

BACKGROUND

PICO Question: For nurses working in a skilled nursing facility, does implementing a stress management program compared to no stress management program improve the symptoms of burnout over a 6-month timeframe?

Nursing is a mentally and physically demanding job. Extreme stress is often disregarded due to the demands of the job and the increasing shortage of nurses in the field³. This project aims to raise awareness of stress and its overall effects on nurses in skilled nursing facilities.

- Negative impacts on physical and mental health
- Nurse burnout
- Compassion fatigue

METHODS

Development

- A literature search was conducted to identify and explore evidence regarding the effects of stress on nurses.
- The Iowa Model-Revised (IMR) was selected as the framework for planning evidence-based changes.
- The IMR assists in making decisions about nursing and administrative practices that affect healthcare outcomes. It utilizes a change process with multiple stages and feedback loops to identify issues and opportunities to continuously improve practices within a facility³.

REFERENCES

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4. Pagador, F., Barone, M., Manoukian, M., Xu, W., & Kim, L. (2022). Effective holistic approaches to reducing nurse stress and burnout during COVID-19. *American Journal of Nursing*, 122(5), 40-47. doi: 10.1097/01.NAJ.0000830744.96819.dc
5. Yuan, L., Yumeng, C., Z., Jinbo, F. (2020). Analyzing the Impact of Practice Environment on Nurse Burnout Using Conventional and Multilevel Logistic Regression Models. *Sage Journals*. <https://doi-org.ezproxy.saimia.fi/10.1177%2F2165079919900796>.

EVALUATION

A nursing project implementation team will be created to collaborate on the project alongside management. Monthly meetings for the first year and quarterly after that will be conducted between the project team and the nursing staff. The deliverables will be discussed and dispersed in these meetings.

- Results will be determined by comparing the pre-and post-evaluation results with a scoring system of 1-10.

DISCUSSION

A stress management project for nurses can benefit nurses in all settings. It allows the topic to be discussed in detail and removes the stigma of weakness among the pressures of a nursing career^{4,5}. This project will also benefit facilities by educating and preparing nursing staff for the demands that come with the profession. Additionally, this project will enhance the quality of care given to the patients within the facility where it is implemented.

Presentation

- Three deliverables aimed at educating and evaluating nursing staff on the effects of stress.
- PowerPoint, Handout, and Feedback Form



Image from PowerPoint Office 365



Image from PowerPoint Office 365

CONCLUSIONS

For nurses, poor mental and physical health, compassion fatigue, and burnout result from demanding jobs, frequently exposing them to human suffering². Nurses deal with people in pain and agony every day. Additionally, nurses often work 12 or more hours within one day. These factors can lead to adverse effects on their health and well-being. Furthermore, workplace circumstances such as inadequate support or leadership can exacerbate burnout¹. The literature review has shown overwhelming evidence that prolonged exposure to large amounts of stress, such as that in the nursing profession, negatively impacts an individual's overall well-being. Therefore, this project finds it essential to reduce stress by providing nurses in skilled nursing facilities with stress management techniques.