# WEBER STATE UNIVERSITY

## Dumke College of Health Professions

### ANNIE TAYLOR DEE SCHOOL OF NURSING

# Burnout Reduction Through Stress Management

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## PROJECT METHODOLOGY

The physical, emotional, and ethical stress that nurses experience impacts their professional and personal lives and can negatively affect the health of their patients ([1]). Persistent exposure to stress can lead to burnout which can deteriorate teamwork and cause emotional fatigue in nursing staff, negatively impacting patient safety ([4]). Nursing burnout is elevated due to the Covid-19 pandemic ([3]). There is also a nursing shortage, which can cause a stressful work environment with staffing shortages and an increased workload for nursing staff ([10]).

A literature review provided extensive support for mindfulness to reduce stress and burnout in nurses. Many of the studies looked at traditional mindfulness learning sessions, i.e. weekly sessions of learning usually lasting multiple hours, which can be a hard time commitment for nursing staff. Literature was also found supporting less structured teaching of mindfulness techniques and still having success in reducing stress. Flexible teaching through peer coaching will hopefully help improve access to the information for nursing staff.

## ABSTRACT

Stress and burnout are significant problems for nurses, causing problems physically, mentally, and emotionally. Other effects of stress and burnout include ineffective teamwork and emotional fatigue, which affect patient outcomes. Research has shown that mindfulness-based techniques can help lower stress and burnout in nursing staff. Frequently, mindfulness techniques are taught in structured courses, which are a large time commitment for nurses. To help improve access to mindfulness techniques, this MSN project focuses on using peer coaches to teach the techniques. Participants then use a survey to trend burnout levels to measure efficacy of the stress relieving interventions.

## PICO QUESTION

For nurses who are experiencing burnout in the outpatient family practice setting does implementation of a nurse led stress management training compared to no stress management training improve self-reports of reduced burnout at one, three, six and twelve months.

## LITERATURE REVIEW

A literature review supported the efficacy of mindfulness techniques in reducing stress and burnout.

- Stress can negatively affect a nurses health and can lead to negative outcomes for patients ([1]).
- Reducing burnout can reduce staff turnover and improve patient outcomes ([1, 4, 9]).
- Although usually taught during extended sessions over a couple weeks, mindfulness techniques can be taught casually and still be effective ([5]).
- Mindfulness works by helping nurses recognize the stress they are experiencing and manage it ([11]).
- Many different mindfulness techniques are available, allowing for staff members to be able to find what works for them ([6]).

## Plan and Development

The following steps and deliverables were recommended to improve participation and success for the project.

- Work with management to select a staff member that will be the coach and provide them training.
- Introduce the project and its importance via PowerPoint presentation during staff meeting. The coach will work individually with anyone not in attendance.
- Conduct weekly huddles between coach and peers.
- Provide staff with a bi-weekly newsletter outlining new techniques to try as well as success stories from staff.

## Evaluation

The Maslach Burnout Inventory-Human Service Survey (MBI-HSS) is a tool created to help measure burnout and is widely accepted in the healthcare field. The survey is administered and scored electronically and anonymously ([2]).

- The survey will be administered at baseline and every 3 months afterwards for a year.
- This will give management insight into whether the project is helping or not.
- Provide management the opportunity to talk with staff and evaluate if there are other changes that could be made to help reduce stress.
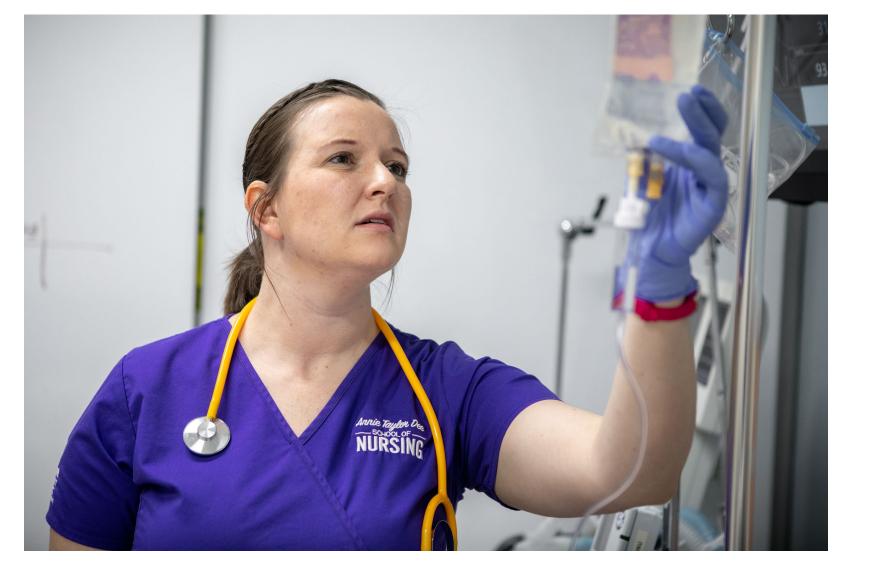


Figure 1

## THEORETICAL FRAMEWORK

The Advancing Research and Clinical Practice Through Close Collaboration (ARCC) model consists of assessing an organization's readiness for EBP, identifying strengths and barriers to implementation, and using mentors to help implement EBP. Since a mentor role is used in implementing the project through peer coaching, this model was a perfect fit ([8]).

## CONCLUSIONS

Nurses do so much for others, it is only fair they are given tools and resources to care for themselves. Stress and burnout are significant problems for nurses ([7]). While mindfulness based techniques have been proven to help with reducing stress, the time required for a learning session can be deterring. Through teaching mindfulness techniques to nurses while at work to make the training and benefits more accessible. In reducing stress, nurses experience physical and mental benefits and patient care is improved.

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## Figures

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