

Words For Great Nurses

"We — the nurses and concerned citizens of the global community — hereby dedicate ourselves to achieve a healthy world..."

https://www.nighvision.net/our-commitments.html

The <u>Nightingale Initiative for Global Health</u> supports the United Nations' 17 Goals for Sustainable Development.

'No Poverty / Zero Hunger / Good Health and Well Being / Quality Education' to name only 4. The question we may have is how can we effect change on such a broad scale? For examples of nurse led initiatives, visit their Stories page: <u>https://www.nighvision.net/stories.html</u>

Creating a strong foundation can support larger actions. Think global and start local. Nurses are forces to be reckoned with, and holding a holistic perspective helps us effectively support our clients and communities. The Nightingale Initiative is an example of how we can effect change on a large scale. The CHNA is working to create a strong foundation through it's Mission and Vision. The integration of holistic perspectives to support health and wellness is happening. We want to hear from you ... what can we do to help bring holistic practice and theory to your work and self-care?

For more information and resources, reach us at <u>info@chna.ca</u> & <u>www.chna.ca</u> Let us know what we can do for you!

Kate Shelest RN BSN MAIH CAIHP™ President: CHNA

The CHNA represents nurses from coast to coast to coast and acknowledges the ancestral territories of all Indigenous people of this country. As the CHNA pledges to uphold and uplift the voice and values of nurses, so do we pledge our commitment to upholding healthy relationships, ethics, protocols, traditional knowledge, and cultural practices that reflect and pay tribute to the Truth and Reconciliation Calls to Action. Spotlight On... p. 2

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Danielle Dawe BA RN BN

A life-long learner of knowledge from the mystical to the practical and everything else in between. A true lover of philosophy for as the saying goes "an unexamined life is not worth living". Understanding the Herstory of our world is as fundamentally important as understanding our History, but a true understanding comes from learning Ourstory. True patient-centered care begins with asking, "What is your story?"

Hello, my name is Danielle Dawe, and I am a Psychiatric Registered Nurse working at the Forensics unit in Newfoundland and Labrador. In 2004, I graduated from Dalhousie University with a double major in Psychology and Philosophy. With an interest in Psychology, a person's overall well-being and mental health, I continued studies in Psychology and completed an honours degree in Forensic Psychology at Memorial University. This path led to working on a master's degree in Humanities; however, illness and a lack of well-being led me to quitting my master's program and traveling to South Korea to teach English.

While in Asia, I developed an interest in Ayurveda healing, energy healing, crystal therapy and chakra balancing. Since returning to Canada in 2010, I have completed the Bachelor of Nursing program from Memorial University and obtained the certificate for Basic and Advanced Foot Care Management. In 2019, I opened my independent practice: Dawe Holistic Foot Care, as a mobile foot care nurse.

However, since the pandemic struck and changed our lives as we know it, my interest has become more focused on energy healing and crystal therapy. In 2019, I sought out like-minded nurses and became Secretary of the Canadian Holistic Nurses Association. This led me to taking the Comprehensive Holistic Nurse program as offered by TheCIINDE. The more I learned about Complimentary Alternative Modalities the more I wanted to learn, and I regained the excitement of being a nurse. And there was something about crystal healing that excited me even more.

In 2022, I completed the Certified Crystal Healer course from the Sacred Wellness School of Healing Arts which led to a deeper fascination of crystals (my 9-year-old son calls me obsessed!). The more I learned about crystal healing, the more I needed to know about the science behind energy healing and crystal therapy.

In 2022, I completed the Certified Crystal Practitioner certificate from Hibiscus Moon Crystal Academy. At this time, I was introduced to the textbook *Vibrational Medicine: The #1 Handbook of Subtle-Energy Therapies* by Dr. Richard Gerber which has transformed my viewpoint of healing. The founder of the Crystal Healing Academy is a former science department head that studied Geology at the Masters level. After 14 years of teaching, she closed the school to pursue other interests. I am very grateful to have had the opportunity to complete both the CCP and the Advanced Crystal Master certificates prior to the school's closure.

My private practice, <u>Dawe Holistic Care</u>, has grown from a foot care service into a holistic based practice addressing a person's spiritual, mental and physical needs. Namasté



Enjoy this article Danielle has shared with us:

Chakra Balancing & Crystal Healing Fact or Fiction? Science or Pseudoscience? Myth or Reality? by Danielle Dawe BN RN CCP ACM

There are many things that operate upon the spirits of man, by secret sympathy and antipathy. That precious stones have virtues wearing, has been anciently and generally received; and they are said to produce several effects. So much is true; that gems have fine spirits; as appears by their splendour: and therefore may operate, by consent, upon the spirits of men, to strengthen and exhilarate them. The best stones for this purpose are the diamond, the emerald, the hyacinth, and the yellow topaz. As for their particular properties, no credit can be given to them. But it is manifest, that light, above all things, rejoices the spirits of men: and, probably, varied light has the same effect, with greater novelty: which may be one cause why precious stones exhilarate.

Francis Bacon, p.164(i)

For centuries crystals have been documented as having metaphysical and healing properties(ii). As a Registered Nurse working within the Western medical model, working with crystals has been considered controversial and has been criticized for being solely associated with New Age religion(iii). The New Age Movement grew in popularity during the 1970s and 1980s but stems from southern Europe during the 18th century following the Age of Enlightenment which led to the trend of Occultism(iv). During the 1960's and 1970's many scientists debunked crystal healing as mere pseudoscience that is grouped among New Age beliefs.

However, there is nothing "New Age" about crystals themselves as they are among the most fascinating naturally made items to come from the Earth (and other planets)(v). Furthermore, the concept of people working with crystals is anything but "New Age" and has been traced far back into history(vi). Origins of crystal healing trace as far back as Ancient Egypt, Mesopotamia, India, and Ancient Greece(vii). For example, documented use of crystal healing traces back to the Ancient Sumerians (c. 4500 - c. 2000 BC) and is recorded in Plato's account of Atlantis. Plato theorized that the stars and plants transformed decaying vegetation into gemstones, thus imbuing them with the magical properties of those planets, and he wrote that the Atlanteans used crystals to transmit thoughts via their minds(viii).

Despite all the documented use of crystals throughout history, there is no peer-reviewed scientific evidence to prove that crystal healing has any effect. The practice of crystal healing has been mainly criticized as being a pseudoscience with any healing effects being solely attributed to the *Placebo Effect(ix)*.

How can any rational person with a scientific mind pursue crystal healing? Yet, as we can see from the above quote taken from Francis Bacon's work in the 9th volume of *The Works of Francis Bacon: Sylva Sylvarum*, persons of scientific mind have historically worked with crystals. And who is Francis Bacon? Francis Bacon has widely been referred to as the "Father of Empiricism." Bacon argued that science could be achieved using a skeptical and methodological method which later became known as the Scientific Method(x).

Currently crystals have become a multi-billion-dollar industry with people selling crystals and offering crystal healing sessions(xi). How did stones from the ground develop into a multi-billion industry and what is their connection with our chakras?

Chakras are major energy centers or portals (visualize coloured spinning wheels) that are aligned with the nerve ganglia bundles throughout our body and along our spine(xii). Each chakra has a corresponding color associated with it that follows the colours of the rainbow (ROYGBIV) with red representing the colour of the root chakra ascending to violet representing the colour of the crown chakra. The electromagnetic spectrum is a range of all the known electromagnetic waves arranged according to frequency and wavelength with visible light representing

only 1% of the spectrum (xiii). And quite possibly (most likely), there are frequencies beyond are perception that we are unable to measure.

Did you know that electromagnetic radiation also carries particles known as photons? Photons carry the electromagnetic force acting as both a particle and a wave and are more simply known as "light particles." (xiv)

Of interest, each of our chakras correlates with a specific colour of the rainbow and each colour has a precise vibrational frequency that resonates with its corresponding charka. The higher the frequency, the shorter the wavelength. As can be viewed on the electromagnetic spectrum the colour red is a lower frequency (wavelength ~ 700 nanometers) than the colour violet (wavelength ~ 380 nanometers). (xv) This is of interest because, the colour red is also associated with the root chakra, which is located at the base of spine, near the coccyx and the higher frequency colour violet is associated with the crown chakra located at the crown of the head. Of further interest, each of the seven chakras represents a precise vibrational frequency that corresponds to the exact vibrational frequency of crystal that is associated with the colours of that chakra.

All crystals are arranged in one of seven special patterns that repeats over and over. Due to the highly organized molecular structure of crystals, all crystals have a precise vibrational frequency in its molecular structure that operates at a higher-amplitude frequency due to a more stable frequency.(xvi) Due to this higher-amplitude frequency, crystals can raise the vibrational energy of chakras.

How is this possible? How can crystals raise our vibrational frequency?

This is possible due to a simple concept in physics called *Entrainment*, which refers to the principle that the strongest vibration will affect the surrounding vibration. This principle was discovered in 1666 by Dutch physicist Christian Huygens when he discovered that when two clocks are mounted to the same wall, the pendulum frequencies will synchronise. It was later learned that the stronger vibration affects the weaker vibration to bring it into the same motion/energy field.(xvii)

Working with crystals to balance our chakras is possible due to this principle of Entrainment because if there is a similar frequency that comes into our environment and is of a higher amplitude (meaning it has more energy), it is going to raise up the lower-amplitude energy. When you compare us to crystals, we are the lower-amplitude energy and working with crystals raises our amplitude to become a vibrational match with the crystal. And while our body is not composed predominantly of crystals, our body is composed of some liquid crystals,(xviii) which are affected by the higher vibrations of crystals.

By entraining our chakras to the higher vibrational frequency of a crystal, we clear and balance our chakras making them more stable by returning them to their frequencies, and thus changing their emotional and biochemical state. The late Dr. Hiroshi Motoyama's research revealed that mental focus on a chakra activates photons (packets of light) which can be measured.(xix) Which leads us back to our opening quote from Francis Bacon,

"As for their particular properties, no credit can be given to them. But it is manifest, that light, above all things, rejoices the spirits of men: and, probably, varied light has the same effect, with greater novelty: which may be one cause why precious stones exhilarate."

Alas, is there an actual scientific basis behind the positive effects of crystal healing based on angles, geometric patterns, and varied packets of light OR are these positive effects solely attributed to the *Placebo Effect*? One thing is for sure is that the topic of crystal healing raises several new areas to explore. To learn more, we must explore the difference between the Physics of Einstein and Newton to be discussed in future articles.

Author: Danielle Dawe, BNRN, CCP, ACM

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EVENTS

CHNA ANNUAL GENERAL MEETING

June 11, 2023 @ 10am PST ZOOM link and official meeting announcement will be posted on our website and emailed to members. www.chna.ca

THE INTERNATIONAL COUNCIL OF NURSES CONFERENCE Nurses together: a force for global health

The International Council of Nurses and the Canadian Nurses Association are delighted to invite you to attend the ICN Congress, 1-5 July 2023 in Montreal, Canada, which will bring together the powerful force of the 28 million nurses worldwide!

HOLISTIC NURSE CHAT

Coming soon, the CHNA and The CIINDE will host regular virtual gatherings to share experiences, questions, and network with other holistically minded nurses. Thankyou to TheCIINDE for facilitating this ongoing opportunity for our members to connect and learn. Times/dates and ZOOM link will be provided to our CHNA members via our website and direct email in the coming weeks.

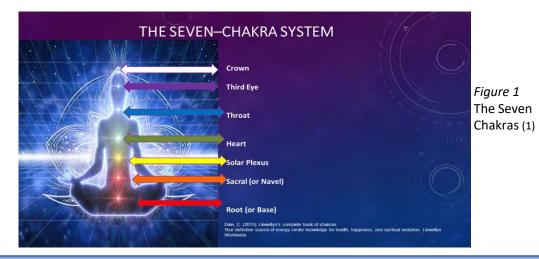
Is there a topic or event that you want people to know about or would like us to facilitate? Please let us know! We listen to our members and do our best to meet your needs!

The Nurse Heroine's Journey... Toward Transformation: Part 2 Linda Yetman, RN PhD CCHNC | Certified Coaching Practitioner

This article is the second part of a two-part article reflecting the development of a body of work I created to support my nursing colleagues through coaching processes. Part 1 appeared in CHNA's Fall Newsletter (2022). The intent of this work is to encourage nurses to:

- 1. Build a foundation for their health and well-being
- 2. Strengthen their emotional resilience
- 3. Own their personal power
- 4. Give their hearts permission to fully feel
- 5. Speak their truth with love and diplomacy
- 6. Trust their intuition
- 7. Connect with their spiritual guidance

While this body of work has been developed from several influences, it is closely aligned with the chakra system. The word chakra comes from the Sanskrit word that translates to "wheel". Chakras refer to specific energy points in one's body. While there are many identified chakras, this work is associated with the energies mostly known as the seven chakras (Figure 1. The Seven Chakras). The chakras (or energy centers as they are called in some settings) have been defined as subtle energy organs "... within or linked to the physical body that processes physical and subtle energy."



Evidence-Based Holistic Nursing Practice

The model and work outlined below focuses on supporting nurses to identify where their energy needs more emphasis to bring in more balance. Figure 2 illustrates the steps in The Nurse Heroine's Journey[©] Toward Transformation.

This model discussed in this article may suggest a linear process. It is not.

The Nurse Heroine's Journey[©] is a process of inquiry and discovery. Through an experiential approach promoting deep questioning, and reflection, this methodology supports nurses to discover the layers of their lives and journeys. This work was designed for nurses to express different experiences associated with the phases and stages of the journey. The experiences are guided by processes such as:

- Assessments: Chakras, Self-Compassion, Personality and Strengths Inventories
- Narrative and Depth Coaching
- Archetypal Exploration
- Story Theory



Figure 2. The Nurse Heroine's Journey©

A variety of techniques are used throughout the journey such as (not limited to):

- Collage Work
- Journaling
- Creative Expression Unique to Nurses (Ideas: Painting, Poetry, Sketching)

The above techniques may be used to check in with one's own awareness about the flow of energy in the chakras. The following illustration (Figure 3) outlines the alignment of the steps in the model with the chakras. Chakras energies are associated with all body-mind-emotional-spiritual-soul dimensions. For the purposes of this article, question prompts are offered for each step as an example of inquiry to raise awareness of what may be happening energetically in each chakra. These questions may also be used with individual preferences for exploration techniques.

Evidence-Based Holistic Nursing Practice

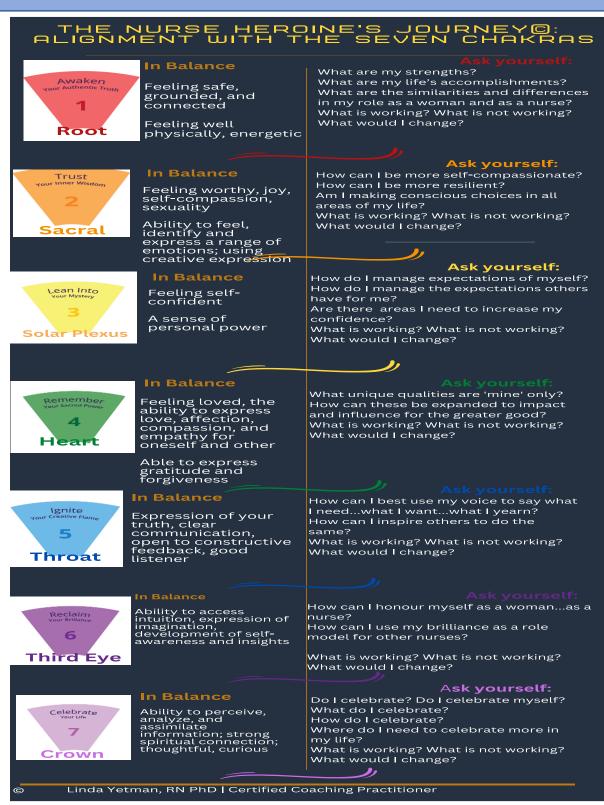


Figure 3. The Nurse Heroine's Journey[©]*: Alignment with the Chakras*

Application

The following illustrations are from one of my clients, a Charge Nurse. Her experiential approaches were painting, sketching, and journalling. The first illustration are some words to describe how she was feeling when she began coaching. The second illustration was her sketch at Week 8.



Conclusion

There are many modalities for self-discovery and inquiry. When we engage in these processes, we are searching to make meaning out of our lived experiences. As nurses, we often are asked by our patients and families to help them to make meaning out of their experiences of illnesses/injuries. Conti-O'Hare (2002)(2) suggests that nurses do make meaning for patients and families. She also reinforces the need for nurses to make meaning for themselves through reflective practice. The Dalai Lama stated, *"We can never obtain peace in the outer world until we make peace with ourselves."* The Nurse Heroine's Journey[©] was created for nurses (by a nurse) as a reflective practice as they journey, not only as a nurse, but also as a person.

I welcome comments and/or questions. I may be reached at: <u>lindayetman@gmail.com</u>

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Sherry Hole BN MN RN, CHNA Standards Officer, CEO & President of The Canadian Institute of Integrative Nursing Development & Education Ltd © Standards in Action

Nursing practice standards outline expectations to ensure the provision of safe and ethical nursing care (CNO, 2022). While provincial standards apply to all nurses regardless of their role, these standards may be augmented by additional standards and guidelines specific to specialty areas of nursing practice, such as holistic nursing. The Holistic Registered Nurse is personally responsible and accountable for ensuring that holistic nursing practice and conduct meet the standards of the RN profession and the legislative requirements in the province or territory in which the holistic nurse is licensed to practice.

Holistic nurses believe that human beings are affected by both their internal and external environment, and that healing can occur at any level including physical, cognitive, emotional, social, environmental and spiritual. Health is seen as more than the absence of disease or illness and encompasses balance, harmony, right relationship (between the whole); and an improvement in one's overall well-being.

Holistic nursing is a way of being that recognizes and honors the mind-body-spiritenvironment connection, as well as whole health and well-being for the nurse, client, and the planet. Holistic nursing also recognizes the nurse as an instrument of healing or facilitator in the healing process.

Holistic nursing requires that the nurse engage in reflective practice and demonstrate self-responsibility by fostering self-care, self-development, self-awareness and self-healing practices into one's own life.

The Holistic Nursing Practice Standards reflect the following Five Core Values of Holistic Nursing Practice as identified by the American Holistic Nurses Association (AHNA, 2019), and the American Nurses Association (ANA, 2019):



Five Core Values of Holistic Nursing Practice

1) Holistic Philosophy and Education

2) Holistic Ethics, Theories, and Research

3) Holistic Nurse Self-Care

4) Holistic Communication, Therapeutic Environment and Cultural Competence

5) Holistic Caring Process

Holistic Nursing Standard of Practice # 1 (b & c) Holistic Philosophies, Theories, and Ethics

b) engaging in practice grounded in nursing knowledge, skill, and theory (e.g., Theory of Human Caring and Caring Science; Science of Unitary Human Beings; Health as Expanding Consciousness; Theory of Integral Nursing; etc.)

c) incorporating nursing theory along with other scientific theories, philosophies and perspectives that incorporate wholeness and healing (e.g. K. Wilber's Integral Theory; Chaos Theory; Energy Field Theory; etc.).

Discussion

The American Holistic Nurses Association (AHNA) was founded in 1980 by Charlotte McGuire and 75 founding members dedicated to the advancement of holistic nursing. The focus is on holistic principles that foster health through the integration of allopathic and complementary care, including healing modalities. AHNA's mission is to "illuminate holism in nursing practice, community, advocacy, research, and education" (ANA & AHNA, 2019, p. 5).



As indicated in this standard, holistic nursing practice is grounded in evidence-based research and draws upon several theories that expand on health and illness while acknowledging both the art and science of nursing practice. At the heart of these theories is: healing; holism; multidimensionality; chaos theory; adopting healthy behaviors (relative to the client's worldview); human and environmental energy fields; environments conducive to healing; compassionate presence; balance and harmony (to name a few).

One theory, common to holistic nursing practice, is the Theory of Integral Nursing (Dossey, 2020)—a grand theory, that builds on Ken Wilber's integral model while weaving in Florence Nightingale's philosophy. Using this theory, the Holistic Registered Nurse is able to "shift to a deeper level of understanding about being human..." (Dossey, 2022).

With healing at its' core, the Theory of Integral Nursing is a complex theory that consists of various components and quadrants that expand on healing, patterns of knowing, perspectives of reality, awareness (inner and outer), personal growth, development, and expanded states of consciousness (emphasis is placed on the individual and expanding awareness from physical to include mind and spirit) (Dossey, 2020).

Join us in our next edition when we explore Holistic Nursing Standard of Practice # 1 (d):

Holistic Philosophies, Theories, and Ethics

d) recognizing individuals as authorities of their own health experience with the HRN acting as an 'option-giver'.



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You can access the complete CHNA Holistic Nursing Standards of Practice here: <u>https://www.chna.ca/chna-standards-of-practice/</u>





Would you like to join a group of innovative nurses dedicated to the support of Holistic Nursing in Canada?

CHNA BOARD OF DIRECTORS

The CHNA is calling for nominations to fill the VP, Treasurer, and Director (1) positions at the June 11/23 AGM

EXECUTIVE BOARD

Kate Shelest (Pres) Susan Hagar (VP) Meg Knapp (Treasurer) Danielle Dawe (Secretary)









DIRECTORS Kim Derkach Sherry Hole Lauren Kellar







Julie Sabourin

Jocelyn Uygen Ocsena





CLICK HERE To access the Nomination Documents Send all questions or comments to : <u>Amanda.Dallow@gmail.com</u>

Read A Great Book Lately??

Our CHNA Members Recommend:

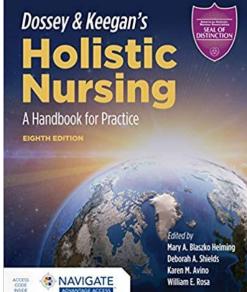
I love diving into Sonia Q.'s books. Her stories are real, raw and inspiring (thank you my dear friend Linda Yetman for gifting me my first book!)...when sharing the quote above from Ask Your Guides, I got moved to add my own piece...and, that is that Flow and Ease doesn't mean every day will be amazing once you invite your guides in...Life is School, no one is given the upper hand and everyone WILL go through this life facing one challenge after the other. What it does mean is that no matter what we face, we will know we aren't alone, that we will see each challenge (regardless of how painful or annoying it is) as a chance to learn and growth—emotionally, mentally, spiritually.

When we release resistance (welcome challenges), embrace the resources available to us (yes, that includes guides), and trust that we are here for a reason, for a purpose, it doesn't matter what is happening around us or even for us (not to us), there is most definitely a sense of ease and flow.

Sherry Hole The CIINDE

More than a 'book' ... a comprehensive text that covers the Theory, Standards & Principles of Holistic Nursing. A great resource for practice.

Kate Shelest RN BSN MA Integral Health



SONIA CHOQUETTE

Calling in Your Divine Support System

for Help with Everything in Life



Holistic Self Care for Nurses - Theory and Research Kate Shelest RN BSN MAIH CAIEHP

The following are excerpts from Kate's MA (Integral Health) thesis that delved into the relevance of holistic self care for nurses, resulting in The Conscious Nurse Project. The focus was specific to Registered Nurses for the purposes of the research, but the information and

theme of this topic might well apply to all nursing professionals.

<u>The Issue</u>

- RNs Standards of Practice require nurses to maintain their health and fitness to practice.
- RNs frequently experience challenging situations and workplace stressors
- Trauma, and exposure to vicarious trauma
- Impact is on physical, emotional, mental, and spiritual health
- Can lead to reduced functioning and BURNOUT

Scope & Prevalence: Stress & Burnout

- Exposure to stressors occurs in acute and non-acute practice
- Provincial studies of acute care, community care, & long-term care: RNs reported "worsening mental health ... and lower quality of nursing care" (Havaei et al., 2020a, p. 14)
- Impact of mechanistic approaches to practice: nurses suffer from emotional and moral distress," leading to outcomes that include "... emotional exhaustion/burnout, job dissatisfaction and eventual exit from the profession" (MacPhee et al., 2017, p. 3)
- Stress from various sources: linked with "changes in cognitive, behavioural, and emotional function that can compromise professional caring" (Dyess et al., 2018, p. 79)

Nurses' Experience is Physical, Emotional, Mental, & Spiritual

Nurses are bound by their Standards of Practice and Code of Ethics to support their own health and maintain fitness to practice. The CNA Code of Ethics endorses the WHO's definition of health as:

"... a state of complete physical, mental (spiritual), and social well-being, not merely the absence of disease" (CNA, 2017, p. 23)

This acknowledgment of the interactive relationship between all dimensions of the human experience is holistic

:. holistic self-care is a valid resource to support the health of nurses.

Relevance of Holism

- Holistic approach to self-care as a means for supporting fitness to practice enhances 'capacity for compassionate care of patients and their families' (Mills et al., 2018, p. 12)
- "While nursing research has identified common sources of moral distress, not every nurse will experience distress when faced with these situations" (Epstein and Delgado, 2010, para.11).
- Nurses possess varying levels of resilience and may find satisfaction in providing care in challenging situations. Rushton et al. (2015) suggest creation and implementation of holistic self-care practices by RNs may strengthen and sustain that resilience from a whole person perspective, supporting health and fitness to practice.
- While "provision of holistic care is a hallmark of competent nursing practice, holistic activities centered on self are less prevalent for nurses" (Blum, 2014, p. 2).

Research Question

How do you create a workshop that will successfully engage RNs in effective and sustainable holistic self-care?

Literature Review Topics

- methods for engaging RNs in holistic self-care,
- methods of effective holistic self-care,
- methods for teaching holistic self-care, and
- methods for supporting sustainable holistic self-care.

Engagement

Worldview transformation, self-knowledge, and self-compassion: influential in the transformative process supporting engagement.

Operational factors: time for training/practice; accessibility; work demands.

Organisational factors: employer support; financial compensation for participation in research; course accreditation. *

Research *specific* to the philosophical aspects of engagement in holistic self-care by nurses is lacking.

*The general impact of these influencers was not clear.

Efficacy

Yoga, breath-work for nervous system self-regulation, meditation, and mindfulness-based stress reduction practices were the most cited holistic self-care methods

Individualization of practices was recommended

Studies specific to whether theoretical knowledge of holistic self-care practices and concepts was important were not found.

A lack of follow-up data regarding the sustained use of these modalities by practicing RNs was noted.

Teaching Methods

Interventional studies described on-site and on-line platforms (methods for teaching). There was a lack of literature for on-line platforms.

All on-line interventional studies were participant guided with some supportive email contact from instructors

Impact of instructor expertise in holistic theory/self-care was not specifically described. Data re: impact of instructor-facilitated versus self-directed learning in on-line platforms was lacking.

Common themes identified: accessibility to content; learning tools & resources; venue; and length of instruction/program time. Sensitivity to learning needs was noted in context to individualization of practices.

Sustainability

Sustaining holistic self-care is multi-dimensional. Completion of a training program does not ensure sustainability.

Individual regulatory requirements, evolving life circumstances, and individual capacity may influence enduring holistic self-care.

Limitations of this review: lack of data re: long-term follow-up in interventional studies, and impact of ongoing education/mentoring.

Reinforcement of practices in short increments over extended periods recommended, citing healthcare workers' busy schedules as mediators of sustainability.

Conclusion

Nurses' work will continue to be challenging physically, emotionally, mentally, & spiritually. Due to the challenging nature of their work RNs will require self-care to maintain their health and fitness to practice. Every effort should be made to support nursing professionals to care for themselves and honour the invaluable work they do.

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