

Abstract

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Compassion fatigue among nurse practitioners (NPs) results in poorer well-being, efficiency, and patient outcomes. It also predicts the intention to leave the nursing profession. This project examined the impact of the American for Nurses' Gratitude Practice for Nurses Wellness Program in reducing compassion fatigue among NPs in the Alliance for Wellness medical group in California. The quality improvement project used the KAIZEN™ Methodology framework. Twelve NPs participated in the wellness program delivered as five-week online sessions. Professional Quality of Life (PROQoL) for Health Workers measured the participants' compassion fatigue pre- and post-intervention. Attendance at the weekly sessions measured participants' compliance, while a Satisfaction Questionnaire examined the participants' satisfaction with the program. The data shows that the wellness program improved participants' compassion satisfaction ($p = 0.011$) and perceived support ($p = 0.001$). It reduced burnout ($p = 0.001$), secondary traumatic stress ($p = 0.002$), and moral distress ($p = 0.022$). The engagement rate for the program was high at 92% in weeks 2 to 4 and 100% in weeks 1 and 5. Participants were highly satisfied with the program ($M = 4.47 \pm 0.08$). Thus, the Gratitude Practice for Nurses Wellness Program reduced compassion fatigue among the NPs and resulted in high levels of participant engagement and satisfaction. The program should continue to be implemented at the practice site. Similar facilities may consider replicating this program to improve NPs' well-being, patient care delivery, and staff retention. Future research should explore the program's long-term effects.

Keywords: gratitude practice, wellness program, compassion fatigue, ProQOL