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# BACKGROUND

Burnout in nursing has been increasing since the beginning of the COVID-19 Pandemic. Evidence shows that some nurses are unaware of the symptoms of burnout and the possible repercussions of not addressing it. Burnout can affect mental health<sup>(4)</sup> and the musculoskeletal system<sup>(1)</sup> and cause adverse patient outcomes <sup>(5).</sup> The Burnout Prevention Program (BPP) aims to assist nurses in self-assessing burnout and to offer resources for treating it according to their preferences.

#### **PICO** Question

How does a burnout prevention program improve job satisfaction among imaging nurses?



The Lewin's Change Model was utilized to structure the change process for this project. The change model emphasizes the unfreezing, change, and refreezing to manage the change process. The following steps were key to the planning and implementation of the burnout prevention program.

- Collaboration with department leaders, educators, and the burnout team
- Presented research findings and project proposal in staff meeting • Spheres of influence (organizational, departmental, personal) • Self-assessment burnout quiz and score interpretation
- Interventions for burnout prevention and self-care topics
- Monthly mindfulness minute topics



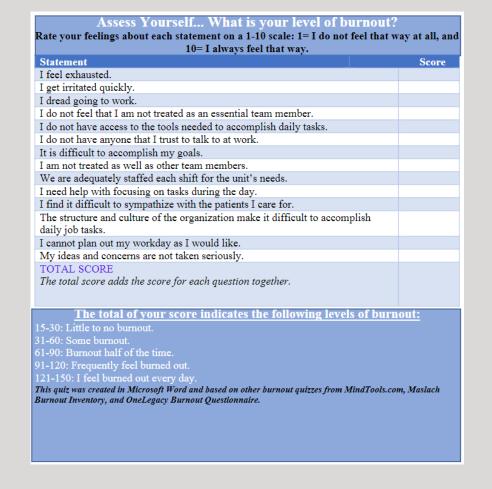
### REFERENCES

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- 6. Image is taken from stock images in PowerPoint

# **Burnout: A Secondary Endemic**

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1. Ayyala, R. S., Baird, G. L., Sze, R. W., Brown, B. P., & Taylor, G. A. (2020). The growing issue of burnout in radiology — a survey-based evaluation of driving factors and potential impacts in pediatric radiologists. Pediatric Radiology, 50(8), 1071–1077. https://doi.org/10.1007/s00247-020-04693-2

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# EVALUATION

The program's effectiveness will be evaluated using the following methods:

- Comparing this unit's previous and current annual caregiver engagement survey results
- Continual evaluation of the mindfulness minute topics

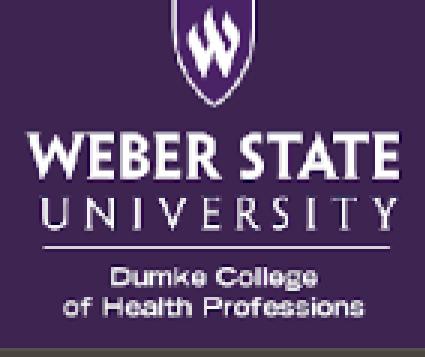
Additionally, the burnout committee will obtain feedback from the nurses on the impact the program is having on their job satisfaction and quality of life. Recommendations for improvements will be used to strengthen the program in the future. These findings will be shared with management and leaders.

## CONCLUSIONS

Monitoring for and addressing burnout are essential to improving healthcare systems. This burnout prevention program gives organizations tools to address burnout elements at the personal and organizational levels<sup>(2)</sup>. Additionally, organizations should use strategies to improve nurse retention. Communication is an important strategy between management and nurses to creating an open environment to support this process change.

Praise and recognition are essential to giving nurses the confidence and selfesteem they need to improve<sup>(3)</sup>. The implementation of this program will assist in improving job satisfaction and quality of life for nurses at Intermountain Health's Imaging Department.

Research indicates that addressing burnout should be a priority and that it requires ongoing evaluation and interventions to improve the work environment.



Feedback from nurses on their individual pre- and post- burnout assessments