Purpose:
The concept of resilience is receiving increased attention as a salient characteristic contributing to nurse turnover (Yu et al, 2019). With nurses today confronting the COVID-19 crisis all around the world, building resilience that leads to healthier workplaces is critical. Much of the resilience intervention literature consists of costly, time intensive activities, often done outside of work hours (Delgado et al. 2017; Peterson et al., 2017; Magtibay et al., 2017). In contrast, we tested portable, inexpensive interventions that could be used at work with minimal interference with work activities.

Methods:
This longitudinal, cross-sectional quality improvement study tested interventions to reduce work stress in registered nurses on high acuity units at four sites (N = 167). Upon receiving IRB approval and after consenting and watching an instructional video about resiliency and the types of intervention strategies, nurse participants were given a kit including validated stress reduction strategies (lavender aromatherapy, adult coloring books, deep breathing, relaxation through guided meditation, gaming [Bejeweled and Tetris] and a puzzle book. Additionally, they were given a booklet with all the forms to record their data. Nurses (N=167) completed a baseline Connor Davidson Resilience Scale 10 (CD-RISC-10; Connor & Davidson, 2003) and demographics. Over a 6-week period, during their work shift, nurses recorded use of the strategies and stress levels before and after use. Nurses completed another CD-RISC-10 after 6 weeks and 3 months later. Once completed, participants were instructed to deposit their completed forms into locked collection boxes throughout each hospital.

Results:
Results showed a significant increase in resilience at both 6 weeks and 3 months (p<0.001). A mixed regression model was created using time point (shift 1-10), site, time period worked (day, early or late shift), length of time a tool was used, and frequency of tool use. Participants had an average of 1.74 points improvement on their stress ratings pre- and post- intervention (p<0.001). Based on the mixed regression model, pre- and post- scores for each shift survey were significantly improved by an average of 0.05 points with every one-unit increase of time point (p<0.001). In terms of intervention choices, aromatherapy was most popular, followed by deep breathing. Most nurses planned to continue using their favorite strategy.

Conclusion:
In conclusion, having a kit of stress reducing strategies for bedside nurses is a simple and effective means to not only reduce daily stress but increase resiliency over time. Feeling supported by the administration in providing these types of strategies can assist in further creating a healthy work environments.
Title:
Reducing Nurse Stress and Building Resilience for a Healthier Work Environment

Keywords:
bedside nurses, resiliency building interventions and stress reducing

Abstract Summary:
With nurses today confronting the COVID-19 crisis, building resilience that leads to healthier workplaces is critical. We tested a number of simple strategies that were statistically significant showing increased resiliency and decreased stress in nurses at four hospitals on varying units over a 3 month period.

References:

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