

Preceptor News

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Quotient tools for stress management

In the preceptor academy we reviewed Intelligence Quotients (IQ) and Emotional Intelligence (EQ). But there are even more quotients to consider – and they are related to each other!

Intelligent Quotient (IQ): The ability to recognize and solve a problem. Intelligence!

Emotional Quotient (EQ): Assessment of self-awareness and emotional self-control. Self-awareness!

Adversity Quotient (AQ): The ability to face and overcome adverse situations. Resilience!

Social Quotient (SQ): Determines the cultural fit and social awareness. Social awareness!

Positivity Quotient (PQ): How your mind works in your best interest. Handling challenges with out negative emotions (stress).

Cognitive Quotient (CQ): How one utilizes their intelligence. Thinking!

References:

Han, P., Duan, X., Jiang, J., Zeng, L., Zhang, P., & Zhao, S. (2023). Experience in the development of nurses' personal resilience: A meta-synthesis. *Nursing open*, 10(5), 2780–2792.
<https://doi.org/10.1002/nop2.1556>

Stress and Stress Resilience

Stress is a common event. Nurses report they often experience more stress at work than in other areas of their lives. Preceptors can be effective role models for preceptees learning how to manage stress and adversity at work. Learning stress management techniques to overcome future adversities promotes **stress resilience** for preceptees. Stress resilience is conceptualized as an adversity quotient (AQ), or the ability to overcome adverse situations. Social, cognitive, and positivity quotients are all related to overcoming adversity.

Stress resilience is demonstrated when we experience adversity without impact to our physical or psychological wellbeing. It is an ability to cope with stress and return to a baseline state after the stressful event. Have you ever noticed variation in how individuals respond to stress, adversity, and severe stressors? There are indeed many variables that contribute to our ability to be stress resilient. These include neurochemical factors (hormones and neurotransmitters), genetic factors (nervous systems characteristics), and epigenetics (life development events). Adverse experiences to environmental stressors might make us vulnerable to stress related conditions. On the other hand, our successes and positive experiences with stress management can build **stress resilience** skills.

Characteristics of stress resilience include having a positive outlook (PQ), making plans and taking action (versus avoiding a problem), and seeking social support from others. Awareness of our preceptees self-awareness (EQ), adversity quotient (AQ), and social quotient (SQ) create a broad assessment of their resilience and progress on your team!

Mentoring Moment

Your experiences allow you to lead others. vulnerability to stress related conditions Assess or consider these concepts with your preceptee. How does your preceptee respond to daily challenges and problems? What happens when they encounter an obstacle? Ask them to reflect on the way they react to clinical situations and discuss your observations. As a preceptor, you can likely recall numerous situations that caused disruption or even distress in your day. Talk about your experiences and give specific examples of times you handled it 'well' and other times you didn't. What have you learned, and how did you adapt your thinking or actions in times of stress? Solutions are not always straightforward! Share with your preceptee how you approach a problem, and how you adapt when problems become more complicated.

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