The UW Medicine PEER TO PEER Program is here to support all members of our healthcare team. UW Medicine recognizes that there is a growing sense of burnout and emotional fatigue among healthcare workers. This can be due to specific events or cumulative stress. We support you when work-life feels overwhelming.

What is PEER TO PEER support?
Any care team member can access one on one support from a colleague—a trained peer supporter. Peer Supporters have "been there" and are trained to be supportive, non-judgmental, and confidential listeners.

When would I hear from or reach out to PEER TO PEER?
- We will reach out to offer everyone support when they are involved in a reported adverse patient care event
- You can also request support for yourself or a colleague during a difficult time at work such as:
  - after a patient death
  - a difficult interaction with a patient or colleague
  - it feels hard to come to work
  - you are experiencing burnout or compassion fatigue
  - you are finding less joy in your work

"We have been there. We care. We are privileged to listen, without judgment, and stand beside you."
Common reactions to a stressful event include:
- Sleep and/or eating disturbance
- Difficulty concentrating
- Headache
- Fatigue
- Diarrhea
- Nausea or vomiting
- Rapid heart rate and/or breathing
- Muscle tension

Psychological symptoms associated with emotional distress include:
- Isolation
- Frustration
- Fear
- Grief
- Remorse
- Feeling uncomfortable returning to work
- Anger and irritability
- Depression and/or extreme sadness
- Self-doubt
- Flashbacks
- Poor attention span after a stressful clinical event.

Ways to cope with stress:
- Remind yourself that it is okay to experience emotional reactions to a stressful event.
- Give yourself permission to react; don’t try to hide your feelings.
- Keep your life as routine as possible.
- Eat regularly. Minimize the use of sugar and caffeine.
- Physical exercise, along with relaxation, will alleviate some physical reactions to stress.
- Take a walk in nature.
- Meditate.
- Reach out and ask for help.
- Do something nice for yourself!