Lehigh Valley Health Network

Patient Care Services / Nursing

Nurse Burnout in Medical Surgical Units

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BACKGROUND

- Experience of being a new nurse and feeling burnout
- Fellow nurses experiencing feelings of burnout
- Short staffing & high acuity patients
- Nurse burnout reduces the quality of nursing care leading to psychological problems, an increase in workplace accidents, and impairs inter-personal and organizational relationships. (Darban, Balouchi, Narquipour, Safarzaei, & Shahdadi, 2016)

PICO

- P Medical-Surgical Nurses
- I Mindfulness-based Stress Reduction (MBSR) **Management and Resiliency Training**
- C Maladaptive Coping
- O Scores on Nurse Burnout Assessment tool (PROQOL) Version 5

EVIDENCE

- **Communication training improves nurses' capability for self-efficacy under** critical conditions and has a direct impact on mental health. (Darban, Balouchi, Narouipour, Safarzaei, & Shahdadi, 2016)
- The key to maintaining skilled and resilient nurses includes, a positive work environment, programs that enhance resiliency, and support systems to prevent burnout. (Brown, Whichello, & Price, 2018)
- By incorporating hardiness education into the culture of an organization, burnout among nurses can be lowered and nurses can continue to strengthen their hardiness; which can make a positive impact among nurses and their organization. (Henderson, 2015)
- The three good things exercise is a low cost, minimal time and effort commitment that can help address the urgent need to improve caregivers' wellbeing and mental health. (Sexton & Adair, 2018)

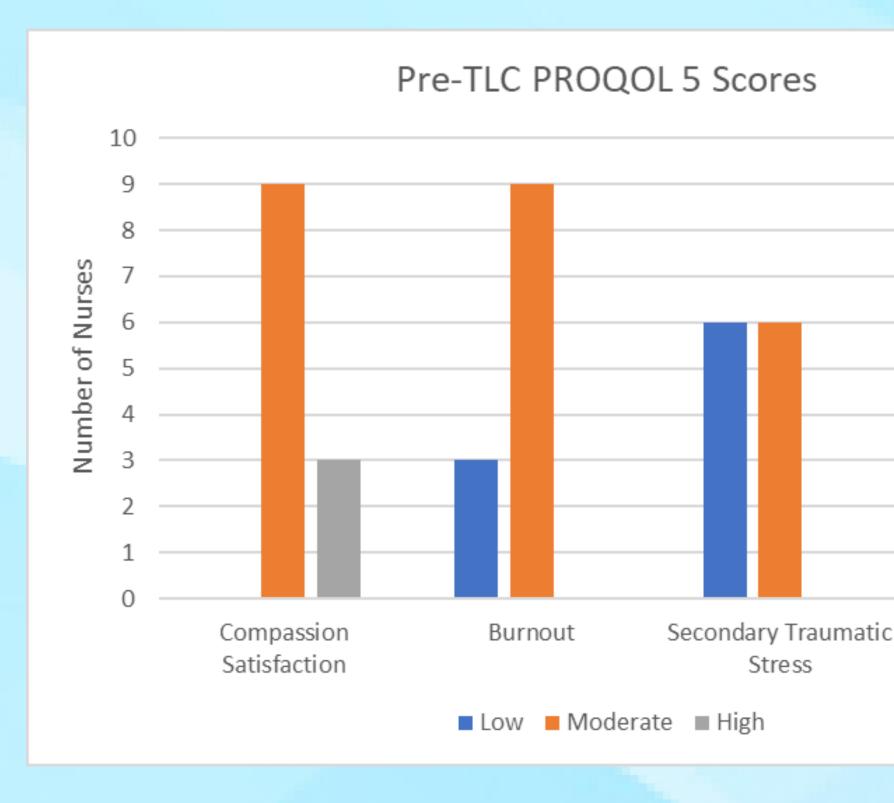
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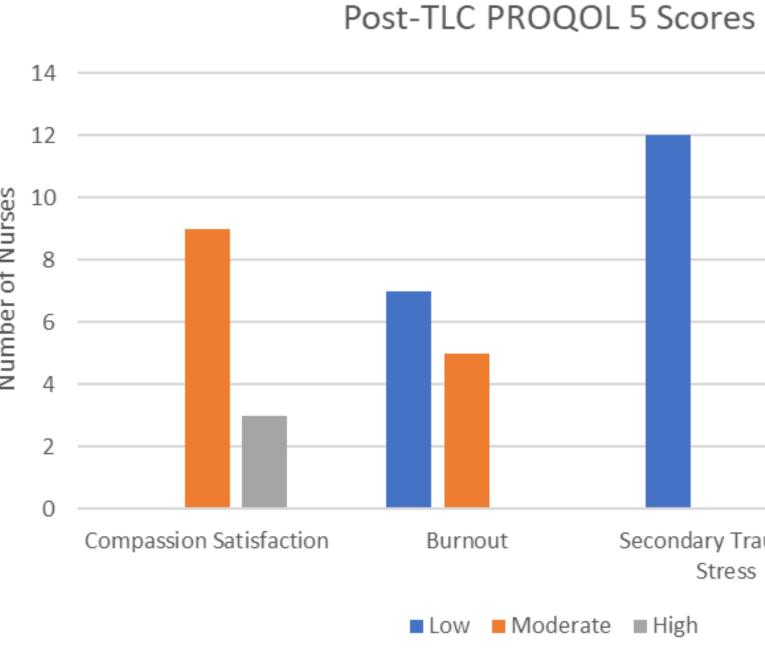
• Pre-TLC Scores

Lehigh Valley Health Network, Allentown, Pennsylvania

OUTCOMES



Post-TLC Scores



Sample Size of 12 nurses from IRC-M, 4T, and 5T completed TLC and both Pre-TLC and Post-TLC PROQOL questionnaires. Post-TLC scores stayed the same in comparison to pre-TLC scores for compassion satisfaction. While Post-TLC scores lowered in burnout and secondary traumatic stress compared to Pre-TLC scores, leading to improvements in nurse burnout and secondary traumatic stress post TLC compared to Pre-TLC.

These findings show that med-surg nurses had similar feelings of compassion satisfaction with less secondary traumatic stress and burnout after mindfulness-based stress management and resiliency education compared to nurses with no education and maladaptive coping mechanisms.

IMPLEMENTATON

Pre-TLC utilizing the (PROQOL) mpassion Satisfaction and Fatigue Hand out given to participants on ProOOL) Version 5 (2009 When you [help] people you have direct contact with their lives. As you may have found, yo ompassion for those you [help] can affect you in positive and negative ways. Below are some question our units to be completed riences, both positive and negative, as a [helper]. Consider each of the following about you and your current work situation. Select the number that honestly reflects ho TLC PowerPoint 2. I am preoccupied with more than one person I [help] Consisting of background info and I get satisfaction from being able to [help] people. I feel connected to others I jump or am startled by unexpected sound MBSR and resiliency education I feel invigorated after working with those I [help] I find it difficult to separate my personal life from my life as a [helper]. I am not as productive at work because I am losing sleep over traumatic experiences of given to our units to view and carry 9. I think that I might have been affected by the traumatic stress of those I [help] I feel trapped by my job as a [helper]. Because of my [helping], I have felt "on edge" about various thing 12. I like my work as a [helper] out 13. I feel depressed because of the traumatic experiences of the people I [held I feel as though I am experiencing the trauma of someone I have [h I have beliefs that sustain m Post-TLC utilizing same nursing I am pleased with how I am able to keep up with [helping] techi I am the person I always wanted to I My work makes me feel satisfie burnout tool have happy thoughts and feelings about those I [help] and how I could help them believe I can make a difference through my work Comparing post scores to pre I am proud of what I can do to [hell As a result of my [helping], I have intrusive, frightening thoughts. scores after utilization of I feel "bogged down" by the system. 27. I have thoughts that I am a "success" as a [helper 28. I can't recall important parts of my work with trauma victim 29. I am a very caring person.

mindfulness-based stress reduction techniques and resiliency training

- nursing staff among LVHN
- IRF-M, 4T-M, and 5T-M.

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Traumatic	
ress	

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Stamm, 2009. Professional Quality of Life: Compassion Satisfaction and Fatigue Version 5 (ProQu ww.isu.edu/~bhstamm or www.proqol.org. This test may be freely copied as long as (a) author is credited, (b) no changes are

NEXT STEPS

Increased participation to include any and all Continued encouragement to participate in hardiness and resiliency training among staff on

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