

ABSTRACT

Nurses beginning their careers may be especially susceptible to experiencing work stress and developing anxiety symptoms. Anxiety symptoms can potentially lead to burnout. Healthcare organizations lose money when nurses leave due to costs associated with training replacement nurses. This project aims to provide mindfulness training and skills to assist nurses in nurse residency with coping skills to help decrease anxiety. The overarching goal is to train resilient nurses and retain more nurses for at least one year.

PICO QUESTION

In Primary Children's Hospital nurse residents, does mindfulness training, compared to no mindfulness training, contribute to decreased work-related anxiety and improved nurse retention after 12 months?

LITERATURE REVIEW

Analysis of the literature revealed several studies concluding that mindfulness is a practical, valuable tool for training nurses to combat anxiety. Three themes became evident from evaluating the studies.

- Workplace interventions are needed to help nurses cope (10, 11, 12).
- Mindfulness improves psychological well-being (6,7,8).
- Mindfulness training can be more successful if structured (4,5,13).

Potential benefits of implementing mindfulness training for nurses are substantial.

- Improved nurse resilience (10).
- Decreased symptoms of compassion fatigue (10).
- Increased nurse focus on patient care (3).
- Improved patient outcomes (3).
- Decreased nurse turnover (3).
- Increased sense of positive well-being (8).
- Improved job performance (8).
- Reduced anxiety (8).

Mindfulness Training to Combat Anxiety: for Pediatric Nurse Residency

Christal Sandstrom BSN, RN, MSN Student

PROJECT METHODOLOGY

The initial focus of this project is bringing awareness to the stressors that nurses face due to challenges at work that could lead to anxiety and the potential for that anxiety to become habitual (2). The purpose is to identify support nurses need to maintain their psychological well-being (1).

- To combat anxiety, mindfulness is used as the evidence-based training tool to to teach nurse residents. To enhance mindfulness training, the introduction of a mindfulness evidence-based app called Unwinding Anxiety is introduced to nurse residents as a way for them to practice and have immediate access to mindfulness exercises beyond the classroom (2).
- The nurse residency education provided through this project is easily adaptable for the current online curriculum at Primary Children's Hospital to train new nurses.

Plan and Development

The plan is to train new nurses at a critical point, being the beginning of their career, to use mindfulness to combat work stress.

The following is provided as part of nurse residency mindfulness education.

- An engaging PowerPoint presentation is provided live virtually or also is available in video format as a link that is accessible as a webinar.
- Within the presentation, nurses are taught about the potential for anxiety to become a habit which is demonstrated as the anxiety habit loop that could lead to poor coping within the profession (2).
- Mindfulness exercises are taught.
- A handout is created to condense the highlights of the PowerPoint education.

Evaluation

- Evaluation of the presentation is completed through providing participants with a post-presentation Survey Monkey to measure their understanding and feelings about the presentation content.
- An introduction to the Unwinding Anxiety app is provided as well as an invitation to nurse residents to download the app to their smartphones. Nurses that choose to download the app may also participate in an intervention to use the app for mindfulness practice. Nurses are encouraged to use the app at least 3 times per week for 4 weeks.
- Pre- and post-evaluation surveys of the participants using the app intervention is completed with the Survey Monkey tool. This tool uses Likert scale questionnaires.

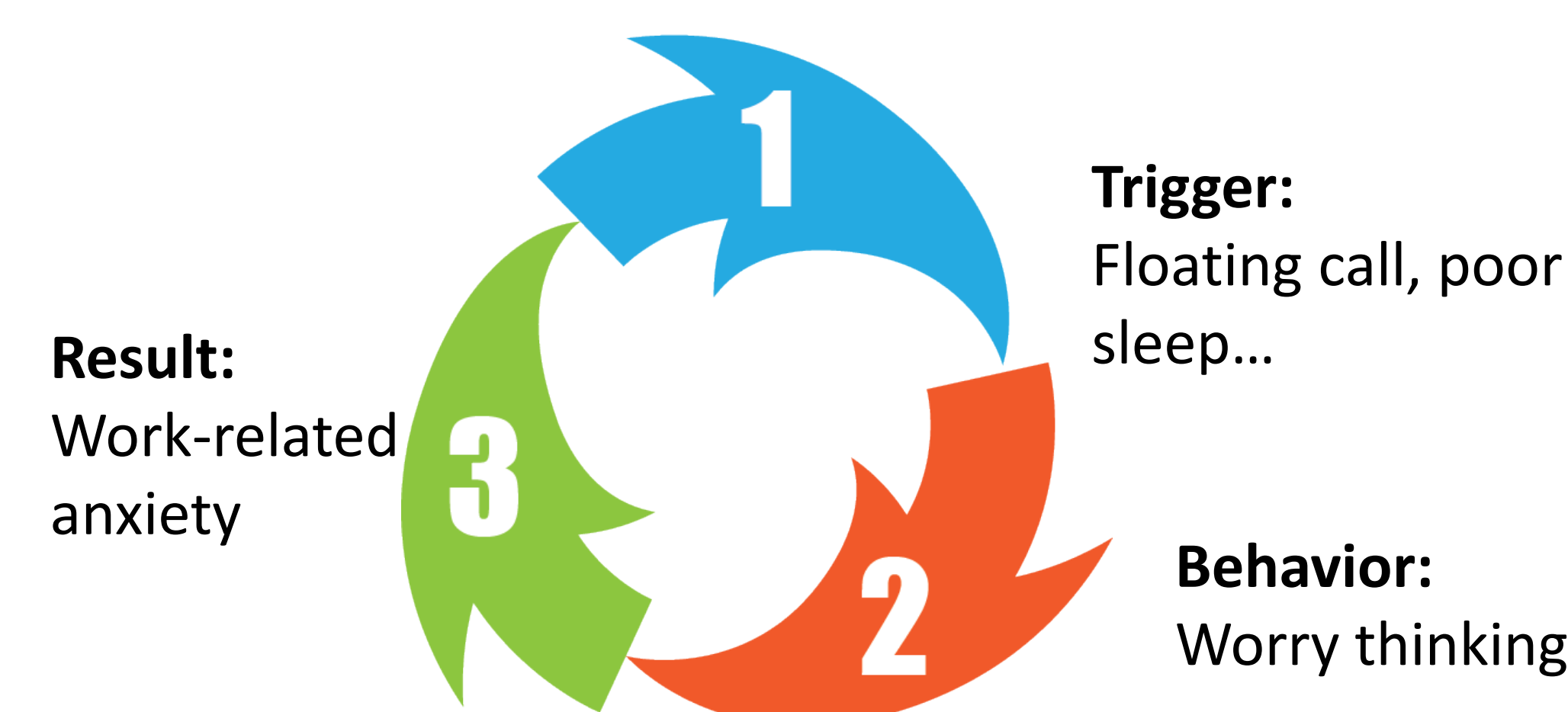


Figure 1



Figure 2



Figure 3

THEORETICAL FRAMEWORK

The Iowa Model for Evidence-Based Practice is the framework used to develop this MSN Project. The Iowa Model consists of seven steps providing an excellent step-by-step process. The steps include 1. Identifying the problem focused trigger and developing a practice question. 2. Identifying the importance related to clinical practice. 3. Identifying the organizational priorities and deciding if the topic is a priority addressable with evidence. 4. Forming a team committed to addressing the problem and assembling evidence 5. Piloting a practice change. 6. Evaluating the practice change and determining if it is appropriate to implement it into a practice. 7. Disseminating the results (9).

CONCLUSIONS

Implementing mindfulness-based workplace training in nurse residency may empower nurses entering their careers with healthy coping techniques useful for combating the stress and anxiety symptoms they may encounter within their profession. Healthcare organizations can greatly influence nurses' feelings of being supported in their mental health by prioritizing mindfulness-based training (1). Mindfulness education can occur successfully by presenting it live, in virtual meetings, or as a webinar video link. In addition, the Unwinding Anxiety app may be an excellent additional resource.

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Figures

1. Anxiety habit loop (Image created by Christal Sandstrom based on content in reference article 2 and content taught in the Unwinding Anxiety app).
2. Unwinding Anxiety app. image. <https://apps.apple.com/us/app/unwinding-anxiety/id1247855111>
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