



Improving Well-Being in Acute Care Nurses Post Pandemic

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BACKGROUND

- Organizations must prioritize professional health and develop a culture of wellness.
- Poor well-being can lead to burnout, mental health conditions, addiction, and suicide ^{1,2}
- Professional burnout is described as “loss of enthusiasm for work, feelings of cynicism, and a low sense of personal accomplishment”. ^{3,4}
- Burnout is one of the **highest contributors to nursing turnover** and has been compounded for healthcare workers during the COVID-19 pandemic.⁵
- In the *2020-2021 Healthcare Well-Being Report*, **65% of nurses felt burned out** within the past month, thus confirming the need for prioritizing actions that improve staff well-being. ⁵

PURPOSE

- The purpose of this scholarly project was to decrease the level of burnout and increase the well-being of acute care nurses by instituting a well-being educational initiative within the organization.
- The project focused on implementing an evidenced-based well-being program that incorporated different weekly activities and created engagement opportunities designated as *Wellness Wednesday*

OBJECTIVES

- Administer a four-week education program focusing on organizational opportunities for improvement in feelings of burnout and poor well-being as evidenced by an overall decrease in NWBI scores of acute care nurse’s post-implementation of well-being project.
- Implement an evidenced-based wellness activity program that incorporates activities of the American Nurse Association’s (ANA’s) *Healthy Nurse Healthy Nation*⁷ and ANA’s *Well-Being Initiative*⁶ and the IHI’s *PPE program*⁸ to 100% of the acute care nursing departments within the organization through printed materials, staff meetings, *Wellness Wednesday* activities, and social media platforms.
- Improve rates of engagement in *Wellness Wednesday* activities from acute care nurses as evidenced by increasing participation each week.

PROJECT TIMELINE



RESULTS

- Well-being scores did not improve but results were not significant (p=.754)
- High-risk NWBI scores decreased from 82% to 79%
- Knowledge of burnout symptoms increased from 86% to 100%
- Confidence in speaking to leader about well-being increased from 61% to 79%
- Confidence that the organization cared about their well-being increased from 50% to 74%.
- 78% of participants preferred a combination method for learning

FUTURE IMPLICATIONS

- Nurse leaders must be proactive and create an environment that supports and prioritizes the normalization of professional well-being.
- Improved well-being of staff has been shown to decrease staff turnover and improve the quality of patient care that is provided.⁵

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