

DNP Project Abstract

Fostering Nurse Engagement through the Design, Implementation and Evaluation of an  
Individual Development Planning Pilot in an Acute Care Setting

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### Abstract

Engagement in the practice of nursing is a strong indicator of quality care. Since quality, safety and patient outcomes relate directly to nurse engagement, it is important to understand what drives this engagement and how to increase current levels. The problem to be examined in this project is the low level of engagement experienced by staff nurses in the acute care setting. The purpose of this DNP project is to translate evidence-based nursing research on increasing nurse engagement to the acute care practice environment. A review of the literature relating to nurse engagement and aspects of the PICOT question will be completed. A pilot on individual development planning will be designed utilizing the best evidence for increasing nurse engagement as discovered during the literature review. The implementation of a meso-level systems change by developing, implementing and evaluating an Individual Development Planning Pilot (IDPP) focusing on nursing will be conducted. The completion of the pilot project will support the goals of increasing nurse engagement by providing nurses with information on opportunities to more fully engage in their individual professional development.

*Keywords:* nurse engagement, work engagement, nurse engagement and patient outcomes, nurse satisfaction, individual development planning, setting goals, coaching and nursing, career coaching, work environment, and nurse retention.