

# Reducing Nursing Burnout to Ash

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NSG 405: Senior Leadership Change Project, Spring 2022

## Assessment

- Opportunity:**
- Education and prevention of burnout syndrome (BOS), due to high percentage of novice nurses leaving field within first one to two years
- Driving Forces:**
- Blessing Hospital RN turnover rate 11.6% in 2021<sup>F1</sup>
  - BRCN faculty and students
- Restraining Forces:**
- Budget constraints
  - Stakeholders

## Literature Review

- Literature Review:**
- One in three novice nurses will leave field within their first two years<sup>1</sup>
  - Due to increased workload and lack of belonging, 17.5% of novice nurses leave within the first year<sup>3</sup>
  - After implementation of a nurse mentorship program 100% reported improvements in listening skills and increased understanding of academic and personal challenges<sup>2</sup>
  - In a study completed on medical students in a mentorship program, the residents reported an increased sense of community after completion of the program<sup>2</sup>
  - Mentorship programs ease the transition from student nurse to novice nurse<sup>3</sup>

## Planning

- Short Term Goal:**
- Establish relationships between mentors and mentees that enables trust to instill better outcomes within the nurse mentorship program
- Long Term Goal:**
- Increase nurse retention
- Strategies for Hardwiring Change:**
- Educate mentors and mentees about prevalence of nursing BOS and effects of BOS on nurse retention rates
- Evaluation Plan:**
- Survey pilot seniors (December 2022 graduates).
  - Develop plan to make changes according to responses from pilot seniors

## Implementation

- Implementation Steps:**
- Completed literature review
  - Surveyed seniors and faculty
  - Established event that brings mentors and mentees together
  - Develop expectations for mentors and mentees
- Strategies for Handling Resistance:**
- Educate stakeholders on the importance of decreasing BOS

## Evaluation

- Evaluation of Change:**
- Survey new graduates and mentors post-implementation to assess effectiveness of mentorship program
- Strategy to Stabilize:**
- BRCN faculty member will continue project in 2022-2023 school year

## Summary

- What We Learned:**
- Developing relationships with stakeholders is key to project success
  - Strategies to overcome restraining forces
- What We Would Do Differently:**
- Survey all programs at BRCN

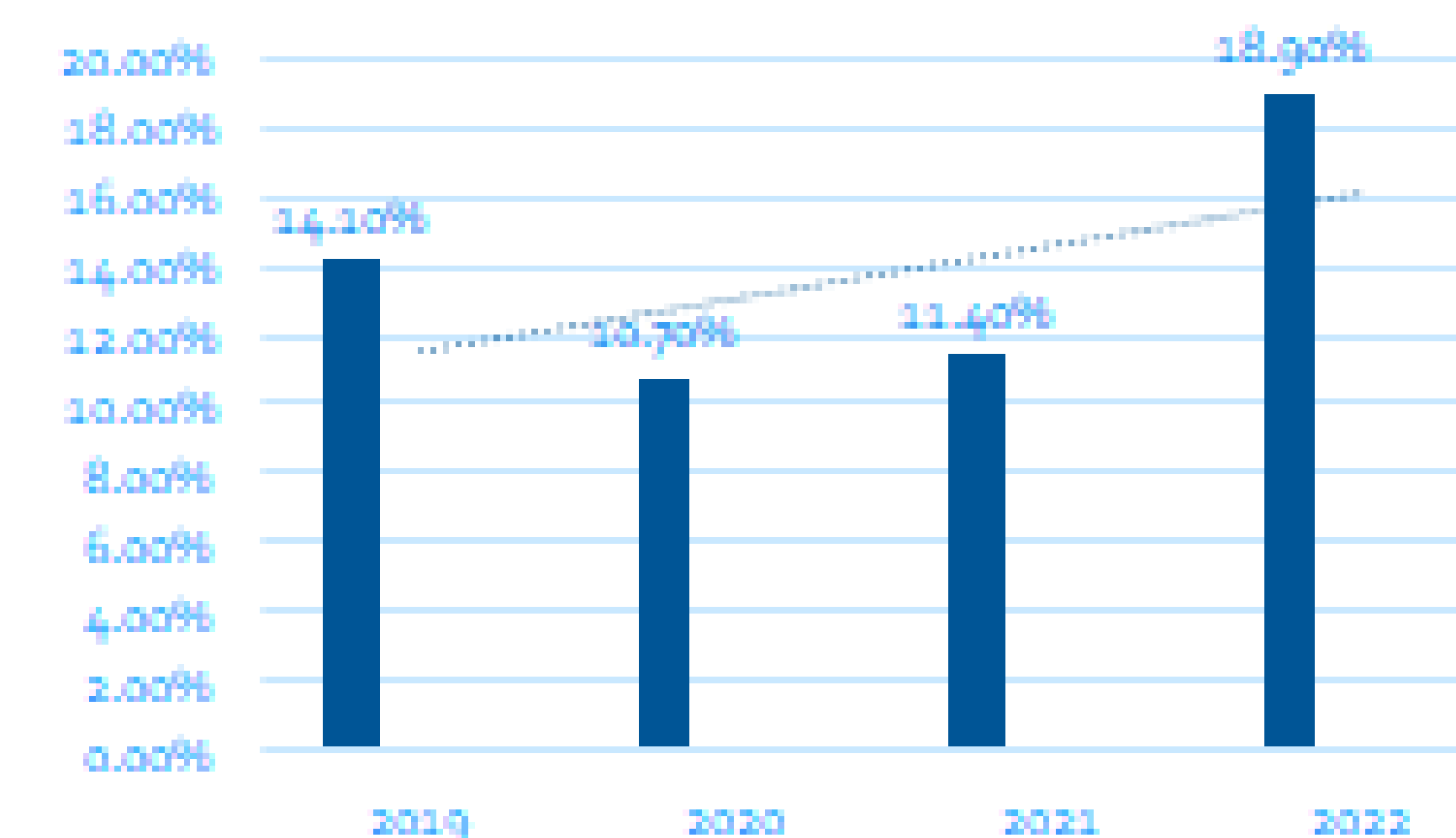
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Figure List
- Figure 1. Costigan, M. (2022). Blessing Health System RN Turnover.

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RN Turnover 2019-2022



RN Turnover Oct-Jan

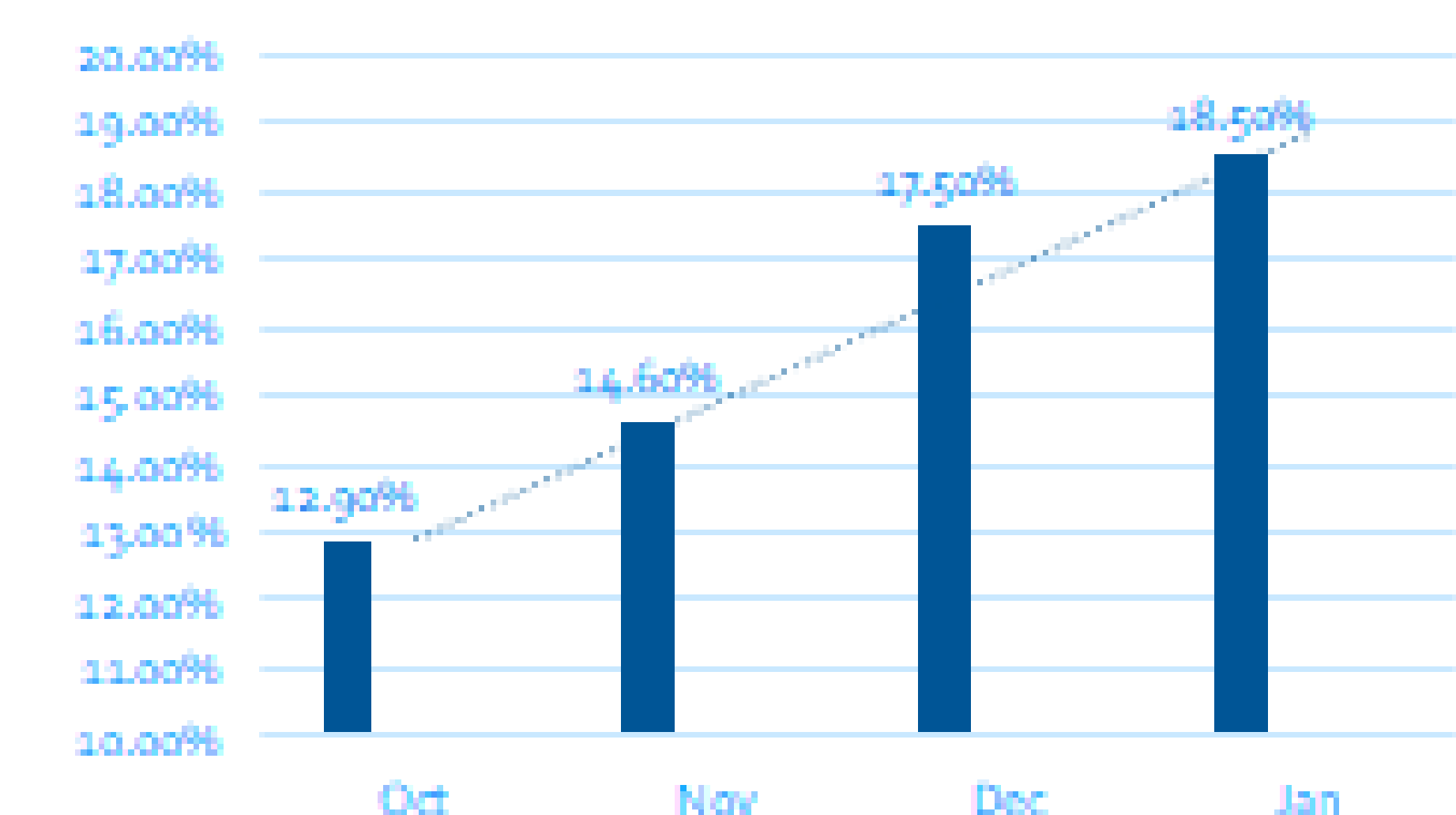


Figure 1.