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Examining Nurse Resiliency & a Mindfulness-Based Stress Reduction Intervention to Prevent Nurse Burnout

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Children’s Mercy Kansas City, Kansas City, Mo.

Background

- Nurses working in high-stress environments, such as ICU, pediatrics, and oncology, are at a significantly increased risk of burnout syndrome, compassion fatigue, and post-traumatic stress disorder (PTSD) (Czaja, Moss & Mealer, 2012). Each of these can impair judgment and decision-making and can result in emotional exhaustion, decreased job satisfaction, disengagement, anxiety, depression, irritability, substance abuse, sleep difficulties, gastrointestinal disorders, and impaired immune response (Mealer, Jones & Moss, 2012).
- Resilience is a topic that has gained much discussion in recent years surrounding the significant burdens nurses are experiencing. Nurses with resilience exhibit a heightened awareness, internal stability, and flexibility that allow them to navigate high-stress situations.
- The purpose of this quality improvement project was to implement a MBSR training course for nursing staff to improve nurse resiliency.

Methods

- Managing Stress Through Mindfulness: An Introduction Class was offered to staff nurses working on a 23-bed medical surgical telemetry unit in a free-standing Midwestern Children’s Hospital.
- The course was taught by two Social Workers trained in Mindfulness Based Stress Reduction (MBSR).
- The project participants were full time and part time bachelors prepared nurses.
- Nurses were able to self-select to participate in the project intervention after receiving electronic communication via email and flyers around the unit requesting participants.
- The participants in the course completed pre and post-intervention surveys. The surveys completed were the Connor-Davidson Resilience Scale (CD-RISC), and the Professional Quality of Life Scale (ProQOL).

Results

- A total of 7 nurses participated in the course.
- All participants had >3 years of pediatric nursing experience.
- The difference from pre to post intervention for the Connor Davidson Resilience scale was significant at 0.011 (P<0.05).
- CD-RISC is scored on a 0-100 scale with higher scores supportive of higher resilience.
- All participants felt the class was extremely beneficial.

<table>
<thead>
<tr>
<th>Paired Samples Statistics</th>
<th>Mean</th>
<th>N</th>
<th>Std. Deviation</th>
<th>Std. Error Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pair 1 Pre</td>
<td>69.8571</td>
<td>7</td>
<td>9.08164</td>
<td>3.43254</td>
</tr>
<tr>
<td>Post</td>
<td>86.0000</td>
<td>7</td>
<td>9.88264</td>
<td>3.73529</td>
</tr>
</tbody>
</table>

Paired Samples Test Differences (Pair 1 Pre-Post)

- The difference from pre to post intervention for the Connor Davidson Resilience scale was significant at 0.011 (P<0.05).
- CD-RISC is scored on a 0-100 scale with higher scores supportive of higher resilience.
- All participants felt the class was extremely beneficial.

<table>
<thead>
<tr>
<th>Paired Samples Test Differences (Pair 1 Pre-Post)</th>
<th>95% Confidence Interval of the Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>Std. Deviation</td>
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<tr>
<td>-16.14286</td>
<td>11.82411</td>
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</table>

<table>
<thead>
<tr>
<th>Std. Error Mean</th>
<th>t</th>
<th>df</th>
<th>Sig. (2-tailed)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.46909</td>
<td>-3.612</td>
<td>6.0</td>
<td>0.011</td>
</tr>
</tbody>
</table>

Limitations & Future Work

- The results of this Quality Improvement project support the idea that Mindfulness Based Stress Reduction interventions can improve nurse resiliency.
- The results of this study support results of other studies indicating beneficial effects of mindfulness interventions for nurses and providers.
- The nature of the course, and short time between pre- and post-intervention surveys (2 weeks), did not allow for adequate completion of the ProQOL surveys.
- The nursing profession is emotionally taxing and can lead to high levels of stress and burnout for those working in the profession. Resilience in nurses is a necessary trait to have in order to manage the stress and burnout associated with the emotional demands of the profession.
- It is especially important to utilize these mindfulness based interventions in nurses working in high stress environments, including pediatric and critical care settings.

Conclusion

- The results of this Quality Improvement project support the idea that Mindfulness Based Stress Reduction interventions can improve nurse resiliency.
- The results of this study support results of other studies indicating beneficial effects of mindfulness interventions for nurses and providers.
- The nature of the course, and short time between pre- and post-intervention surveys (2 weeks), did not allow for adequate completion of the ProQOL surveys.
- The nursing profession is emotionally taxing and can lead to high levels of stress and burnout for those working in the profession. Resilience in nurses is a necessary trait to have in order to manage the stress and burnout associated with the emotional demands of the profession.
- It is especially important to utilize these mindfulness based interventions in nurses working in high stress environments, including pediatric and critical care settings.

Limitations & Future Work

- Small sample size was the major limitation of this project.
- Participants did not receive pay or continuing education credit for participating in the all day training.
- The class was only offered on one day. Scheduling conflicts were evident due to the class only being offered to staff nurses on this one unit. Only a limited number of individuals could be off on one given day in order to staff the unit appropriately to care for patients.

FUTURE WORK

- Future work would aim to make the course more widely available to staff nurses throughout the hospital.
- Requiring a class, such as this one, for staff nurses yearly or bi-yearly to ensure nurses are adequately equipped to care for themselves as well as their patients.

Participant Demographics:

<table>
<thead>
<tr>
<th>Females: n=6</th>
<th>Caucasian/White: n=5</th>
<th>Males: n=1</th>
<th>Hispanic/Latino: n=2</th>
</tr>
</thead>
</table>

Educational Components of the Course:

- Arriving Meditation
- Body Scan
- Stress and our Bodies Discussion
- STOP and Automatic Thoughts Discussion
- Awareness of Breath
- 3 Minute Breathing
- Walking Meditation
- Mindful Movement
- Loving Kindness