

**Implementing an Educational Program to Combat Nursing Staff Burnout at Alliance for  
Wellness Medical Group Mental Health Facility**

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The purpose of this DNP quality improvement (QI) project was to implement the Mindfulness in Motion (MIM) program for nurses to reduce burnout among nurse practitioners (NPs) at the Alliance for Wellness Medical Group Mental Health Facility. When working at a mental health facility, the emotional letdowns of dealing with lower recovery and the stigma associated with mental health can lead to increased rates of burnout. Nursing burnout adversely affects nurse practitioners' well-being, patient care quality, and productivity and increases staff turnover rates. The QI project used the Plan-do-study-act (PDSA) cycle as a guide. Eighteen NPs participated in the program. The Copenhagen Burnout Inventory (CBI) measured the participant's burnout pre-and post-intervention. Weekly attendance was measured, while the Satisfaction Questionnaire evaluated the participant's satisfaction with the program. The MIM wellness program sessions were delivered weekly for five weeks. The wellness program significantly reduced the nurse practitioner's overall burnout levels ( $p = 0.033$ ), personal burnout ( $p = 0.0012$ ), work burnout ( $p = 0.02$ ), and patient burnout ( $p = 0.005$ ). The program's engagement rate ranged between 88.9% in week 4 and 100% in weeks 1, 2, and 5. The participants were highly satisfied with the program ( $M = 4.57 \pm 0.06$ , 91.4%). Based on the

program's positive results, the MIM program should be adopted, customized, and replicated in the organization to enhance workers' well-being, patient care, and staff retention. However, further research should be conducted to examine the program's impact on staff burnout and retention with long-term use.