**Background/Significance**

- COVID-19 has caused, as of January 3rd, 2021, a total of 351,682 deaths in the United States.
- Healthcare workers are one of the highest risk groups due to repeated exposure.
- Nurses in particular because they provide 80% of direct patient care.
- Those who have direct contact with patients who have COVID-19 are at higher risk for depression, anxiety, insomnia, and distress.
- During events in which there is high mortality, lack of understanding, changing of guidelines, and insufficient levels of organizational support first responders suffer.
- Impacts are higher in areas of high risk of infection, lack of access to psychiatric services, and lack of leadership/support from their organizations.
- 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.

**Evidence to Support Intervention**

**Systematic Literature Search**
- Collected empirical evidence that fits the research question.
- Steps to this process include:
  - Clearly defined research question with inclusion and exclusion criteria.
  - Systematic search of the literature.
  - Critical appraisal of studies selected.
  - Analysis of results.
- 29 articles were selected and analyzed.
- 15 of these studies were excluded due to lack of sufficient scientific evidence or bias.
- 20 articles were excluded due to dates published.
- 8 remaining articles were selected, analyzed, and results reported.

**Summary of Literature Part 1**

**Article 1: The Impact**
- Supports the prevalence of the issue: mental health impact of nurses during COVID-19.
- Suggests symptoms could be addressed through intervention and mechanisms of support.

**Article 2: Institutional Support**
- Supports a tiered organizational intervention approach.

**Article 3: MHFA Military**
- MHFA has shown to be effective in assisting military personnel in developing and establishing behaviors such as: confidence, knowledge, behaviors, and stigma.

**Article 4: MHFA Student Nurse**
- Results when applying the MHFA program to nursing students' education and curriculum.

**Summary of Literature Part 2**

**Article 5: Value of Resilience**
- Resilience has been shown to improve mental health.
- This quality can be learned over time and through encouragement can be fostered to its fullest potential.

**Article 6: Resilience Training**
- Reduces PTSD and improvement in resilience scores through training.
- Both control and experimental group benefitted.

**Article 7: Online Support**
- Encourages the use of online resources for support of nurses’ mental health during COVID-19.

**Article 8: Cost-Benefits**
- Preventative measures for nursing employees promotes mental health and returns investment due to decreased absenteeism.

**Materials/Methods**

**Implementation Plan Part 1: The Wellness Workgroup**

**Tier 1: Basic Needs Support**

**Tier 2: Screen/support high risk individuals**

**Tier 3: Provide resources to employees**

**Implementation Plan Part 2: Resilience Training & Point of Care Contact**

**Conclusions**

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

**Future Directions**

- This project is on-going and implementation results have not yet been recorded.
- Since the initiation of this project the pandemic has continued to increase in severity and prevalence in the U.S. Lifting it's peak in December 2020.
- Nurses are facing feelings of severe burn out due to the viruses impact.
- The mental health crisis of our healthcare workers is significant and warrants our support.
- The true impact of this virus on the mental and emotional well-being on healthcare providers is yet to be fully realized and will likely impact our profession for years to come.
- More research is essential to decipher appropriate interventions that support the mental health and well-being of nurses especially during crisis like COVID-19.

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**Literature Cited**