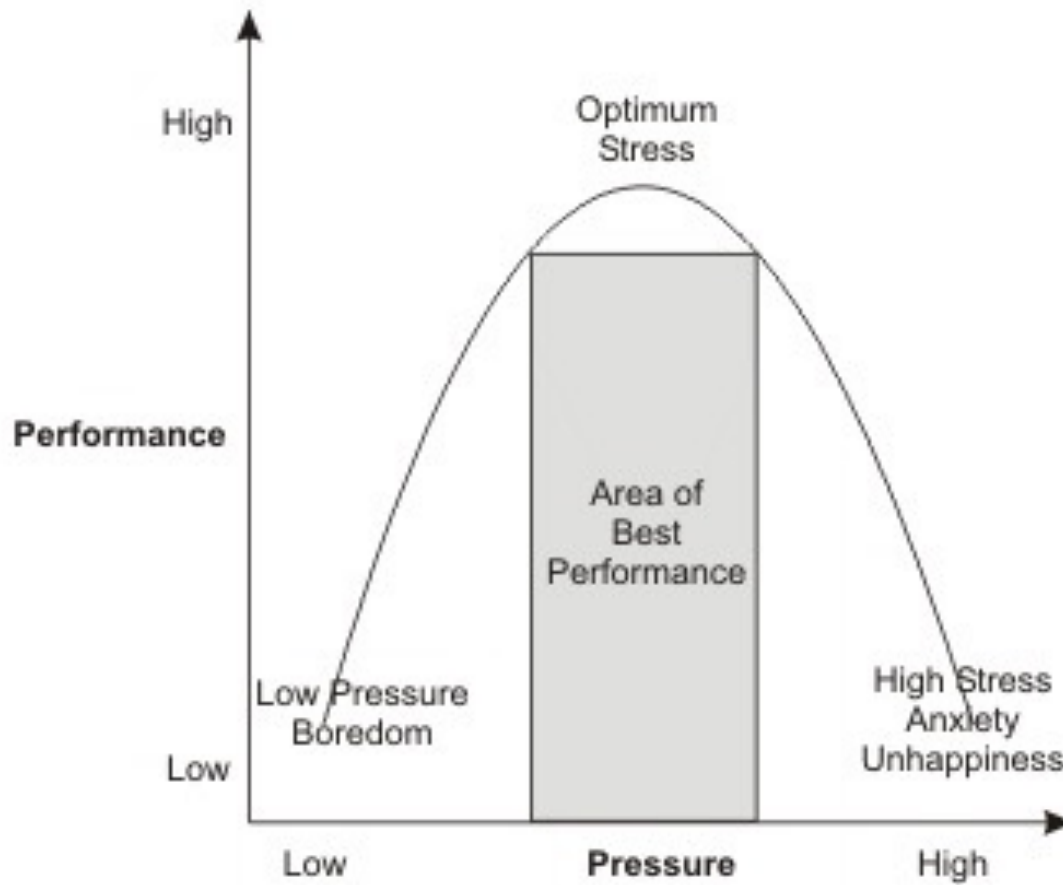


# Reiki for Wellness: Clinical and Corporate Setting

- ❖ Robin Fuerst, PharmD  
ICRT Senior Licensed Reiki Master Teacher &  
ICRT Mentor Teacher  
Certified Aromatherapist & Labyrinth Facilitator
- ❖ Bryce Goebel  
ICRT Licensed Reiki Master Teacher,  
Certified Transformation and Empowerment  
Facilitator

# Major Stress Changes

- ❖ **Type of Stress**
  - **PAST: acute, specific, infrequent**
  - **PRESENT: chronic, unseen, repetitive**
- ❖ **“Fight or Flight” System is always stimulated and on**
- ❖ **“Rest and Digest” System is short changed & less active**



The Inverted-U relationship between pressure and performance

# Physical Effects of Chronic Stress

- heart disease
- diabetes
- stroke
- cancer
- adrenal exhaustion
- sleep disturbances
- stress ulcer
- chronic constipation
- weight gain (belly fat)
- pituitary disorder

# Emotional Effects of Chronic Stress

- anxiety & depression
- aggression & uncontrolled anger
- a closing off of the heart
- disengaged rational mind
- decreased creativity & concentration
- focus on fear (false evidence appearing real), rather than on love
- disconnection from our intuition
- overwhelm to the point of loss of joy
- choices made for survival, not long term prosperity

# DIS-STRESS

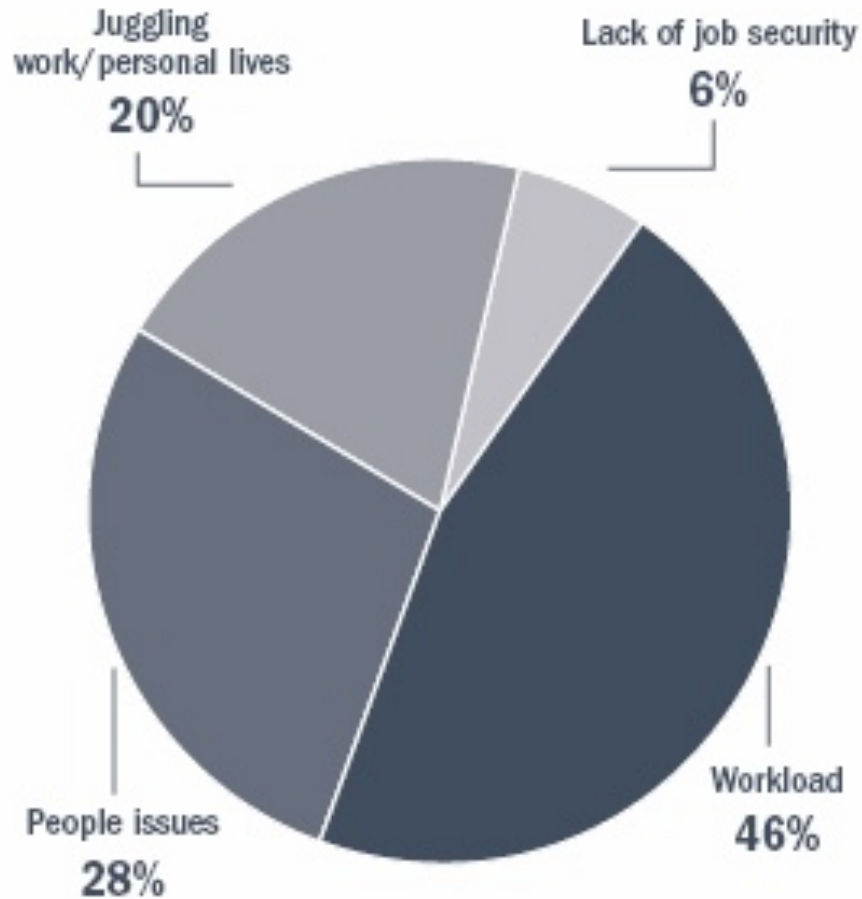


# Organizational Effects

- ❖ high absenteeism
- ❖ high labor turnover rate
- ❖ poor time keeping
- ❖ increased employee complaints
- ❖ poor performance & productivity
- ❖ low morale
- ❖ poor motivation
- ❖ increased ill-health, accidents & incident reports

[www.admin.com.ac.uk/offices/hr/policy/stress/effects.html](http://www.admin.com.ac.uk/offices/hr/policy/stress/effects.html)

## Main Causes of Stress



Source: EAP provider ComPsych's first half of 2006 StressPulse Survey.



# Employee Assistance Program (EAP) Data

- ❖ **World Health Organization - “stress costs American businesses up to \$300 billion yearly”**
- ❖ **Stress is health epidemic of the 21st century**
- ❖ **66% of employees report difficulty focusing at work due to stress**

# Healthcare Workers

- ❖ highest levels of stress and anxiety related calls to EAPs
- ❖ higher hospital admission rates:
  - 46% higher for obesity
  - 20% higher for depression
  - 12% higher for asthma
- ❖ help others at their own expense
- ❖ 9% higher medical care & drug costs

# Hospital Burnout

- ❖ 12 hour shifts, larger number of patients per employee, sicker patients
- ❖ Burnout - emotional exhaustion & withdrawal
  - lack of social support
  - inability to control ones own schedule
  - chaotic job
  - work-life imbalance
  - working on understaffed team
  - cumulative effects if not dealt with

# Compassion Fatigue

- ❖ **strain of dealing with traumatic & difficult situations daily**
- ❖ **Symptoms:**
  - **hopelessness**
  - **decrease in finding pleasure in life**
  - **constant stress & anxiety**
  - **sleeplessness, nightmares**
  - **negative attitude**
  - **feelings of incompetence & self-doubt**
  - **inability to focus**

# Compassion Fatigue Effects on Hospitals

- ❖ absenteeism
- ❖ high turnover rates
- ❖ friction between employees
- ❖ staff & management friction
- ❖ Burnout Levels:
  - 49% RNs under age 30yo
  - 40% RNs over age 30yo

# Reiki During the Workday

- ❖ Take a 5-minute “Reiki Break” every hour
- ❖ Reiki your work area at the beginning of the day: cubicle, phone, computer, any place you’re spending time
- ❖ Send Reiki ahead to meetings to improve results and collaboration
- ❖ Reiki your tasks for the highest good
- ❖ Reiki your food and water
- ❖ Mini-Reiki sessions with co-workers
- ❖ Embody the Reiki Ideals “Just for \_\_\_\_\_”

# Reiki for Wellness Program

- ❖ Brings Reiki into the office as a stress coping and improved well-being tool
- ❖ Supports company “employee wellness” or “green” initiatives
- ❖ Opportunity to educate about the benefits of Reiki
- ❖ Be willing to donate your time initially
- ❖ Requires patience and persistence to implement

# Reiki for Wellness Program

- ❖ **Know Your Facts before reaching out**
  - **Companies are focused on RESULTS**
  - **Understand the costs of stress to the company**
    - **Financial**
    - **Decreased Productivity**
    - **Increased Absenteeism**
    - **Employee Morale**



# Reiki for Wellness Program

- ❖ **Start with a small office < 50 employees**
  - **Less “red tape”**
  - **Easier to get to the decision makers**
  - **Can usually implement the program in less time**
  - **Gather data through a pilot program**
  - **Learn what does (and doesn't) work, and make adjustments so your program can be successful**

# Reiki for Wellness Program

- ❖ **Find a Champion**
  - Works in the company
  - Knows the value of Reiki first-hand
  - Client, Friend, Family Member, or Friend of a Friend
  - Introduces you to the “right” people
  - Gives you instant credibility
  - Ideally a member of management
- ❖ **Offer a Reiki for Wellness presentation**
  - Goal is to approve a pilot program

# Reiki for Wellness Program

## ❖ Pilot Program

- No cost to the company
- You gather data to show results
- Specific number of employees
- Set session times (ex. 20 minutes)
- Set program length (ex. bi-weekly for 3 months)
- In exchange for your time, you receive testimonials and case study data

# Reiki for Wellness Program

- ❖ Pilot Program data can be used to open doors in larger companies
- ❖ Customize a program for each company
- ❖ As you begin to offer your program in larger offices, you also charge a fee
- ❖ Continue to gather results based on the goals established with the company
- ❖ Review results every 90 days initially

# Corporate Case Study

- ❖ **Acme Company, multiple offices, in design and manufacturing**
  - **Champion: Client, who is a VP**
- ❖ **Program Goals**
  - **Help employees reduce office stress**
  - **Determine if Reiki could improve production and reduce mistakes**
  - **Reduce sick days (unscheduled days off directly affect manufacturing)**
  - **Improve Employee Morale**

# Corporate Case Study

## ◆ 90-Day Results of Reiki for Wellness



# Corporate Case Study

- ❖ **Results from 90-Day Pilot Program**
  - 4 initial participants (administration, manufacturing, management)
  - **Cost savings \$988,000**
  - 10 additional employees wanted to become part of the Reiki for Stress program
  - **Contract signed for Reiki program**

# Corporate Case Study

- ❖ **Feedback after 90-Day Pilot Program**
  - **“It’s easier to focus on my job after Reiki”**
  - **“I don’t get angry at my co-workers like I used to”**
  - **“I don’t call in sick with migraines”**
  - **“Everyone is in a better mood”**
  - **“Instead of getting upset, I talk to my manager when something goes wrong”**
  - **“We’ve seen improved quality, a happier team and less absenteeism”**



# Clinical Case Study

Reiki News Magazine, Spring 2011

## ❖ Healing Healthcare Focus

- Three nursing champions resulted in a shift to paying attention to non-drug approaches to pain and anxiety
- Departments began using Therapeutic Touch and Reiki

## ❖ Cancer Clinic Reiki Data

- Jan-Sept 2010, 79 clients, 312 sessions
- Pain decrease 15-22%
- Anxiety decrease 27-32%
- Wellbeing increased 19-21%

# Clinical Case Study

- ❖ **Change in support with new hospital admin in 2006, Reiki Program champion moves to Outpatient Cancer Clinic**
- ❖ **Multiple changes in admin over the last 8 years, volunteer Reiki for cancer clients undergoing active treatment at St Charles continues**
- ❖ **No interest or support from Nursing Education to allow option of Reiki I & II classes to be offered to hospital RNs currently**

# Clinical Case Study

## ❖ Current Ideas:

- Present proposal to HR department, stress relief
- Discuss options of people to contact within the system with Massage therapist overseeing the Oncology Interdisciplinary program & her RN manager
- Trial in smaller business, then present data to hospital
- Present proposal to Orthopedic MDs w/ recent pilot study\* (progressive group of MDs)

\*Holistic Nursing Practice 2017;31(2):80-89.

# Conclusions

- ❖ Workplace stress has high cost to employees & companies
- ❖ Reiki reduces stress in pilot studies in cancer patients & business setting
- ❖ Reiki “champion” within the organization is important
- ❖ Persist!
- ❖ Organizational changes may require changes in approach