



ABSTRACT

Burnout has been classified as an epidemic among nurses. Data suggests that up to 70% of nurses experience burnout during their careers. The effects of burnout are detrimental to nurses, their patients, and their coworkers. Poor job satisfaction and poor patient outcomes can also be linked to burnout. The implications for practice include lower turnover rates, increased job satisfaction, and improved patient outcomes. To fight the effects of burnout, improving the understanding of the signs, symptoms, and effective treatments for burnout must become a priority for healthcare teams everywhere. Studies have shown that mindfulness practices, expressions of gratitude, and workplace support significantly improve symptoms and the effects of burnout.

PICO QUESTION

Among nurses on the Surgical Intermediate Care Unit, how does implementing a nurse education program for early identification and management of burnout, compared to no program, affect retention and satisfaction after one year?

LITERATURE REVIEW

The most common themes among the reviewed articles are the impact of mindfulness practices on burnout, the importance of support in the workplace, the impact of gratitude on burnout, and the effects of burnout and caregiver fatigue on job satisfaction.

- Burnout and compassion fatigue can lead to anxiety, exhaustion, feelings of inadequacy, and poor health outcomes <sup>(5)</sup>.
- When burnout and compassion fatigue become chronic problems and are not recognized or treated, patients and clients also suffer as poor patient outcomes increase in correlation with increased burnout and fatigue <sup>(5)</sup>.
- This project focuses on three main themes within literature found to combat burnout and decrease caregiver fatigue.
  - Mindfulness <sup>(3)</sup>
  - Workplace Support <sup>(9)</sup>
  - Gratitude <sup>(8)</sup>

Early Identification and Management of Nurse Burnout:

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PROJECT METHODOLOGY

Burnout is an increasing problem amongst nurses <sup>(10)</sup>. With burnout comes adverse health for nurses, increased turnover rates, and poor patient outcomes <sup>(2)</sup>. This project aims to decrease burnout among the Surgical Intermediate Care Unit (SIMC) staff by implementing simple mindfulness practices and expressions of gratitude.

This project's success will depend on implementing gratitude and mindfulness practices at regular intervals that are quick and easy to optimize nurses' availability while also encouraging participation and considering a nurse's demanding schedule. Mindfulness and gratitude practices will be incorporated into already present programs to simplify access and increase participation from staff.

The currently planned implementation strategies include:

- A Gratitude Board
- Decompression Room
- Mindfulness Minutes
- Gratitude Grams
- Monthly Employee Check-Ins
- Presentations on Mindfulness and Gratitude

Plan and Development

Meeting with SIMC Leadership

- Discuss goals for the program,
- Discuss ideas for implementation

Staff Meeting Rollout

- A presentation will be given highlighting:
  - The different aspects of the program
  - The benefits of mindfulness and gratitude
  - The reasons the program will be beneficial for the staff

The First Quarter

- Fully functional within one month of roll-out
- Deliverables delivered weekly, monthly, and quarterly
- At the end of the first quarter, unit-tracked data will be evaluated for improvement.

Timeline

- The full roll-out of this program will likely take three to six months to complete, with the first evaluation taking place in twelve months.

Evaluation

The program's success will be measured with unit-tracked data and formal survey results.

Unit tracked data will include:

- Turnover rates
- Utilization of decompression room, and gratitude board.
- Burnout levels and employee satisfaction as indicated on the annual employee engagement survey offered by PressGaney.

Results of this survey are given to the unit at the end of each year.

- This data will be evaluated for improvement in turnover rates, burnout levels, and job satisfaction to drive adjustments to the program and determine the program's efficacy.



Figure 1



Figure 2

THEORETICAL FRAMEWORK

The Iowa Model Revised: Evidence-Based Practice to Promote Excellence in Health Care has been utilized for project development and evaluation. This model allows for continuous assessment of the efficacy of the implemented changes and concurrent evaluation of current research and data <sup>(7)</sup>. Additionally, this model will be beneficial in implementing a program on burnout and resilience as it allows for adjustments to be made until the program is suitable for the selected audience <sup>(7)</sup>.

CONCLUSIONS

Studies have shown that burnout is an ever-present problem amongst nurses <sup>(10)</sup>. However, studies suggest that simple acts of gratitude, mindfulness, and a support system at work can improve outcomes for nurses and patients <sup>(1;3;5)</sup>. Learning to identify, treat, and prevent burnout is essential in keeping healthcare teams healthy and engaged, which leads to improved patient safety outcomes <sup>(2;4;6)</sup>. By implementing a program incorporating gratitude mindfulness and support into the daily workflow for nurses on SIMC, the SIMC leadership team hopes to see improved engagement, decreased burnout, and improved retention.

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Figures

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4. Microsoft PowerPoint. (2021). [Photograph].
5. SIMC Kudos Board: Used for Staff to Staff Appreciation

Figure 3



Figure 4



Figure 5

