INTRODUCTION

- Nursing is emotionally stressful.
- Stressful work can lead to overwhelm, burnout and high turnover (Adriaenssens, De Gucht, & Maes, 2015).

Sources of stress in nursing:

1. Emotional labor: communications with patients, family members, and inter- and intra-professional colleagues (Delgado, et al., 2017).
2. Emotional dissonance from denying personal distress during emotional situations (Delgado, et al., 2017).

Concepts

- Resilience: ability to recover quickly from a challenging situation
- Stress management: coping with acutely stressful situation

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AIMS/RESEARCH QUESTIONS

1. Would nurses continue using activities after study ended?
2. Which activities would be used most often?
3. Would nurses continue using activities after study ended?

METHODS

- AIMS/RESEARCH QUESTIONS
- PROJECT VARIABLE
  - Resilience: ability to recover quickly from a challenging situation
  - Stress management: coping with acutely stressful situation
  - Resilience is a moderating factor between stress and burnout (Hao, Hong, Xu, Zhou & Xie, 2015).
- *prevents development of burnout by relieving work stress,
- *directly relieves work stress

- RESULTS
  - N=70 completed pre- and post-test CD-RISC
  - Attrition rate 46% for post-test, 37% for all shift entries (n=90)

- Top Work Stressors
  1. Patient interactions
  2. Patient’s family interactions
  3. High admission/discharge
  4. Patient death
  5. Staff concerns

- Top Non-work Stressors
  1. Family (70%)
  2. Finances (46%)
  3. Spouse/partner (27%)
  4. Health (21%)
  5. Other (11 %)
  6. Friends (10%)

- As the study progressed interventions were used more frequently & more time was spent using them.
- 97.1% reported a desire to continue using the interventions.

- DISCUSSION
  - The two most accessible and expedient interventions were also the most popular (breathing exercises and a lavender inhaler).
  - Having stress management activities readily available during work hours increased resilience scores in a 6-week period.
  - Addressing stress during work hours appears to lead to increased resiliency which may decrease burnout.
  - Making a culture change in hospitals to acknowledge and address work place stress may result in higher retention rates and a healthier workplace environment.

- REFERENCES
  - International Journal of Nursing Practice, 21, 87-93.