

BACKGROUND

This project aims to provide resiliency training for apheresis nurses to decrease change fatigue and improve job satisfaction.

- Nurses experience change fatigue caused by significant and constant unit changes.^{1,3}
- Change fatigue causes stress, job dissatisfaction, burnout, exhaustion, and nurse resignation.^{1,3}
- Apheresis nurses experience increasing demands and advancements.^{1,3}
- Resilience training mitigates the adverse effects of change fatigue among healthcare workers.^{1,2,5}

METHODS

The Iowa Model of Evidence-Based Practice was used to guide this project.⁴

Deliverables given during the project are:

- Project Presentation for Stakeholders
- Change Fatigue Training Pre-Survey
- Resilience Training Post-Survey
- Resilience Training for Nurses Presentation
- Timeline

REFERENCES

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TEAM AND SOCIAL SUPPORT

PROFESSIONAL ENGAGEMENT

SELF-CARE

BUILDING ON STRENGTHS

CONTINUING COMMITMENT



INTERVENTIONS

- Step 1: Introduction meeting for stakeholders and apheresis nurses.
- Step 2: Discuss and set the project timeline.
- Step 3: Give the pre-survey to the apheresis nurses.
- Step 4: Complete an instructional presentation on change fatigue and nursing resilience once a week for five weeks.
- Step 5: Give the post-survey to the apheresis nurses.
- Step 6: Review and evaluate the survey results and project benefits.

IMPACTS

- This project gathers change fatigue and resilience training survey data from front-line apheresis nurses during an active organizational change.
- Resiliency training improves the ability of apheresis nurses to manage stress and fatigue from work changes and improve job satisfaction.^{2,5}
- The resilience training modules could be applied to other small, high-stress environments in hospital settings.
- More extensive or additional studies with other apheresis clinics and nurses would be beneficial in obtaining a more comprehensive database.

CONCLUSIONS

- Resilience training should continue as part of nursing unit and clinic staff education.
- Resiliency training empowers nurses and provides tools to help them through challenging changes and circumstances at work.^{1,2,5}
- As nurses recognize the signs and symptoms of change fatigue, how to prevent or handle symptoms, and receive leadership support, they become more secure and satisfied with their employment.