**INTRODUCTION**

**Background & Significance**
In a profession where it is crucial to be engaged, nurses may be the least engaged of all healthcare providers. (1) As reflected in the research reviewed for this project, patients cared for by engaged nurses have better outcomes in their care. (2) As nursing leaders it is critical to understand what factors foster nursing engagement and how we can create the work atmosphere needed for nurses to achieve and maintain high levels of engagement in their workplace.

**Purpose**
To determine if focused workshops and collaborative, educational sessions increase vigor, dedication & absorption (3) (indicative of engagement) of nurses.

**Specific Aims**
Evaluate if interventions improve engagement scores taken pre-survey and post survey

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**METHODS**

**Design**
Pre and post surveys taken after interventions which included focused workshops utilizing Crucial Conversations® skills and collaborative/educational sessions (4).

**Procedures**
Maslow’s Hierarchy of Inborn needs was paired with a corresponding Maslow Triangle of employee needs (5). The two top rated engagement challenges in the unit were identified through the National Database of Nursing Quality Indicators (NDNQI) survey. Selected staff development workshops were conducted along with the utilization of the evidence based Press-Ganey® Action Planning Tips Guide (Toolkit) targeting specific engagement challenges (6).

**RESULTS**

**Variables**

<table>
<thead>
<tr>
<th>Variables</th>
<th>Pre Intervention</th>
<th>Post Intervention</th>
<th>Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>F-Test Two Sample for Variances-Mean combined scores</td>
<td>3.614</td>
<td>3.921</td>
<td>p=0.490</td>
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<tr>
<td>T-Test Two Sample Assuming Equal Variances-Mean combined scores</td>
<td>3.614</td>
<td>3.921</td>
<td>p=0.299</td>
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</tbody>
</table>

**DISCUSSION**

**Conclusions**
An engaged RN is energetic & understands self-preservation needs. RN has the opportunity to be absorbed in work, ability to pick up on the subtleties of a patient’s changed condition & act accordingly. Dedication is fostered from knowing the patient was cared with best interventions & had positive outcomes. Given autonomy in practice work with other healthcare team members when responsibilities are built on trust and collaboration.

**Limitations**
Initial results of the study are promising. Some limitations include: conducted on one surgical floor, sample size n=32. Surgical nursing units that were actively experiencing challenges were prioritized. Study time frame = 3 months.

**Future Directions**
Notable increase in engagement scores over few short months, palpable change on the floor, increases noted in all categories Intervention deemed successful will be continued.