



When the Workforce Is Tired:

Designing Programs That Support People and Practice

Ginger Vanhoozer (She/Her) MPH, BSN, RN, CIC, AL-CIP

Objectives

- Select one strategy to create a more positive tone for a meeting or training.
- Incorporate one simple celebration or recognition practice into an existing meeting or training.
- Evaluate a support resource to determine if it is practical, high-value, and likely to be used by your target audience.

Understanding Burnout in Infection Prevention

Burnout is a syndrome caused by chronic, unmanaged workplace stress. *(WHO Definition, 2019)*

It shows up in three key ways:







- **Exhaustion**
 - Physical and emotional energy depletion
 - Feeling constantly drained, even after rest
- **Cynicism or Detachment**
 - Mental distance from your work
 - Feeling numb, negative, or emotionally checked out
- **Reduced Professional Efficacy**
 - Feeling like you're not making a difference
 - Self-doubt about your competence or impact



Fist to Five: Check-In Tool

Use Fist to Five to quickly gauge how your group is feeling about a topic.







- **Comfort with the topic:** Gauge the group's starting point to decide if a quick overview or deeper dive is needed.
- **Before activities or practice:** Use Fist to Five to check readiness and comfort without putting anyone on the spot.

Fist to Five	
	I am not sure where to get started.
	I am still building confidence with this.
	I would benefit from more practice or guidance.
	I think I could do this but might need a quick refresher.
	I could do this correctly on my own.
	I could confidently do this and help train others.

Fist to Five: Check-In Tool

Let's practice:

How confident are you in using strategies that help meetings feel supportive and energizing for your team?

Fist to Five	
	I am not sure where to get started.
	I am still building confidence with this.
	I would benefit from more practice or guidance.
	I think I could do this but might need a quick refresher.
	I could do this correctly on my own.
	I could confidently do this and help train others.



Building with Purpose

Attitude

: Set a vibe

Time

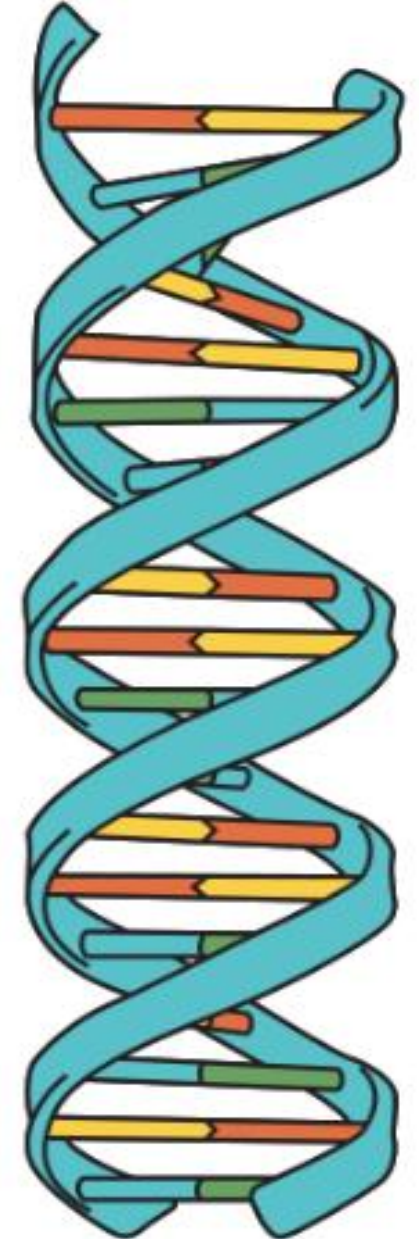
: Set a pace

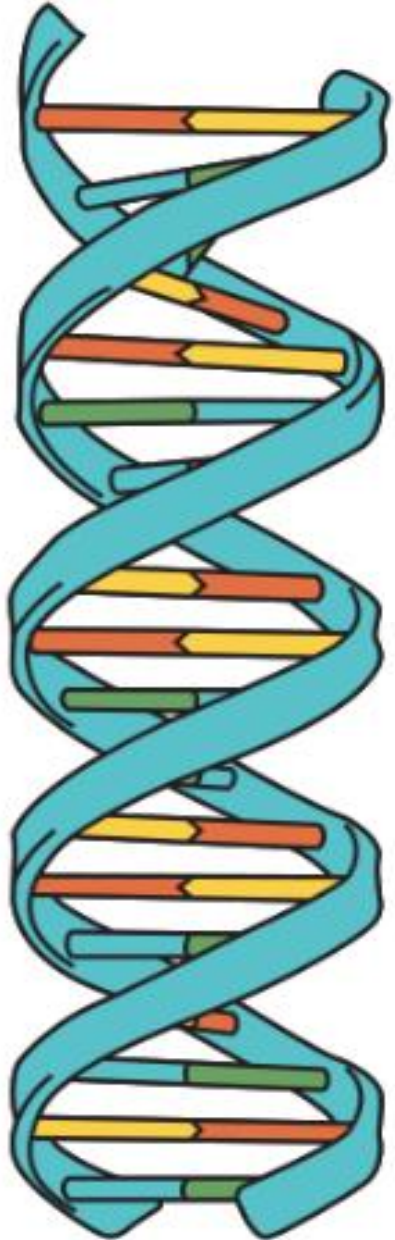
Celebration

: Find the wins

Giving

: Provide quality

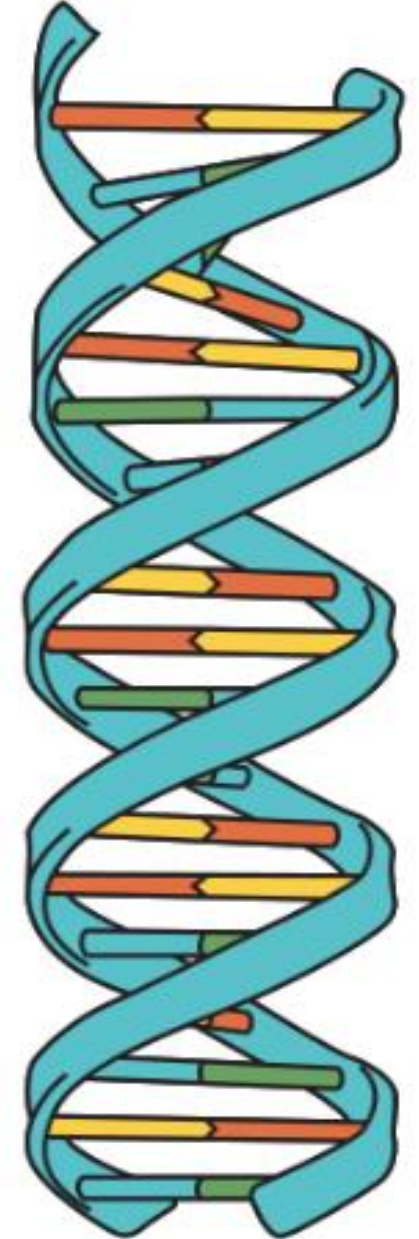




Building with Purpose

Attitude

: Set a vibe



What Is In a Name?

- **Seminars**
 - **Sit back and listen**



What Is In a Name?

- Seminars
- **Lunch and Learn**
 - You should be working through your lunch break



What Is In a Name?

- Seminars
- Lunch and Learn
- **Postmortem**
 - **Learn what went wrong – something is dead**



What Is In a Name?

- Seminars
- Lunch and Learn
- Postmortem
- **Office Hours**
 - **Someone teaching and someone learning**



What Is In a Name?

- Seminars
- Lunch and Learn
- Postmortem
- Office Hours
- **Cuppa Tea with an IP**
 - **Hanging with a coworker**



Dare to Ask “How Will They Feel...”



- Feels like you’re hanging out with a knowledgeable work friend.
- Invite questions to VDH subject matter experts in a safe, nonjudgmental forum.
- Keep it friendly and consistent. Cuppa Tea meets Wednesdays at 2 p.m.
- Make it easy to join -- register once and it adds to your calendar.



Eva Anderson & Ginger Vanhoozer

Begin As You Mean To Go On

Attitude

Set the vibe (virtual and in person)

- What is welcoming someone when they arrive to your meeting?
- Welcome music can break the silence.
- Sharing screen with information for start of meeting.
- Greet people as they arrive.
- Ask an introduction icebreaker question.
 - Get people talking early, they will talk later.

In person

- Fidgets, coloring sheets (open the colors box)





How Our Attendees Describe Cuppa Tea

A quick bite of the latest and most important topics in IP. The one meeting you cannot live without!

The best meeting of the week!

Informative and helpful in a time when healthcare data and information for HCP is confusing.

Fun, innovative and up to date info; great use of my time!

Cuppa Tea is a gathering place for infection prevention specialists to engage about current affairs and best practices.

A fun, insightful, jam-packed 15-30 minute long meeting you'll come out of feeling empowered and updated.

Like grabbing a drink (tea of course!) with friends that work in your field--catch-up on all the updates

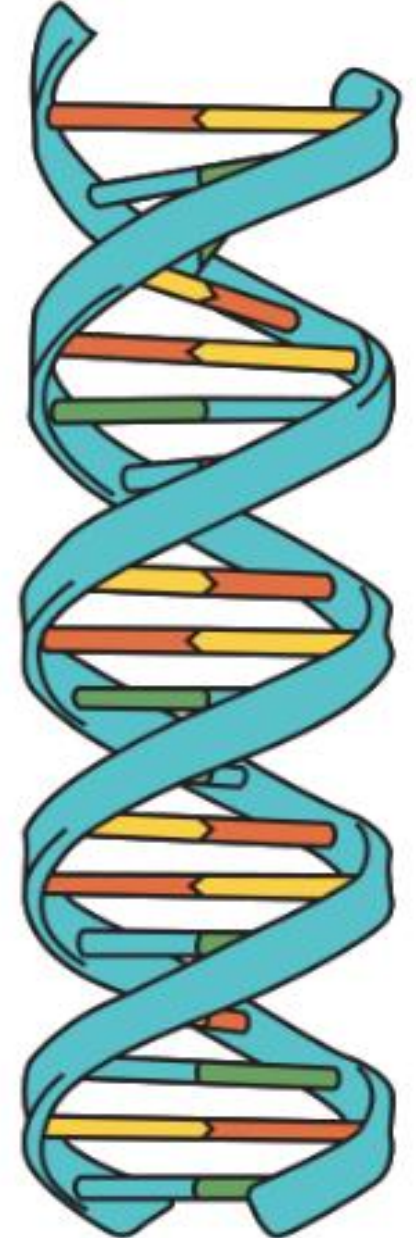
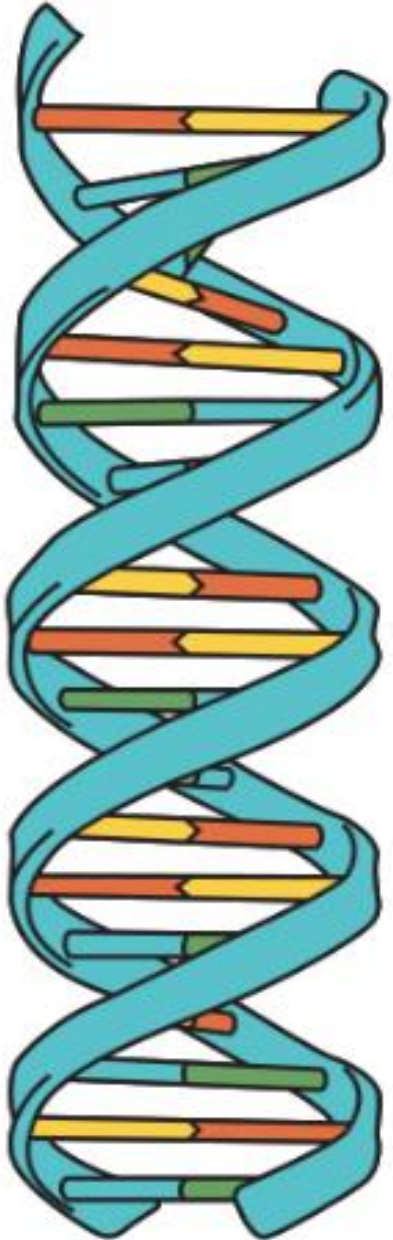
Building with Purpose

Attitude

: Set a vibe

Time

: Set a pace



Find Your Pace



Time

- Design the energy flow of the meeting, not just the agenda.
- Decide which parts should move quickly (updates, check-ins) and which deserve more time (discussion, reflection).
- Avoid rushing at the end. Protect time for Q&A and evaluations.
- Build in pauses (7 seconds) so participants can process and engage.
- Never let your meetings run over time without consent! Shows disrespect for your audience and they can lose trust in you.



Welcome to Cuppa Tea With an IP



We will start at 2:01pm

Time

Audience includes external partners and VDH staff

Agenda - What you can expect today

1. Announcements/Conversation Starters (7 minutes)
2. Education nugget (2 minutes)
3. Quick 5 question attendance & survey (1-2 min)
4. Open Q&A time (as long as you need)



03 SEP 2025



Building with Purpose

Attitude

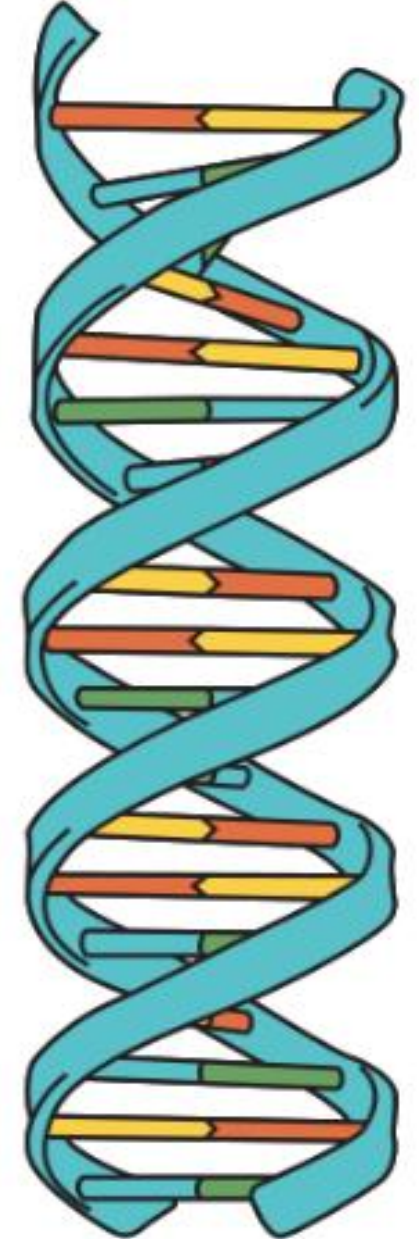
: Set a vibe

Time

: Set a pace

Celebration

: Find the wins



Find the Wins

- Highlight awareness days like National Public Health Week coming up on April 6 – 12th.
- Recognize professional milestones like new certifications or trainings.
- Use celebrations as a way to build community and remind us of the impact of our work.

Celebration





CHEERS FOR PEERS VIPTA

Cheers for Peers is a celebration of the big and small successes in our infection prevention and control community. Available to all settings and roles, VIPTA aims to share the wins that make our work in infection prevention safer, fun, and more accessible to staff and patients. We look forward to highlighting recent actions, events, or circumstances related to infection prevention and control, healthcare-associated infections, or antimicrobial stewardship in our Cheers for Peers articles.

Would you like to share a Cheers for Peers story or nominate another person? Please complete the [Cheers for Peers form](#) to share your ideas!



Celebrate Your Infection Prevention Achievements!

Recognize the dedication, teamwork, and impact of your peers with a personalized *Cheers for Peers certificate*. Simply add your honoree's name or achievement title, and your organization's name. Then share or display it to highlight their outstanding contributions to infection prevention and control.



Building with Purpose

Attitude

: Set a vibe

Time

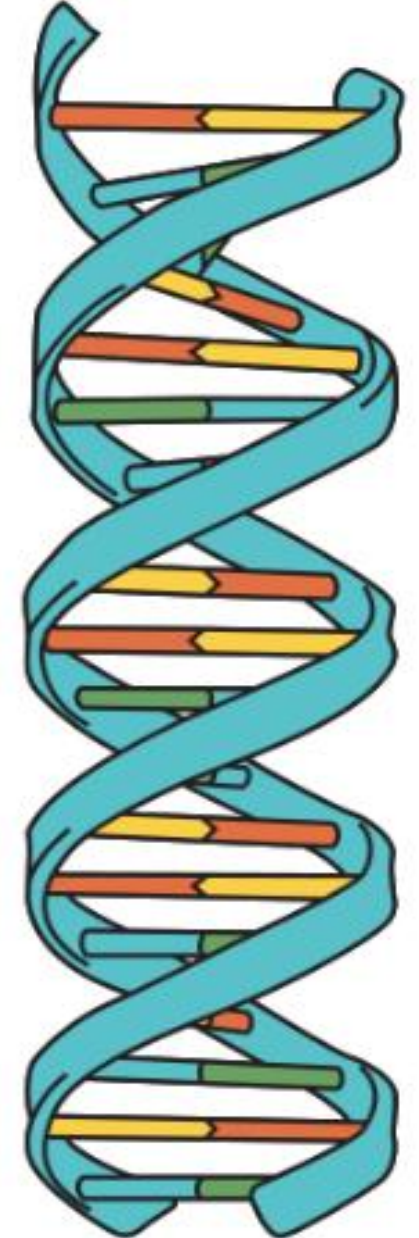
: Set a pace

Celebration

: Find the wins

Giving

: Provide quality



Give Them What They are Hungry For

Giving

- Give participants something of real value.
- Share insights, updates, or resources they cannot get easier, faster, or better elsewhere.
- Focus on practical takeaways they can apply right away.
- Create an experience that feels engaging, not just informational.
- When people consistently leave with value, they will come back.



The Learning Lounge

- *The Learning Lounge*, a twice-monthly 30-minute peer-facilitated forum focused on reflection, professional development skills, and well-being.



The Learning Lounge Strengths and Weaknesses Practice

Rethinking Strengths and Weaknesses— 10 minutes

Reference the [How To Succeed At Work: Rethinking Strengths, Feedback, and Growth](#) (5m) video for full details on this reframing idea.

Practice: Complete Your Energy Map

Why this matters: When people know their natural peaks and dips, they plan smarter, protect focus, and show up with steadier energy. This exercise helps you add more of what fuels you and reduce what drains you. It also gives language for speaking up about workload, timing, and support.

1. What fills you up (strengths, tasks, people, times)?

- Think about times of day, types of tasks, settings, and collaborators that leave you clearer or more energized.
- Sample starters: "I do my best thinking when..." • "I gain energy from..." • "I notice momentum after..." • "I feel calm and focused with..." • "The people who fuel me are..."

-
-
-
-
-

2. What small shifts can you make to your day to add more fuel this month?

- Aim for simple experiments you can keep up.
- Sample starters: "I will block 30 minutes for..." "I will pair [task] with [music, location, partner] to boost focus." "I will move [task] to [time] when I have more energy"

-
-
-

Education Nugget: Water Micro-learns

Includes:

- User guide
- Talking points
- Take away

Think Twice About Ice!



Keep your patients safe when using ice:



Always clean your hands before dispensing ice.



Use a clean container or scoop to get ice and store this equipment in a clean, designated area outside the ice chest or machine.



Ice chests and machines should be cleaned and disinfected regularly.

[Learn More](#)

Reduce Risk from Water: <https://bit.ly/3R7nmEi>
Germs Live in Water Infographic: <https://bit.ly/3UYQte6>

Don't Sink Your Patient's Care



Keep sink areas free of patient care items.



Never pour liquids other than water (e.g., IV fluid, drinks) in the patient care sink.



Be aware of splashes from sinks to nearby surfaces, equipment, and care items.



Clean and disinfect faucets, sinks, and nearby countertops regularly.

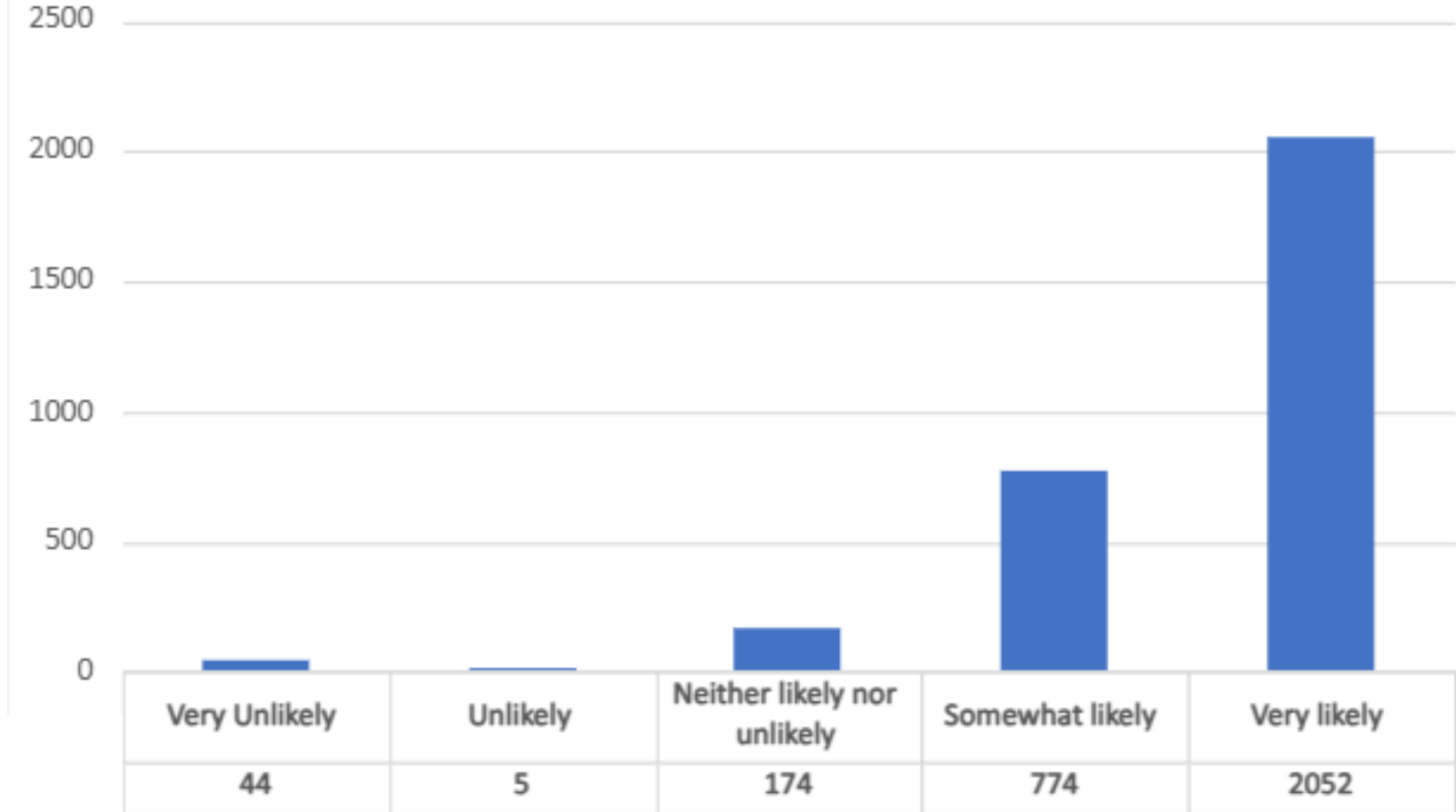
[Learn More](#)

Reduce Risk from Water: <https://bit.ly/3R7nmEi>
Germs Live in Water Infographic: <https://bit.ly/3UYQte6>

Feedback Brews Success

**50% evaluation return rate
6,106 total attendances**

Likelihood to Implement the Weekly Education Nugget Cuppa Tea Year 1 -3



Modern Mentorship & Partnership: APIC VA & VDH



INFECTION PREVENTIONIST MENTORSHIP PROGRAM

Elevate your IP career with an innovative six-month program that offers comprehensive support and flexible scheduling to fit your needs.

A NEW MENTORSHIP MODEL



ONLY 2 HOURS PER MONTH

Commit just two hours per month for six months to enhance your professional growth, with flexible scheduling options to accommodate your busy life.



CONTINUING EDUCATION

One-hour engaging virtual education sessions will prepare mentors and mentees for an in-depth discussion on the monthly theme.



BUILD YOUR IP TOOLKIT

Collaborate in monthly structured mentorship meetings to discuss and expand on educational sessions, using pre-built tools to empower your professional growth.



PROGRAM SUPPORT

APIC-VA and the VDH HAI/AR Program have partnered to offer you practical tools and a dedicated support team to ensure you always have the help you need.

Infection Preventionist Mentorship Program

100%

Satisfied

With the overall quality of the 6-month mentorship program

94%

Satisfied

With how well the program met initial expectations for professional development

75%

Impact

Made moderate to extreme impact on achieving organization's infection prevention goals.

Closing Summary: Building Resiliency Together

- **Intentional design:** every element is planned to build connection and community.
- **Feels easy for the audience:** relaxed, welcoming, and accessible by design.
- **Set the vibe:** start with positive energy and warmth for welcoming tone.
- **Find your pace:** balance quick updates with slower reflection and Q&A.
- **Celebrate wins:** milestones, awareness days, etc. Boost morale.
- **Provide quality:** give something they cannot get easier, faster, or better elsewhere.

Questions



Thank
YOU!

Visit the VDH HAI/AR Website:

<https://www.vdh.virginia.gov/haiar/>

hai@vdh.virginia.gov

Ginger.Vanhoozer@vdh.virginia.gov