

## BACKGROUND

Burnout is frequently experienced by registered nurses (RNs) and negatively affects healthcare quality <sup>(6)</sup>. RNs and organizations can utilize the five pillars of resilience to decrease burnout. The five pillars of resilience are emotional intelligence training to increase self-awareness, mindfulness-based interventions, facilitating social connections, encouraging self-care, and promoting spiritual well-being to increase a sense of purpose <sup>(1, 2, 4, 6)</sup>.

- This project aims to identify evidence-based research on the effects of RN burnout and the impact resilience has on burnout.
- This project proposes implementing a six-month RN resilience-building training program that utilizes the five pillars of resilience to decrease burnout.

## METHODS

The Model for Evidence-Based Practice Change is the framework used for this MSN project <sup>(3)</sup>. The deliverables used in this project are:

- A PowerPoint presentation on RN burnout and the five pillars of resilience.
- A resilience-building training program infographic.
- A Nurse Participation Survey.
- A Post Program Survey to gather program feedback.
- A Project Estimated Timeline.

## REFERENCES

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## INTERVENTIONS

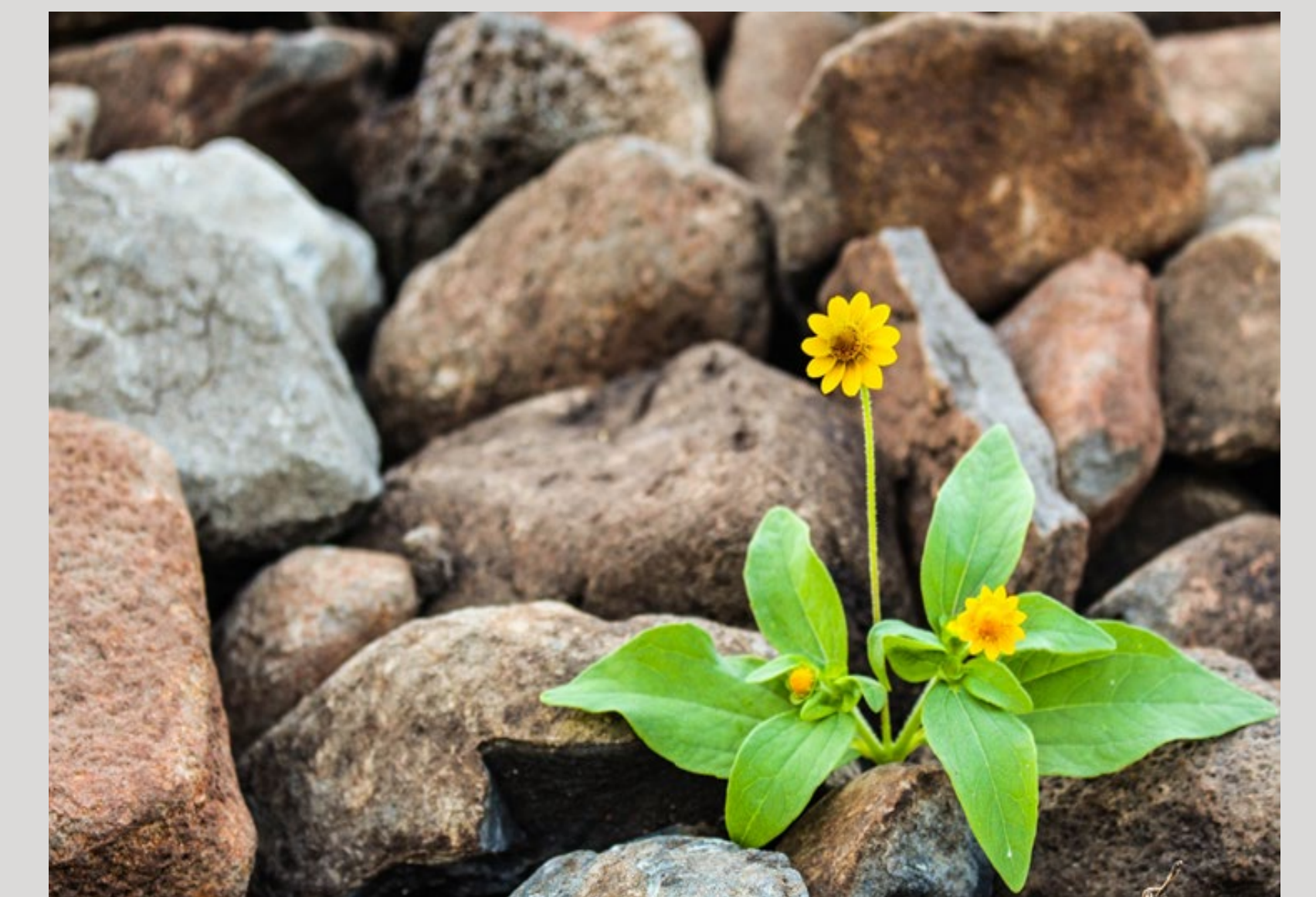
The following coordinated actions will occur during the implementation of the project:

- Unit manager will provide project approval.
- The PowerPoint presentation and infographic will be presented to stakeholders.
- Unit nurses will participate in the resilience-building training program for six months.
- Nurses will complete pre- and post-program surveys to assess burnout.
- Project stakeholders will analyze pre- and post-program surveys.

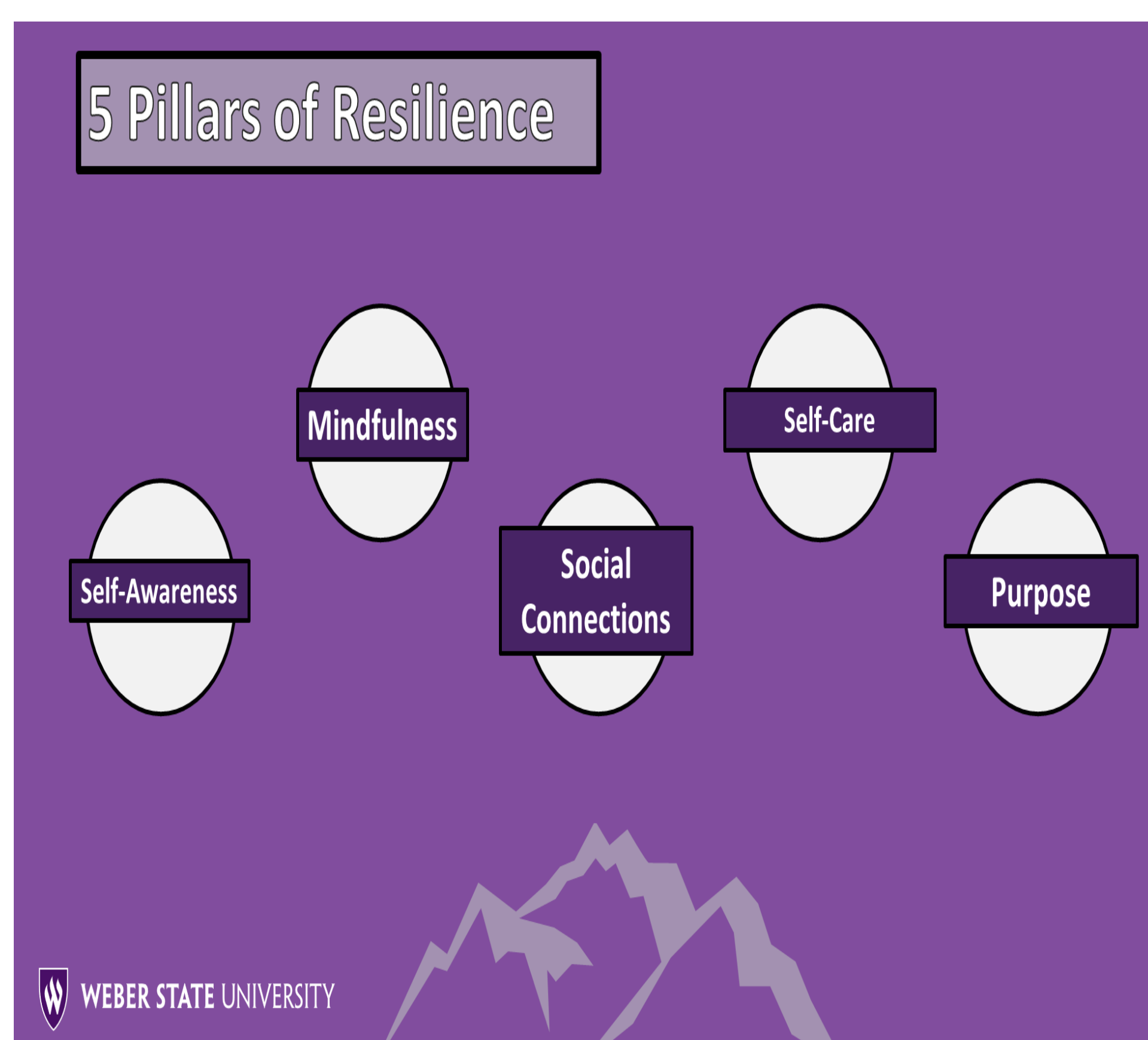
## IMPACTS

This project aims to provide organizations and RNs with resources to build RN resilience.

- Anticipated outcomes are increased resilience and decreased burnout.
- RNs with higher resilience have improved mental and physical health, job satisfaction and work engagement, and lower rates of burnout <sup>(4)</sup>.
- As RN burnout decreases, patient satisfaction and outcomes increase <sup>(1)</sup>.
- RN retention rates increase, and organizations minimize money loss as RN burnout decreases <sup>(5)</sup>.



[Two Yellow Flowers Surrounded by Rocks]  
<https://www.pexels.com/photo/two-yellow-flowers-surrounded-by-rocks-1028930/>



## CONCLUSIONS

- RNs experience high rates of burnout which has negative consequences <sup>(6)</sup>.
- Building RN's resilience can help mitigate work stress and decrease burnout <sup>(1)</sup>.
- RN's and organizations can focus on the five pillars of resilience for effective resilience building strategies <sup>(2)</sup>.
- As RNs build resilience, healthcare quality improves <sup>(1,2,4,5,6)</sup>.