

Nurse Residents as Change Agents for Wellness in the Workplace



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ABSTRACT

Signs of burnout and stress can manifest itself in many physical forms in the body. Studies have shown that even a few minutes of mindfulness prior to each shift decreases burnout, stress and fatigue. Multiple modalities can be utilized as resources.

The aim of this study was to give all nursing staff techniques to use at the bedside to promote wellness, decrease compassion fatigue, stress and burnout. Nurse residents can be change agents to healthcare culture by leading the organization to wellness.

This interprofessional collaboration displays a commitment to wellness and provides for future opportunities to prioritize self-care, which in turn can improve retention and patient care.

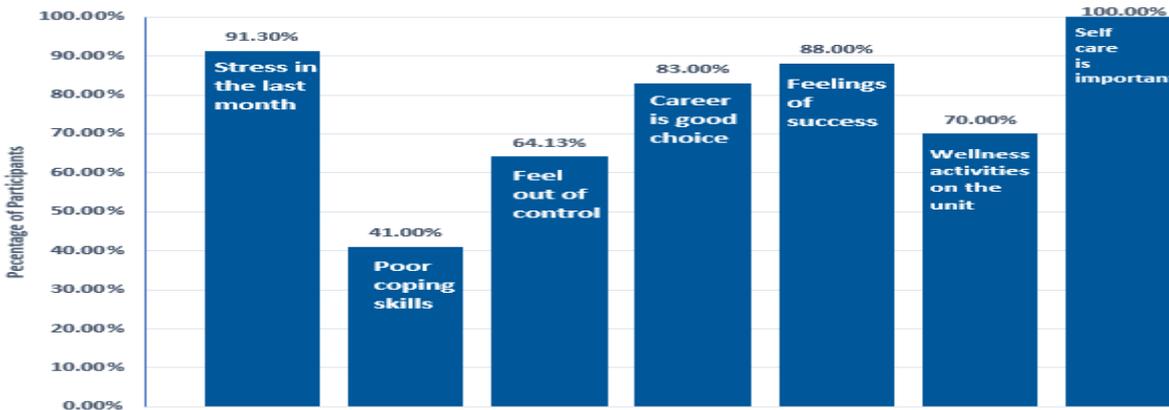
BACKGROUND

- Nurses and ancillary staff benefit from resiliency training
- Mindfulness interventions decrease stress and increase compassion for healthcare workers and patients
- Pet therapy decreases staff anxiety without increasing infection rates
- Nurses are more likely to leave the work place when experiencing burn out
- Some nurses stay on the job but become numb, jaded, and unempathetic
- Fatigue and burnout lead to increased mistakes in clinical practice

METHODS

- An Interprofessional Team collaborated with nurse residents on this IRB-approved wait list control study
- The Interprofessional Team consisted of a neuroscientist, counselor, stress management specialist, and nurse residents
- The nurse residents were trained to lead chair yoga, palming, pure breathing, and guided meditation to lead on their respective units at various times throughout their shift
- Participants were asked to complete the Brief Inventory of Thriving and the Perceived Stress Scale prior to and after participating in mindfulness activities led by nurse residents on their respective units

KEY FINDINGS/RESULTS



RECOMMENDATIONS & IMPLICATIONS

- Expand initiative throughout the organization
- Design a plan to track outcomes related to burnout
- Nurse residents can be change agents to healthcare culture by leading the organization to wellness
- Interprofessional collaboration displays a commitment to wellness and provides for future opportunities to prioritize self-care which in turn can improve retention and patient care

LIMITATIONS

- Participation was voluntary
- Not every unit in the organization participated
- Not every shift for nursing was represented

REFERENCES

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