

## 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?



## METHODS

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

Assess Yourself... What is your level of burnout?	
Rate your feelings about each statement on a 1-5 scale. 1 = I do not feel that way at all, and 5 = I always feel that way.	
Statement	Score
1. I feel exhausted.	
2. I get irritated quickly.	
3. I dread going to work.	
4. I do not feel that I am not treated as an essential team member.	
5. I do not have access to the tools needed to accomplish daily tasks.	
6. I do not have anyone that I trust to talk to at work.	
7. It is difficult to accomplish my goals.	
8. I am not treated as well as other team members.	
9. We are adequately staffed each shift for the unit's needs.	
10. I read books with lessons on tasks during the day.	
11. I find it difficult to sympathize with the patient's care plan.	
12. The structure and culture of the organization makes it difficult to accomplish daily job tasks.	
13. I cannot plan out my workday as I would like.	
14. My ideas and concerns are not taken seriously.	
<b>TOTAL SCORE:</b>	
The total score adds the score for each question together.	
<b>The total of your score indicates the following levels of burnout:</b>	
15-20: I don't feel burned.	
21-26: Some burnout.	
27-32: Moderate level of burnout.	
33-38: Potentially full burnout.	
39-45: Full burnout/impairment.	
<small>This quiz was created by MindTools and based on other burnout quizzes from MindTools.com, Medical Research Community, and OHSU Center for Nursing Excellence.</small>	

## EVALUATION

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

- Comparing this unit's previous and current annual caregiver engagement survey results
- Feedback from nurses on their individual pre- and post- burnout assessments
- 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 self-esteem 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.

## REFERENCES

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6. Image is taken from stock images in PowerPoint