

A Systematic Review of Evidence Based Strategies to Address Nursing Burnout through the Lens of the Roy Adaptation Model

JOSSELYN HOWELL, RN, BSN, CEN, TCRN.

PURPOSE: SYSTEMATICALLY REVIEW CURRENT LITERATURE FOR EVIDENCE BASED PRACTICES TO ADDRESS NURSING BURNOUT. THE ROY ADAPTATION MODEL (RAM) WILL BE USED AS A LENS TO SYSTEMATICALLY UNDERSTAND COPING STRATEGIES AND ADAPTATION.

LEARNING OBJECTIVES

- *UNDERSTAND THE THREE DIMENSIONS OF BURNOUT.
- *IDENTIFY FOUR EVIDENCE BASED COPING INTERVENTIONS THAT ADDRESS SYMPTOMS OF NURSING BURNOUT.
- *APPLY ROY'S ADAPTATION MODEL (RAM) TO UNDERSTAND HOW INTERVENTIONS HELP NURSES ADAPT: RELATE EACH EVIDENCE BASED INTERVENTION TO AT LEAST ONE RAM COPING MODE AND ONE OR MORE DIMENSION OF BURNOUT.
- *STATE ONE WAY HOW WE CAN USE RAM'S SIX STEP PROCESS TO ADDRESS BURNOUT SYMPTOMS AND PROMOTE ADAPTATION ON THE NURSING UNIT AND ON AN INDIVIDUAL LEVEL.



INDIANA UNIVERSITY

SCHOOL OF NURSING

Understanding Burnout and Evidence Based Coping Strategies Through RAM

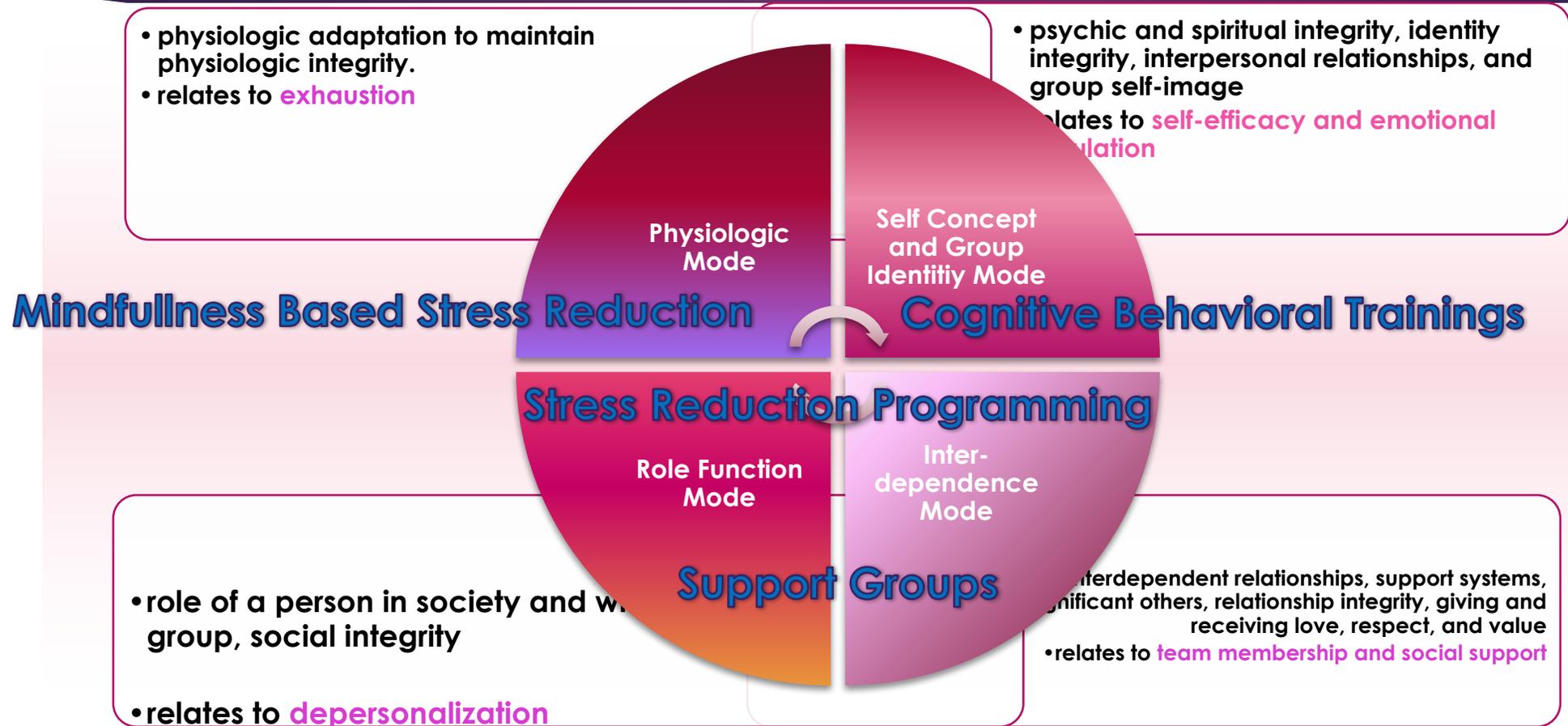
Understanding Burnout

- ▶ Burnout is a global problem affecting healthcare providers and the nursing workforce.
- ▶ Burnout is characterized by **three dimensions** originally described by **Maslach**:
 - ▶ feelings of energy depletion or exhaustion,
 - ▶ increased mental distance or negativism related to one's job
 - ▶ reduced professional efficacy.
- ▶ Nursing burnout is associated with **decreased quality of patient care**, increased patient infections and associated costs, reduced patient satisfaction, and poor nurse job satisfaction.

Interventions and Coping Modes

- Strong evidence was found that **mindfulness based stress reduction** interventions (**physiologic-physical mode**) reduce burnout symptoms (**exhaustion**).
- **Support groups** (**interdependence mode, role function mode**) may also help ease symptoms of burnout (**self-efficacy, depersonalization**).
- **Cognitive behavioral trainings** (**self-concept-group identity mode**) improve burnout symptoms (**exhaustion, depersonalization**).
- **Stress reduction programing** reduces burnout symptoms in **all three domains**.
(Interventions likely enhance multiple coping modes.)

Evidence Based Interventions, Coping Modes, Dimensions of Burnout



Adapting Roy's Six Step Process

- ▶ Using RAM allows for a deeper analysis of the dimensions of burnout and how the evidence based interventions work to alleviate symptoms.
- ▶ **Roy's Six Step Process** allows for a focused analysis of the problem, and the identification of a solution and intervention related to a specific mode.
 - ▶ **Instead of a considering the patient as the adaptive system, consider this system to be your nursing unit, an individual nurse, or your yourself individually**
 - ▶ **Relate symptoms of burnout to three dimensions and physiologic states**
 - ▶ **Consider coping modes when selecting evidence based interventions**

ASSESS
BEHAVIOR
MANIFESTED
FROM FOUR
ADAPTIVE STATES

ASSESS AND
CATEGORIZE
STIMULI FOR
THOSE
BEHAVIORS

MAKE NURSING
DIAGNOSIS BASED
ON PERSON'S
ADAPTIVE STATE

SET GOALS TO
PROMOTE
ADAPTATION

IMPLEMENT
INTERVENTIONS
AIMED AT
MANAGING STIMULI
TO PROMOTE
ADAPTATION

EVALUATE
ACHIEVEMENTS OF
ADAPTIVE GOALS

Moving forward

- ▶ RAM well suited to address the problem of burnout
 - ▶ Allows for deeper understanding and analysis of elements of burnout and physiologic coping modes
 - ▶ Ties nursing theory, psychology, behavioral science
 - ▶ Six step process provides structured steps to address problem

Further research needs

Studies linking **interventions** to improvements in **burnout symptoms** to improved **patient outcomes**

References available upon request.
Contact howell3@iu.edu. Thanks!

