

EDITORIAL

EXPERIENCING AND COPING WITH SITUATIONS OF PROFESSIONAL STRESS

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Human behavior in health organizations has been approached through themes such as motivation, leadership, participative management, group process, communication, among others, aiming at achieving organizational excellence in terms of productivity, quality, market and competition, although in practice, its effects are far from the intended goal, that is, they have not come up to expectations.

Healthcare professionals, and nurses in particular, have been questioned in relation to this situation. Answers have been demanded from them which should be in agreement with those of other professionals for the conformation and confirmation of the foreseen efficacy. In other words, nurses have been required to act in agreement with organizational expectations without, however, being offered greater attention to their own psychosocial and psychospiritual dimensions or to those of their collaborators and clients as a fundamental counterpart.

This has been a cause of suffering at work as well as of professional stress.

Professional stress is defined as “the disturbing process produced in an individual by the excessive use of his/her adaptation energy to cope with requirements from his/her professional environment. These requirements exceed such individual’s both physical and mental capacities⁽¹⁾”.

We can say that nursing work constitutes by itself a source of stress due to patients’ suffering, unexpected occurrences, the constant need to act diligently, that is, due to work conditions themselves. However, in our environment, other causes of stress, as mentioned, are added to these. Nurses can actively cope with the various sources of stress in their everyday work, particularly through action. And this is because ... “tension due to stress sources is continuously absorbed in action”⁽¹⁾. Through action, nurses can present alternative answers in connection with the human dimensions that are generally forgotten in the organizational scenario.

The assumption of an understanding attitude, which is capable of apprehending the meaning that an individual gives to his/her own life is significant and consequent to the such person’s perception in the work environment⁽²⁾. And if nurses base their conduct on the development of this dimension, they can become more complete human beings and their actions will consequently absorb, or at least minimize, tension and stress.

REFERENCES

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