



Oregon Center for
NURSING

DEBUNKING

MYTHS



AROUND WELLNESS & WELL-BEING CHALLENGES



WELLNESS IS NOT THE SOLE RESPONSIBILITY OF THE NURSE

Organizations must reduce and eliminate burdens to nursing workflows, such as staffing and workplace environment concerns.

INDIVIDUAL RESILIENCE DOESN'T ADDRESS SYSTEMIC ISSUES

Targeting resilience training to individuals without trying to improve workplace systems, culture, and structures will likely lead to further staff attrition.



BURNOUT IS NOT PART OF THE JOB

Burnout caused by systemic issues can be avoided through intentional planning, resource allocation, system design, and efficiency modeling that can eliminate barriers and reduce stress.

LEADERS ARE NOT SOLELY RESPONSIBLE FOR CHANGE

Leaders working with direct care staff to implement organizational change will have higher levels of success in creating a culture of well-being.



THE ACT OF SEEKING HELP IS NOT GROUNDS FOR LOSING YOUR LICENSE

The Oregon State Board of Nursing must have just cause to believe a nurse is unable to practice with reasonable skill and safety. Nurses are encouraged to get help for mental health or other issues before the ability to make safe and appropriate judgments is compromised.