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Nurses Busting Burnout: How Self Care Programs Support Nurse Well-Being

Lenard Fernandez

Rochester Regional Health, Lenard.Fernandez@rochesterregional.org

Marguerite Loughrey

Rochester Regional Health, Marguerite.Loughrey@rochesterregional.org

Andrea Cooley

Rochester Regional Health, Andrea.Cooley@rochesterregional.org

Ashley Dilimone

Rochester Regional Health, Ashley.Dilimone@rochesterregional.org

Mariah Luce

Rochester Regional Health, Mariah.Luce@rochesterregional.org

See next page for additional authors

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Authors

Lenard Fernandez, Marguerite Loughrey, Andrea Cooley, Ashley Dilimone, Mariah Luce, and Gabriella Rindell

Nurses Busting Burnout: How Self Care Programs Support Nurse Well-Being

Fernandez, Lenard, RN; Loughrey, Marguerite, RN; Cooley, Andrea, RN; Dilimone, Ashley, RN; Luce, Mariah, BSN, RN; Rindell, Gabriella, RN
2024 Nurse Resident Program, United Memorial Medical Center, Batavia, NY

Background

- Acute care nurses are noted to have high burnout, stress levels, and turnover.
- Nurses with burnout showed low levels of job satisfaction.
- The nurse residency program participants noticed burnout within our departments and decided to research this and find possible solutions.



PICOT Question/Purpose

“For acute care nurses, what is the effect of self care program versus no program for moral resilience?”

Methods

Literature search was conducted utilizing CINAHL, PubMed, and Google Scholar using keywords: Self-care, Moral Resilience, and Burnout. Titles and abstracts were reviewed for relevance and five articles were selected for this project.

Results

Studies looked at implementation of group-based education on well-being practices including clinical support nurses, resilience coaching, exercise programs, and spiritual support practices.

- Data collection revealed:
 - Increased job satisfaction for nurses
 - Increased moral resilience
 - Decreased feelings of burnout
 - Improved work and home life balance
 - Increased problem solving abilities
 - Increased patient satisfaction

Conclusions

- Nurses felt that these programs improved their critical thinking skills and ability to provide enhanced patient care.
- Implementing group based and independent practices to acute care nurses showed promising effects on coping skills, decreased levels of burnout, decreased turnover rates, and better sense of moral resilience.
- Participants were inclined to implement these resources in other areas of their life and for friends/family that may benefit.

Implications

- The studies found little difficulty in implementing group based programs, coaching services, or open classes at no cost to nursing staff.
- Some nurses however, did report a sense of guilt or abandonment when leaving their designated units to utilize services provided to them.
- Some nurses noted no effect of these services on their well-being or clinical practice.

REFERENCES

