, coping tools, breathing practice, healthy habits
- **Strengthening Collaboration**
Communication, teamwork, peer support
- **Practical Tools & Activities**
Real-time strategies, group exercises, reflection
- **Bringing It Together**
Key takeaways, outcome goals, Q&A

The Current Landscape of Healthcare

- Rapid changes in policies and systems
- Growing patient complexity and workload
- Uncertainty in care delivery

Impact of Stress and Uncertainty on Nurses

- Fatigue, burnout, and compassion fatigue
- Emotional toll of constant change
- Risks to safety and performance

Defining Resilience in Nursing Practice

- Adaptability and recovery during stress
- Sustaining emotional and physical health
- Balancing professional and personal demands

Stress Awareness and Self-Check

- Recognize early signs of stress
- Identify triggers and reactions
- Use mindfulness for awareness

Coping Strategies for Nurses

- Quick stress-reduction tools
- Maintain work–life boundaries
- Use micro-breaks effectively

Diaphragmatic Breathing Exercise Practice

- Sit with feet on floor, eyes soft or closed
- Inhale through nose 5 seconds, hold 1
- Exhale through pursed lips 10 seconds
- Hand on stomach to feel expansion
- Repeat for 2 minutes to reduce tension

Healthy Habits that Sustain Resilience

- Prioritize rest, nutrition, hydration
- Maintain consistent routines
- Use exercise and movement daily

Why Collaboration Matters in Nursing

- Shared responsibility reduces stress
- Teams improve patient outcomes
- Peer support builds resilience

Communication in High-Stress Settings

- Use clear, respectful language
- Listen actively to colleagues
- Speak up safely in critical moments

Peer Support and Unity

- Normalize stress check-ins
- Support teammates consistently
- Celebrate shared successes

Resilience Tools for Nurses

- Reflective journaling or debriefing
- Guided imagery or meditation
- Positive reframing of challenges

Collaboration Tools for the Workplace

- Structured huddles and handoffs
- Peer mentoring or buddy systems
- Shared decision-making in care

Real-Time Strategies During a Shift

- Two-minute breathing resets
- Pause and prioritize tasks
- Ask for help instead of isolating

Group Activity: Stress Mapping

- Identify common stressors
- Share examples in small groups
- Brainstorm coping strategies

Group Activity: Peer Collaboration Role-Play

- Practice teamwork in scenarios
- Explore barriers to collaboration
- Share insights and lessons

Reflection & Sharing

- Choose one resilience strategy
- Choose one collaboration idea
- Commit to peer accountability

Key Takeaways

- Resilience supports well-being and care
- Collaboration strengthens unity
- Small steps create lasting impact

Outcome Connection

- Identify two resilience strategies
- Apply two collaboration techniques
- Commit to daily practice

Q&A

- We made it!
- Questions or reflections
- Last thoughts
- Thank you for all you do and are!



Don't forget
to take care
of you!



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