

A group of seven matches is shown against a light grey background. On the left, six matches are arranged in a slightly curved line, all of which are burnt. Their heads are black and charred, and the stems are also blackened, with some showing a distinct white-to-black gradient. On the right, a single unlit match stands vertically, featuring a bright red head and a clean, white stem.

# CRM en burnout

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# Wat is burnout?



# Wat is burnout?

- Disbalans tussen job demands en job resources
- Je werk vraagt meer dan je werk geeft
- Per definitie werk gerelateerd
- Emotionele uitputting + cynisme + verminderd zelfvertrouwen
- De ziekte van de werkende mens
- Het tegenovergestelde van burnout = bevlogenheid
- Als je ziek wordt van je werk omdat je werk niet leuk is



**Opgebrand**

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# Wat is CRM?



Decision making  
**CRM** Acronyms  
Workload Management  
Situational Awareness Speaking up  
Briefing **Communication**  
Leadership Error management  
Red Flags Re-Evaluation  
Closed Loop Communication Teamwork  
Stressmanagement

# Wat is CRM?

- Gebruik de capaciteiten van het hele team
- Het beste voor het team en voor de patiënt
  - Creëer rust en duidelijkheid (SA)
    - Vermijd verrassingen (SA)
  - Professionele conflicthantering
    - Debriefing en reflectie
  - Durf je kwetsbaar op te stellen
- Zorg dat ieder teamlid met een fijn gevoel naar huis gaat





JAMA | **Original Investigation** | CARING FOR THE CRITICALLY ILL PATIENT

# Effects of a Multimodal Program Including Simulation on Job Strain Among Nurses Working in Intensive Care Units A Randomized Clinical Trial

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**INTERVENTIONS** The ICU nurses who had at least 6 months of ICU experience were randomized to the intervention group (n = 101) or to the control group (n = 97). The nurses randomized to the intervention group received a 5-day course involving a nursing theory recap and situational role-play using simulated scenarios (based on technical dexterity, clinical approach, decision making, aptitude to teamwork, and task prioritization), which were followed by debriefing sessions on attitude and discussion of practices.

The prevalence of job strain at 6 months was lower in the intervention group than in the control group (13% vs 67%, respectively; between-group difference, 54% [95% CI, 40%-64%];  $P < .001$ ). Absenteeism during the 6-month follow-up period was 1% in the intervention group compared with 8% in the control group (between-group difference, 7% [95% CI, 1%-15%];  $P = .03$ ). Four nurses (4%) from the intervention group left the ICU during the 6-month follow-up period compared with 12 nurses (12%) from the control group (between-group difference, 8% [95% CI, 0%-17%];  $P = .04$ ).

**CONCLUSIONS AND RELEVANCE** Among ICU nurses, an intervention that included education, role-play, and debriefing resulted in a lower prevalence of job strain at 6 months compared with nurses who did not undergo this program. Further research is needed to understand





Welke CRM elementen helpen het meest tegen stress en burnout?

**BURN-OUT**  
**DIE STAAT NIET**  
**OP MIJN**  
**TO-DO-LIJSTJE**

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