Creation of a Serenity Room in an Acute Care Hospital Setting

Self Care Strategies to Improve Morale and Job Satisfaction

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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 reduce stress and increase nurse job satisfaction.

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

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.

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

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.

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.

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