

# CREATING RESILIENCE:

## Training Program Applying Mindfulness to Reduce Burnout

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### PROJECT METHODOLOGY

Nurses are particularly vulnerable to extended stress and burnout<sup>(4)</sup>. Studies have indicated that mindfulness-based interventions may be an effective method for nurses to manage stress and combat the impacts of burnout<sup>(6)</sup>. To better prepare nurses for stressful working environments, an evidence-based mindfulness program will be developed. The purpose of this program targets issues associated with burnout, identifies causes and gives nurses the tools to combat burnout and create resilience in the workplace.

The evidence-based mindfulness program that will be created with this project is designed to assess and improve nurse burnout. The educational interventions will provide nurses guidance and the ability to implement strategies to reduce the presence of stress, burnout, and improve job satisfaction

The purpose of this project is to develop a motivational training program, which promotes evidence-based mindfulness strategies to reduce nursing burnout and improve job satisfaction for pediatric nurses work on the Children's Medical Unit at Primary Children's Hospital.

The educational program will include the following:

- Burnout presentation
- Employee mindfulness rotations
- Outlined strategies to reduce burnout
- Intermountain Well-Being Assessment
- Burnout recognition survey

The development and practice of this project have the potential to benefit many recipients including:

- Patients
- Nurses
- Management
- Other healthcare personnel.

Focusing attention on the causation of burnout factors can utilize proper education and coping mechanisms to promote awareness and decrease the likelihood of burnout.

This project will address the importance of early recognition of moral injury or nursing burnout on a pediatric unit. This will be accomplished through the implementation of interventional strategies in coping with nurse burnout such as:

- Practicing mindfulness
- Self-reflection
- Resilience-building techniques.



### ABSTRACT

In nursing specialties such as acute pediatric care, burn out has been assessed as one of the highest areas of burnout due to their unique caring role among patients and families. This relationship can render pediatric nurses to continual experiences with unresolved loss and grief when a patient suffers from a chronic or terminal illness or dies.

Burnout is evident in nursing practice and has maintained its place among healthcare if not addressed it can have detrimental effects on nursing practice and the safety of patients<sup>(8;12)</sup>.

### PICO QUESTION

How does the incorporation of an evidence-based coping strategies training program (I) for acute-care pediatric nurses on the Children's Medical Unit (P) reduce employee perception of nurse burnout and improve nursing retention (O) over a year (T)?

### LITERATURE REVIEW

A literature review was completed to summarize found research on the cumulative effects of professional stress and compassion fatigue as it relates to nursing burnout<sup>(1)</sup>. The major themes that were found to contribute to nurse burnout in the literature included:

- Stress exposure
- Unhealthy work environments
- Decreased job satisfaction.

Major influences and practices that combated burnout in nursing included:

- Practicing in an empowered work environment
- Encourage supportive relationships with peers
- Practice mindfulness techniques and incorporate them into daily routine(s).
- Provide education to increase awareness and reduce likelihood of burnout.

### THEORETICAL FRAMEWORK

The Stetler Model is designed to provide a framework for assimilating research findings into evidence-based practice [EBP]. The Stetler model will be used as an outline to evaluate research and aid in developing a motivational training program, which promotes evidence-based mindfulness strategies to reduce nursing burnout and improve job satisfaction for pediatric nurses.

### CONCLUSIONS

Research has indicated that stress management and resiliency training has efficacy for increasing employee resilience, well-being, mindfulness and decreasing stress, and anxiety<sup>(2)</sup>. Organizations that implement burnout interventions display increased employee retention, reduced turnover, elevated performance, increase patient satisfaction and rekindle core capacities to health and wellness<sup>(2)</sup>.

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