

# Community Resiliency Model Training to Improve the Mental Well-Being of Nurses

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## Abstract

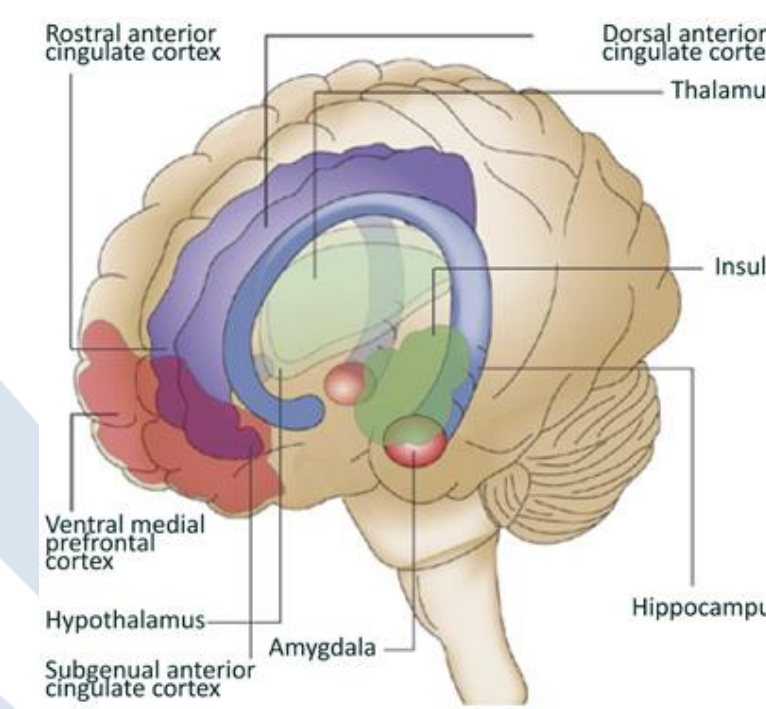
Hospital-based nurses are known to have high rates of depression, anxiety, secondary traumatic stress, compassion fatigue, vicarious trauma, and burn-out. Preventative and restorative interventions for these stress reactions are rare. This is the 1<sup>st</sup> part of a randomized controlled trial of the Community Resiliency Model (CRM), a simple set of self-mental wellness skills, for hospital-based nurses in Atlanta, Georgia. Baseline measures show that most of the nurses self-identified as resilient and emotionally well; however, the burden of work stress is evident in their somatic and burn-out symptoms.

## Background

- The Community Resiliency Model (CRM) is
- a biological perspective on normal human reactions to stress and trauma
  - a skills-based mental wellness and prevention program
  - an innovative, research-informed model (Miller-Karas, 2015)

- Resiliency
- is the ability to manage life's challenges and persevere through stress and adversity
  - can be learned

- CRM's "Resilient Zone" is
- an internal state of balance where we are our best selves, can learn and solve problems, and work effectively with others.....BUT it is possible to get "stuck" outside of the Resiliency Zone



**The seat of resilience:** Awareness of sensations (interoception) occurs in the brain areas that are also responsible for emotion regulation, social interaction, and the sense of self

## Results

### Baseline Data on 56 Nurses

#### Well-Being and Resilience

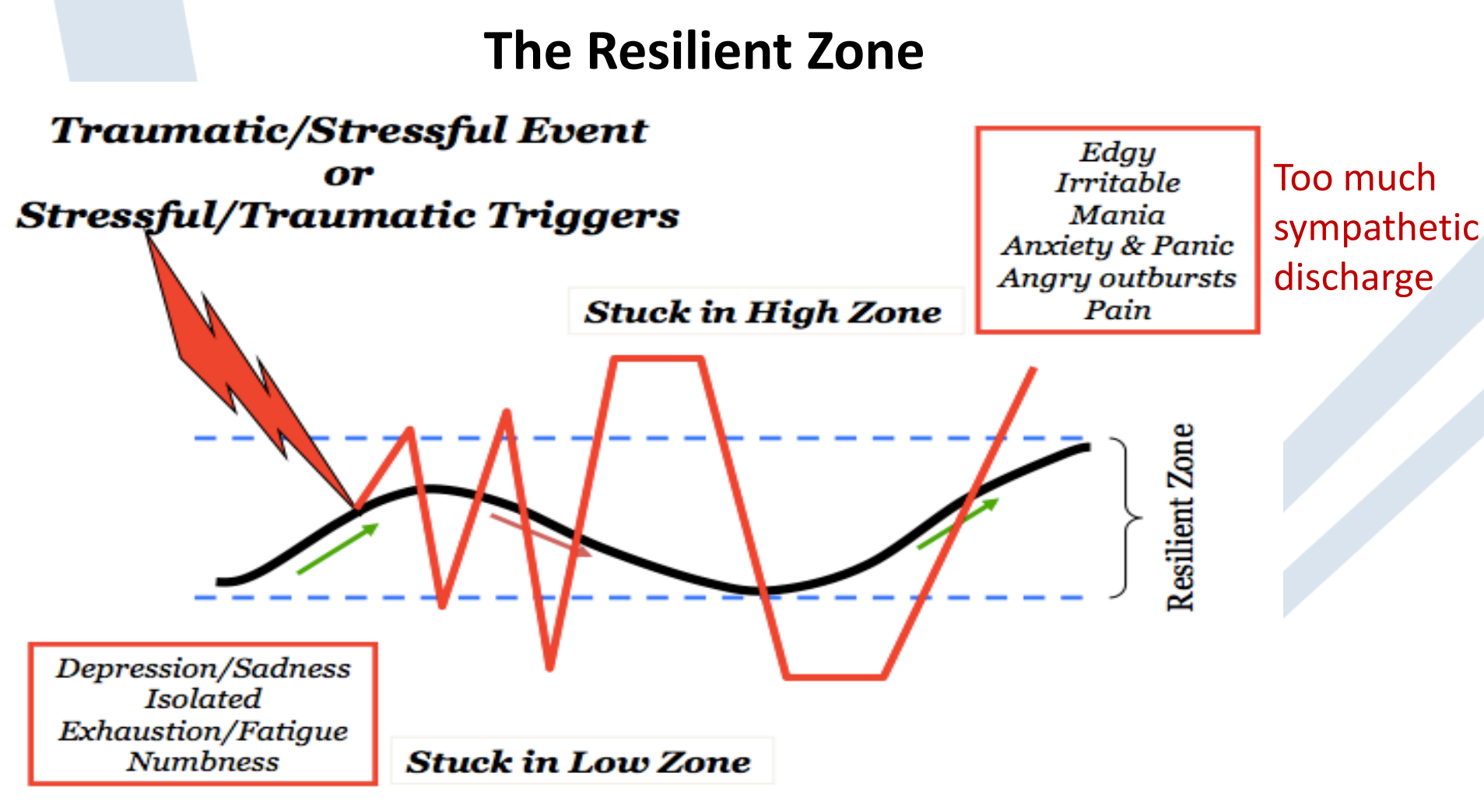
WHO Well-Being Scale	% Most or all of the time	Connor-Davidson Resilience Scale	% Often or nearly always true
Cheerful and in good spirits	80.4	I tend to bounce back after illness, injury, or other hardships.	87.0
Calm and relaxed	70.9	I am able to adapt when changes occur.	85.7
My daily life has been filled with things that interest me	69.6	I believe I can achieve my goals, even if there are obstacles.	85.7
Active and vigorous	60.7	I think of myself as a strong person when dealing with life's challenges and difficulties.	85.7
Fresh and rested	52.7	I can deal with whatever comes my way.	82.1
		Under pressure, I stay focused and think clearly.	78.6
		I am able to handle unpleasant or painful feelings like sadness, fear, and anger.	74.1
		Having to cope with stress can make me stronger.	70.9
		I am not easily discouraged by failure.	60.7
		I try to see the humorous side of things when I am faced with problems.	54.5

### Burn-Out, Secondary Stress, and Physical Symptoms

Copenhagen Burn-Out Scale	% Somewhat or to a high or very degree	Secondary Traumatic Stress Scale (items with highest rates) (in the past 7 days...)	% Often or very often
Is your work emotionally exhausting?	68.0	I had trouble sleeping.	23.2
Do you feel burnt out because of your work?	61.2	I felt discouraged about the future.	11.1
Does your work frustrate you?	45.9	I thought about my work with patients when I didn't intend to.	9.3
	% Often or always	I felt jumpy.	9.1
Do you feel worn out at the end of the working day?	58.8	I wanted to avoid working with some patients.	7.5
Do you have enough energy for family and friends during leisure time?	38.0	I was easily annoyed.	7.3
Are you exhausted in the morning at the thought of another day at work?	24.5		
Do you feel that every working hour is tiring for you?	12.0		

Somatic Symptom Scale-8	% Quite a bit or very much
Feeling tired of having low energy	37.0
Pain in arms, legs, or joints	35.9
Back pain	27.8
Trouble sleeping	18.5
Headaches	14.8
Stomach or bowel problems	7.4
Chest pain or shortness of breath	1.9
Dizziness	0.0



- CRM self-regulation skills may
- reduce symptoms associated with stress and trauma
  - widen the Resilient Zone
  - help return us to a balanced state when "bumped out" of the zone

## Methods

**Design:** Randomized controlled trial study (in progress) of 100 hospital-based nurses with a pre-test and two post-tests at 1 week and 3 months after training

**Intervention:** A 3-hour CRM training  
**Control group:** A 3-hour nutrition training

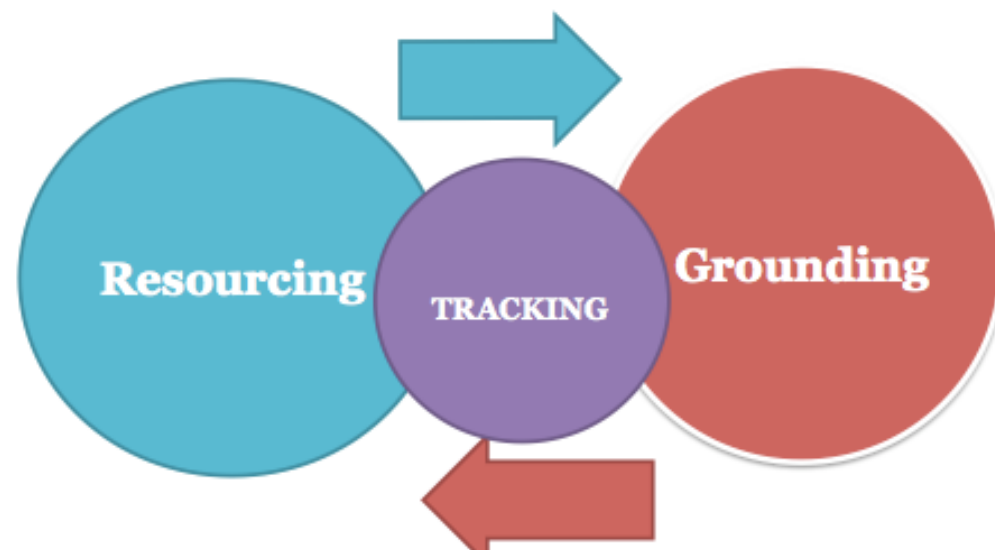
**Hypothesis:** If the CRM resiliency skills are integrated by the nurses, it is expected that their mental well-being and resilience will increase and secondary stress, burn-out, and physical complaints will decrease

1,100 nurses were invited to participate in a Nurse Wellness study: 56 enrolled

- Measures:**
- Resiliency
  - Well-being
  - Secondary traumatic stress
  - Burnout
  - Physical symptoms

Participant Characteristics	
Age range	23 - 65
Median	46 years
Years in nursing range	0.5 - 42
Median	21 years

### CRM Training



All of the CRM skills are based on "tracking:"

- Tracking: Awareness of physical sensations in the body
- Grounding: Noticing sensations of contact with the floor, clothing, a chair or a table, when still or walking
- Resourcing:
  - 1) identifying in detail a pleasant or neutral memory/place/object/people/pet which brings a sense of comfort or peace, and
  - 2) noticing internal sensations associated with the resource (may be breath, heart rate, muscle tone)



Free "ichill" app

## Conclusions

- Baseline data reflected an average of 20 years in nursing
- The burden of the nurses' work stress can be seen in somatic and burn-out symptoms
- Most of the nurses see themselves as resilient and emotionally well in spite of their challenging work environments

## Next Steps

- To increase sample size, we will move training and data collection to a large sister hospital in Atlanta
- Obtain data on at least 100 nurses and use a repeated measure ANOVA to identify outcomes in the CRM vs. the nutrition group
- Pilot the CRM training with other target groups: 1<sup>st</sup> responders, public safety officers, ED staff; high-risk, homeless, and incarcerated youth (in progress)

### Potential follow-up research

Quality of care, job turnover, and hard data on other healthcare parameters of nursing effectiveness should be examined in future research if the intervention proves effective

## References – Funding -- Acknowledgements

Miller-Karas, E. (2015). *Building resilience to trauma: The trauma and community resiliency models*. New York, NY: Routledge  
Van der Kolk (2015). *The body keeps the score*. New York: Penguin  
Brain image: journal.frontiersin.org Neuroimaging resilience to stress (Van der Werff, 2013)

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CRM training information: [www.traumaresourceinstitute.com](http://www.traumaresourceinstitute.com)  
Grabbe, Baird, Murphy are Certified Community Resiliency Model Trainers; Craven is a Certified Health Coach

CRM training of 1<sup>st</sup> responders and high-risk women and youth in Atlanta is supported by the Atlanta Women's Foundation and Community Advanced Practice Nurses, Inc. [www.capn.org](http://www.capn.org)