Creation of a Serenity Room in an Acute Care Hospital Setting
Self Care Strategies to Improve Morale and Job Satisfaction

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Background

Nurses face physical, emotional, and mental stress in their daily work. Researchers describe job-related stress as:

- *Burnout*
- *Compassion fatigue*
- *Vicarious traumatization*

Job-related stress has been linked to decreased job satisfaction among nurses and decreased patient satisfaction. One self-care strategy was identified to reduced stress and increase nurse job satisfaction.

PICO Question

What self-care strategies are effective for increasing job satisfaction and morale in acute care nurses?

EBP Model

Seventeen nurses in an acute care hospital from varied backgrounds and area of specialty volunteered to appraise the evidence using the Johns Hopkins Nursing Evidence-Based Practice model. The team met on 3 occasions to discuss the assigned articles and synthesize evidence for recommendations.

Synthesis of Evidence

A comprehensive literature search was conducted.
Data bases: PubMed and CINAHL
Keywords: *job satisfaction, morale, nurse, self-care, interventions, stress, stress reduction, burn out, compassion fatigue, wellness, and job stress.*
Initial search yielded 60 articles
Relevant articles reviewed by team: 26
Articles of good quality to inform evidence: 15
   Research articles: 7
   Non-research articles: 8

Level	Number	Quality	Evidence
I Experimental	0		
II Quasi-experimental	2	B	• Provide educational seminars, encourage time off and meal breaks, promote self achievements, regular exercise, healthy eating habits, recuperation with massage or meditation. • Use of mindfulness based stress reduction program is effective. Be mindful of stress, use yoga, self awareness, self focus, self care to improve communication and relationships. Regular follow-up or ongoing education on mindfulness is recommended.

III Non-experimental	5	B	• Institutional resources for nurses to cope with moral distress and compassion fatigue/resiliency
			  a) Retreats
			  b) Counseling
			  c) Education
			  d) Walk-in wellness clinics offering alternative therapies

IV Opinion of respected authorities	0		
V Opinion of nationally recognized expert	8	B	• Educate about self-care, including recognition of warning signs, types of self-care (meditation, spiritual development, physical activity, grief counseling, bereavement support, etc.) • Nurse managers involved in facilitation and support of self-care. Part of annual review to discuss self-care strategies • Colleague support • Debriefing as a formal approach is a helpful strategy • ACT-acknowledge, connect, and talk to manage vicarious traumatization (secondary trauma) • A lifestyle change that requires commitment • Serenity room provides place to participate in self-care • Mindfulness based stress reduction program • Increasing resilience decreases stress • Recognizing risk factors to include negative attitudes, blaming, complaining, addictive behaviors and absenteeism

Practice Recommendation

Consistent findings included:
- providing education about self-care, stress recognition, the effects of stress
- the use of mindfulness based stress reduction and recognizing risk factors contributing to increased stress.

- Explore resources healthcare systems can provide to help nurses cope with job-related stress, moral distress and compassion fatigue/resiliency:
  - Retreats
  - Counseling
  - Education
  - Walk-in wellness clinics offering integrative therapies
  - Meditation
  - Spiritual Development
  - Physical activity
  - Grief Counseling
  - Peer to peer support
  - Nurse Manager support of self-care

- Self-Care recommendations include; colleague support, debriefing, **serenity room**, and recognition of risk factors.


Results

Creating a serenity room:
- The team decided to champion the creation of a serenity room in the hospital
- CNO gave the "go ahead" to find space.
- Space was located and taken through appropriate channels for occupancy
- All furnishings, books, music and construction were donated to the project
- Serenity room opened July 2016 to provide a place to participate in self care
- Cost minimal for bookshelf construction material and hospital grade fabric to reupholster chair

Data on frequency of use of Serenity room collected January - March 2016.

Serenity Room Monthly Data FY 16
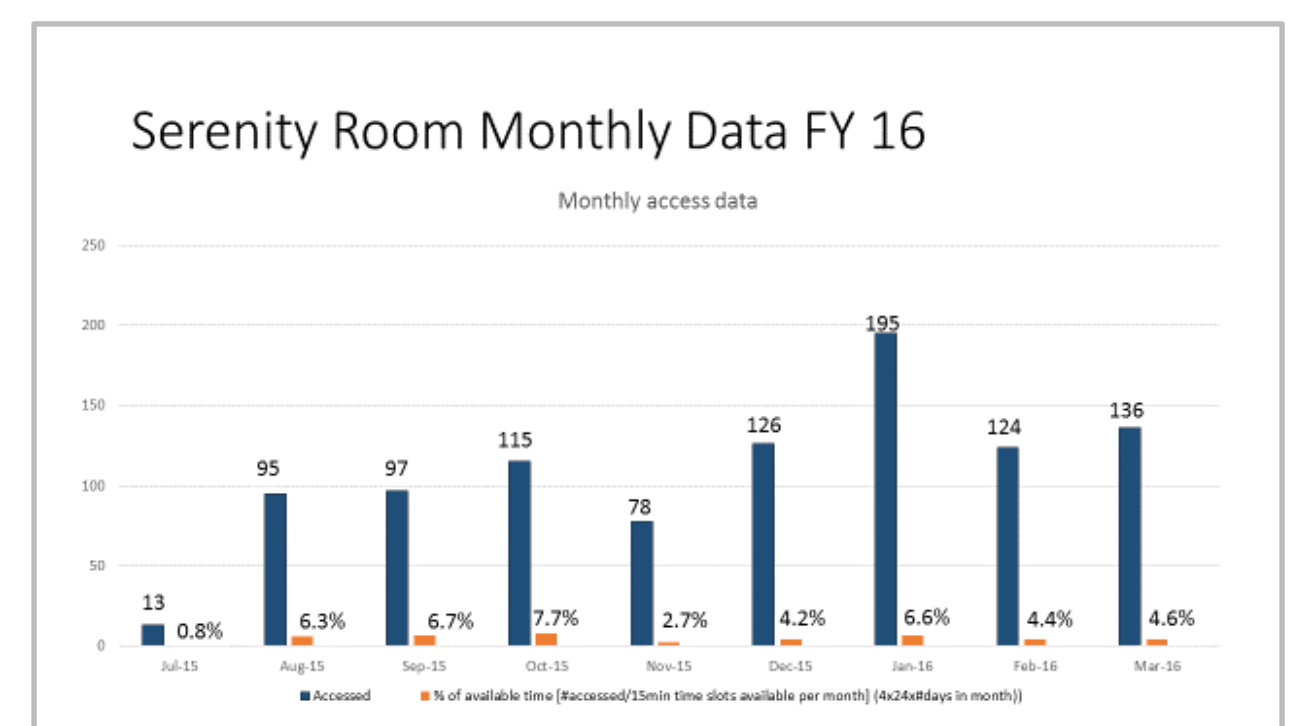
{% utilized = (# accessed / 4 x 24 x # days in month) x 100). Four 15 minutes in one hour X 24 hours in a day

Future analysis: Is there a correlation between post holiday work related stress and staff use of the self-care modality, serenity room.

Reference articles available upon request