

# RESILIENCE BUILDING THROUGH STRESS MANAGEMENT FOR STAFF NURSES



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## 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:

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

### Concepts

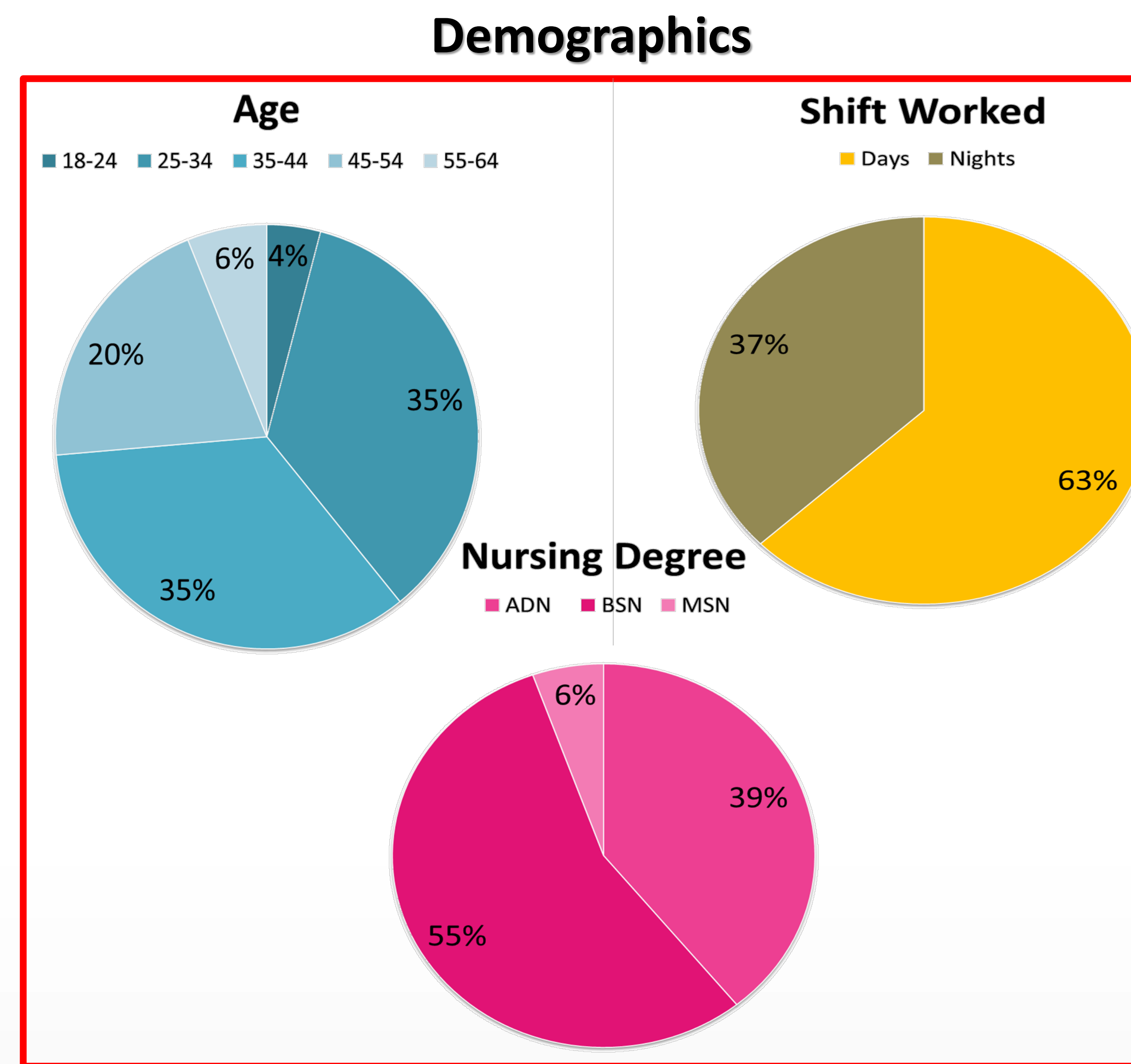
- Resilience:** ability to recover quickly from a challenging situation
- Stress management:** coping with acutely stressful situation.
- Resilience is a moderating factor between stress and burnout** (Hao, Hong, Xu, Zhou & Xie, 2015).
  - \*prevents development of burnout by relieving work stress,
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

## AIMS/RESEARCH QUESTIONS

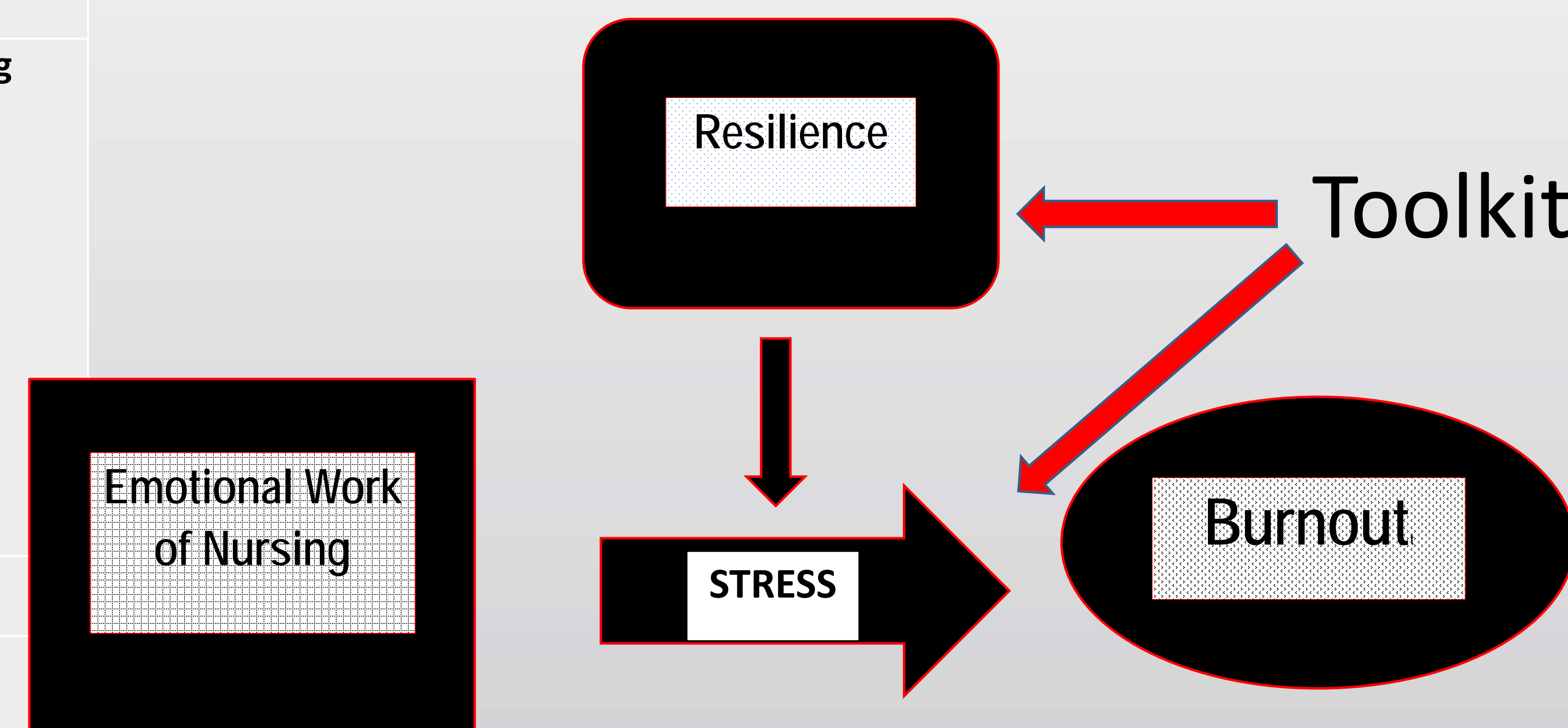
- Would toolkit increase resilience measured by CD-RISC?
- Which activities would be used most often?
- Would nurses continue using activities after study ended?

## METHODS

<b>DESIGN</b>	quasi-experimental pre- and post-test intervention
<b>SAMPLE</b>	N=142, low acuity units registered nurses on staff, 4 urban US hospitals
<b>INTERVENTION</b>	Nurses directed to use 1 or more tool when feeling stressed during work  Toolkit included <ul style="list-style-type: none"> <li>guided meditation (Delgado et al., 2017),</li> <li>deep breathing (Varvogli &amp; Darviri, 2011),</li> <li>gaming (Kappil &amp; Sathiyaseelan 2015),</li> <li>Sudoku (Danesi, 2009),</li> <li>lavender aromatherapy (Chen &amp; Fang, 2015) and</li> <li>adult coloring books (Beck, 2015).</li> </ul>
<b>DATA COLLECTION</b>	Electronic via Qualtrics survey software  1. Baseline: Demographics, Connor-Davidson Resiliency Scale (CDRISC) (Connor & Davidson, 2003) 2. Data collected for 10 shifts within a 6-week period. 3. Endpoint: CDRISC post-test at 6 weeks
<b>HUMAN SUBJECTS PROTECTION</b>	IRB approval via TTUHSC and hospital system



**Resilience Scores increased at 6 weeks  
(df 77, t -2.141, p <.02)**



Resilience Moderating Relationship between Emotional Work of Nursing and 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

- Patient interactions
- Patient's family interactions
- High admission/discharge
- Patient death
- Staff concerns

### TOP THREE INTERVENTIONS USED

- Deep breathing (83%)
- Lavender aromatherapy (58%)
- Meditation (30%)

### Top Non-work Stressors

- Family (70%)
- Finances (46%)
- Spouse/partner (27%)
- Health (21%)
- Other (11%)
- 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.

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Thank you to Methodist Medical System, Dallas-Fort Worth for funding, Laura Sweatt, RN-BC, MSN, Director of Magnet Program, and to the Nurses in the Nurse Scholar Program.