

## Creating Healthy Work Environments VIRTUAL 2021

### Mental Health and Well-Being for Nurses Amidst the COVID-19 Pandemic

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**Purpose:** The purpose of this project is to assess opportunity for improving organizational support and resources for nurses' mental and emotional health during the coronavirus (COVID-19). Frontline workers are at higher risk for infection and death due to excessive exposure (Shaukat et al., 2020). It has been studied that events in which there is high mortality, lack of understanding, changing of guidelines, and lack of organizational support first responders suffer mentally and physically (Lanza et al., 2018).

Nurses are reporting feelings of unmanageable stress and burnout along with significant levels of anxiety, depression, and PTSD (Stelnicki et al., 2020). In previous pandemics, such as H1N1, increased reports of insomnia, depression, PTSD, and substance abuse in front-line workers were reported. Impacts are higher in areas of high risk of infection, lack of access to psychiatric services, and lack of leadership/support from their organizations (Stelnicki et al., 2020). Promoting resilience can contribute to positive mental health outcomes among nurses. The ability to manage predictable and controllable stressors has displayed decreased levels of anxiety and depression (Dehvan et al., 2018).

**Methods:** This project will implement a pretest-posttest design. This intervention will be resilience training and workshops. The population will be a registered nurse working on a Medical-Surgical floor caring for COVID-19 patients.

The proposed solution is a multifaceted interdisciplinary team approach. A wellness workgroup will be comprised of three teams representing different tiers of intervention and comprised of a variety of disciplines (Miotto et al., 2020). In addition, resilience training will be implemented.

The first tier will focus on educational trainings, assessment and screening programs, and physician led check-ins (Miotto et al., 2020). This team will support basic needs such as: ensuring proper PPE, showers, childcare, and lodging (Miotto et al., 2020).

The second tier will screen and provide emotional support to high risk individuals. They will be responsible for designating and training a point-of care individuals. Lastly, the third tier will focus on providing direct resources to employees (Miotto et al., 2020).

**Results:** Pre-and Post-intervention survey results will describe nurses' feelings of support available at their organization, and may identify existence of depression, anxiety, and insomnia.

**Conclusion:** Through early assessment, intervention, and treatment employed through the three-tiered system as well as resilience training the desire is to provide support needed and necessary to nurses (Miotto et al., 2020). The objective is to confirm feelings of support for nurses emotional and mental well-being through organizational support. Adequate emotional support may subsequently result in increased satisfaction with availability of resources and decrease feelings of anxiety, depression, and insomnia of nurses participating. The overall goal of this intervention is that the mental and emotional needs of nurses will be promptly and adequately addressed (Miotto et al.,

2020). The author proposes that this in turn will improve patient satisfaction and quality of care while supporting front-line nurses.

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**Title:**

Mental Health and Well-Being for Nurses Amidst the COVID-19 Pandemic

**Keywords:**

COVID-19, Registered Nurses and Resilience Training

**Abstract Summary:**

The purpose of this project is to create opportunity for improving organizational support and resources for nurses' mental and emotional health during the coronavirus (COVID-19). The intervention is a tiered organizational support program and resilience training to be implemented on a Medical-Surgical floor caring for COVID-19 patients.

**Late Breaking Reason:**

Healthcare workers are currently facing one of the most historical pandemics of modern times, COVID-19. It has been studied during events in which there is high mortality, lack of understanding, changing of guidelines, and lack of organizational support first responders suffer mentally and physically (Lanza et al., 2018).

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**Author Summary:** Megan Skeen is a Registered Nurse at Scripps Memorial Hospital on an Acute Oncology Floor, converted into a COVID-19 unit. She is a Baccalaureate Degree Student, Graduating Fall 2020. In her first year working as a nurse she has experienced first-hand the impact COVID-19 has had on nurses' mental and emotional health. She seeks to make a positive impact for her colleagues by providing organizational support and resilience training for nurses.