Abstract

- AACN created 6 standards of a healthy work environment
- Work environment is a key factor in ProQOL
- This project explores how the AACN standards impact ProQOL
- Results included average CS, high burnout, and high STS
- AACN standard adherence was good
- Authentic leadership was the strongest predictor of ProQOL
- Improving leadership should be a priority in ICUs wishing to improve ProQOL

Introduction

- High stress ICU environments increases burnout
- Burnout, CS and STS makes up ProQOL
- Work environment is a key factor of ProQOL
- AACN standards create healthy ICU work environments
- Standards include skilled communication, true collaboration, effective decision-making, appropriate staffing, meaningful recognition, and authentic leadership
- Relationship between standard adherence and ProQOL is unknown
- This project explores which environmental elements affect ProQOL

Methods and Materials

Design: Cross Sectional Survey
Population: ICU Nurses
Setting: Large, Magnet® recognized, Level I Trauma Center in East TN
Instruments: ProQOL, AACN Healthy Work Environment Assessment

Results

- **ProQOL**
  - Compassion Satisfaction 52.05 – Average
  - Burnout 55.3 – High
  - STS 63 – High

- **Healthy Work Environment Standards**
  - Skilled Communication 3.59 – Good
  - True Collaboration 3.54 – Good
  - Effective Decision-Making 3.82 – Good
  - Appropriate Staffing 2.99 – Needs Improvement
  - Meaningful Recognition 3.25 – Good
  - Authentic Leadership 3.77 – Good

Regression

- CS – Authentic Leadership, True Collaboration, Effective Decision-Making
- Burnout – Authentic Leadership
- STS – Authentic Leadership, Appropriate Staffing, Meaningful Recognition

Discussion

- ICU nurses have high burnout and STS
- ICU environment has good adherence to AACN standards
- Excellent adherence may improve ProQOL
- Authentic leadership had the strongest relationship with ProQOL
- True collaboration, effective decision-making, appropriate staffing, and meaningful recognition are also predictors of ProQOL

Conclusions

- Authentic leadership had the strongest relationship with ProQOL
- Improving leadership should be a priority in ICUs wishing to improve nurses’ ProQOL
- Management should understand the role of bedside nurses
- Organizations should support management to create healthy work environments

References