

## ABSTRACT

Burnout among nurses is a universal problem. Implementing a stress reduction program can increase retention rates, employee morale, and patient outcomes <sup>(4)</sup>. The purpose of this project is to educate nurses on available resources and coping strategies that can help them better navigate stress and diminish burnout. Implementing evidence-based strategies and instruction aimed at reducing stress can help influence the incidence of nurse burnout.

## PICO QUESTION

Do nurses, who practice coping mechanisms, experience less burnout compared to nurses who do not practice coping mechanisms?

## LITERATURE REVIEW

A literature review provided vital information that illustrated the issue of nursing burnout and coping mechanisms that can help. The following themes were identified.

- Nursing burnout is non-discriminatory and affects all nurses within all specialties, including new graduates and experienced nurses <sup>(5)</sup>
- The benefits of decreasing nursing burnout include increased job satisfaction, and can even lead to decreased levels of anxiety and depression <sup>(8)</sup>
- Coping mechanisms such as exercise, diet, and meditation lead to healthy lifestyle habits, increased work satisfaction, and improved quality of care <sup>(3)</sup>
- Burnout decreases morale and can lead to high turnover rates impacting patient outcomes <sup>(3)</sup>
- Stress is a common aspect of the nursing profession; however, burnout is not a normal response <sup>(1)</sup>

# Coping Mechanisms to Reduce Nursing Burnout

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## PROJECT METHODOLOGY

The purpose of this project is to educate nurses on the importance of developing healthy coping mechanisms and applying these to their daily lives. In addition, the education can help the participants apply new mechanisms to help them reduce the occurrence of burnout. The overall goal of this project is to increase the awareness of the incidence of burnout and help nurses know what can be done to help prevent it.

This project examines coping mechanisms that can be used to help alleviate burnout. Research shows that a combination of exercise, a healthy diet and meditation have a dramatic effect on alleviating stress, anxiety and depression <sup>(5)</sup>. The solution to burnout is not a quick fix and will require continual effort on the part of the nurses, but continual use of coping mechanisms overtime can lead to positive results <sup>(2)</sup>.

## Plan and Development

Education on strategies to decrease burnout will be presented and available to nurses.

- PowerPoints
- Handouts
- Individual and group coaching
- Continual follow-up
- Sharing of experiences

## Evaluation

Education and evaluation are at the core of this project. Surveys will be used to gather to obtained to:

- Determine if learning has occurred following educating nursing
- Gather subjective data on the individual experiences of the nurses
- Chart behavioral changes
- Assess for symptoms of nursing burnout following applying coping mechanisms
- Change the way education is presented on future trainings if adjustments are needed to be made

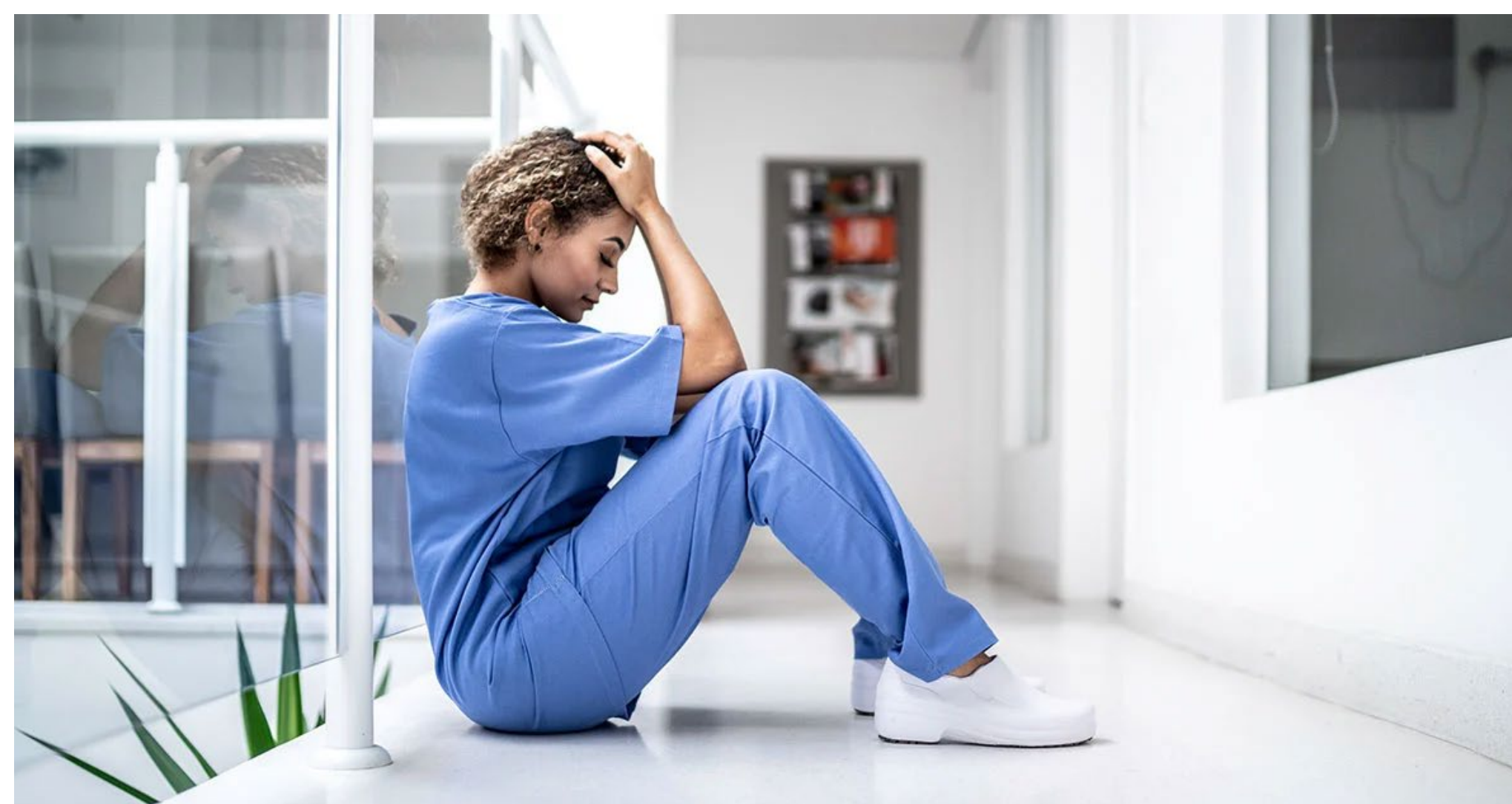


Figure 1



Figure 2

## THEORETICAL FRAMEWORK

The Conservation of Resources (COR) theory, developed by Stevan Hobfoll, explains that burnout can occur when work and mental stress accumulate <sup>(6)</sup>. Burnout occurs due to threats four valued resources. When individuals work in people-oriented areas and cause mental stress due to work relations, such as healthcare workers, they risk threats to or loss of the valuable resources. When an individual is experiencing persistent threats to their valued resources, burnout occurs <sup>(6)</sup>. The COR theory helps solve this problem by creating a guide for employers and facilities to help predict burnout among nurses. It also highlights the correlation between patient safety and burnout while also examining how the nurse's role is influenced by burnout.

## CONCLUSIONS

Nurses often put a great deal of effort into caring for patients, but they often neglect to care for themselves. The major inhibiting factor is a lack of awareness of how coping mechanisms can be used to decrease stress. This issue can be solved by educating nurses. The goal is to help educate nurses about the value of using coping mechanisms to decrease their feelings of stress. Using coping mechanisms appropriately can help reduce stress levels, improve job satisfaction, and decrease nurse turnover <sup>(3)</sup>.

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## Figures

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