Purpose: The aim of this study was to explore and better understand the impact that a mandatory debriefing strategy has on recognition of workplace stressors and coping ability, use of effective coping strategies, and overall well-being management for nursing staff. Nursing staff working in a clinical environment are exposed to a variety of stressors, which can increase their potential of adopting maladaptive coping behaviors that impact them, their patients, the organization, and the nursing profession as a whole. The problem addressed in this study is that healthcare organizations do not have consistent and sufficient strategies for helping clinical nurses in reducing stress or promoting the use of effective coping strategies to maintain personal well-being.

Methods: The Neuman System and Nursing Process models of practice guided the theoretical framework for this qualitative action research study. Verbal dialogue and behavioral observations from 21 registered nurses working in an acute care nurse residency training program were collected from nine mandatory debriefing sessions. This data was analyzed using manual transcription and MAXQDA program. Data from the debriefing sessions was utilized in order to further understand a mandatory debriefing strategy can impact nurses cognizance and understanding of what they perceive as stressors in the workplace, their reactions to these stressors, and what types of activities they implement in order to maintain overall well-being.

Results: Participants verbalized a total of 63 specific stressors that were analyzed into four different themes: patient interaction, staff interaction, workflow, and skill acquisition. In relation to those stressors a combination of 25 positive and negative stressors coping reactionary strategies were verbalized by the groups. Participants verbalized a total of seven strategies specific to personal well-being during debriefing sessions.

Conclusion: These results contribute to a baseline understanding of the more specific types of encounters that nurses perceive as stress inducing and the importance of providing a general platform like debriefing as a means for self-reflection and holistic growth in order to improve self-care management.

Title:
An Action Research Study on Mandatory Wellness Debriefing for Acute Care Registered Nurses

Keywords:
Wellness, clinical nurses and nurse educators

Abstract Summary:
This work focuses on the exploration of using mandatory debriefing in a professional clinical environment for the strategic purpose of personal well-being, coping, and stress
management. Audience members will gain insight on contributing factors impacting nurse's ability to recognize and regulate these three concepts.

References:


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Author Summary: Dr. Zurcher has over 21 years of nursing experience in a wide variety of clinical and educational settings. She is a nationally certified pediatric nurse.
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