



GARDNER-WEBB UNIVERSITY
HUNT SCHOOL *of* NURSING

Reducing Nurse Burnout: Embracing Self Care

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Problem Identification

- Nurse **compassion fatigue** and **burnout** often result from intense levels of interpersonal engagement with patients
- Potential health consequences
- Potential hospital consequences



Theoretical Framework

- **Watson's Theory of Human Caring**

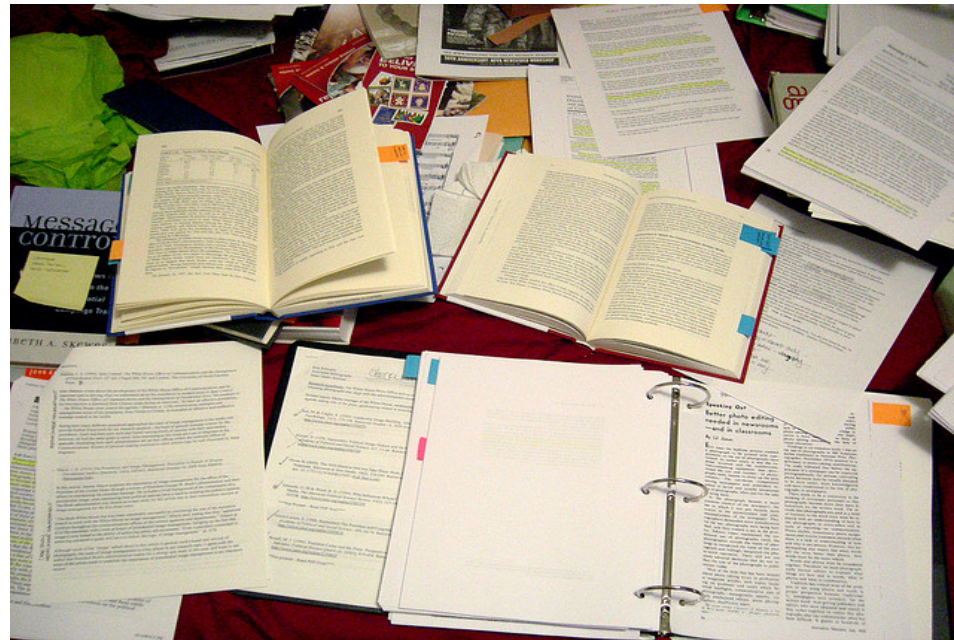
10 Caritas processes

- #1 Practice **loving-kindness** to self and others
- #2 Being **authentically** present
- #3 Cultivating one's own **spiritual** practices
- #8 Create a **healing environment** with wholeness, beauty, comfort, dignity and peace



Literature Review

- Raise **awareness** of the consequences of burnout
- Offer nurses **self-nurturing** opportunities
- **Healing** environments



- Serenity/**Quiet room**
- Stress relief
- Meditation
- Retreat and disconnect



Project Objectives and Goals

Goal

- Decrease compassion fatigue/burnout
- Increase compassion satisfaction

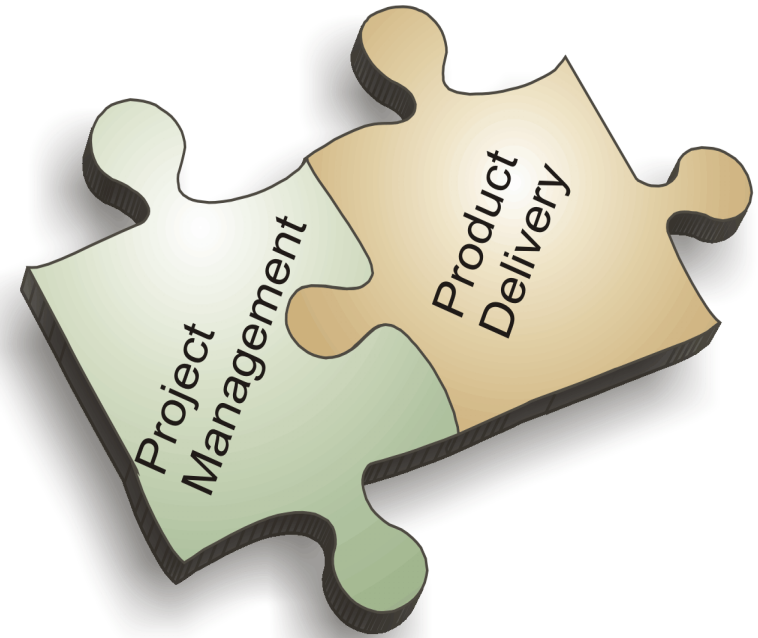
Objective

- Create a Quiet Room in the Acute Care Perioperative setting

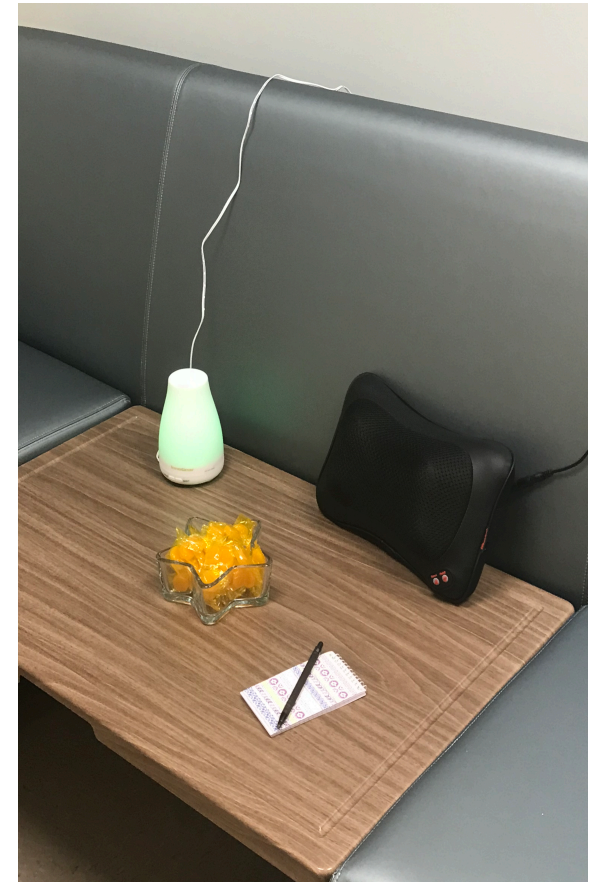


Project Design

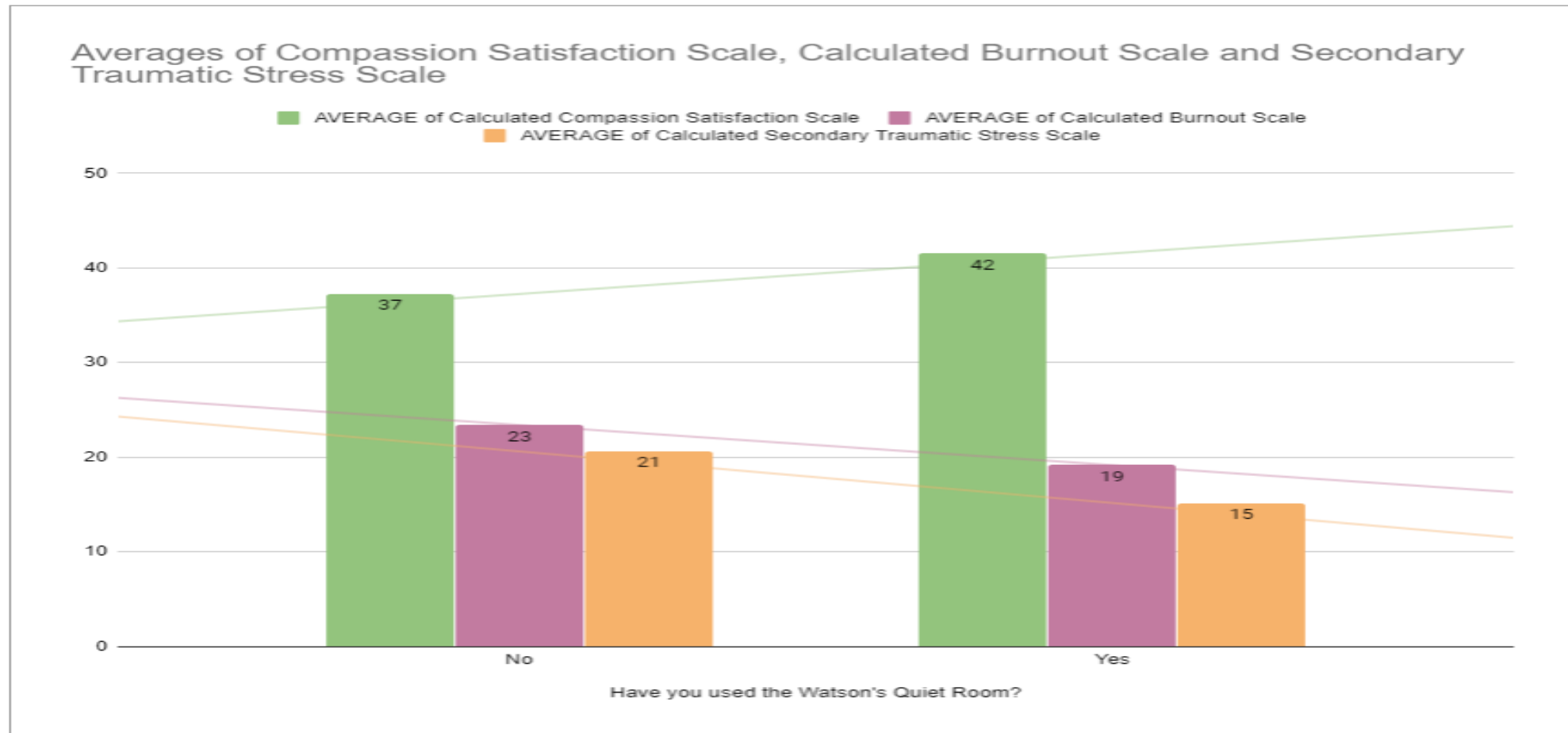
- All employee survey = **Nurse burnout**
- Finding a quiet room
- On call room as temporary space
- ProQOL survey (Pre and Post)



Watson's Quiet Room



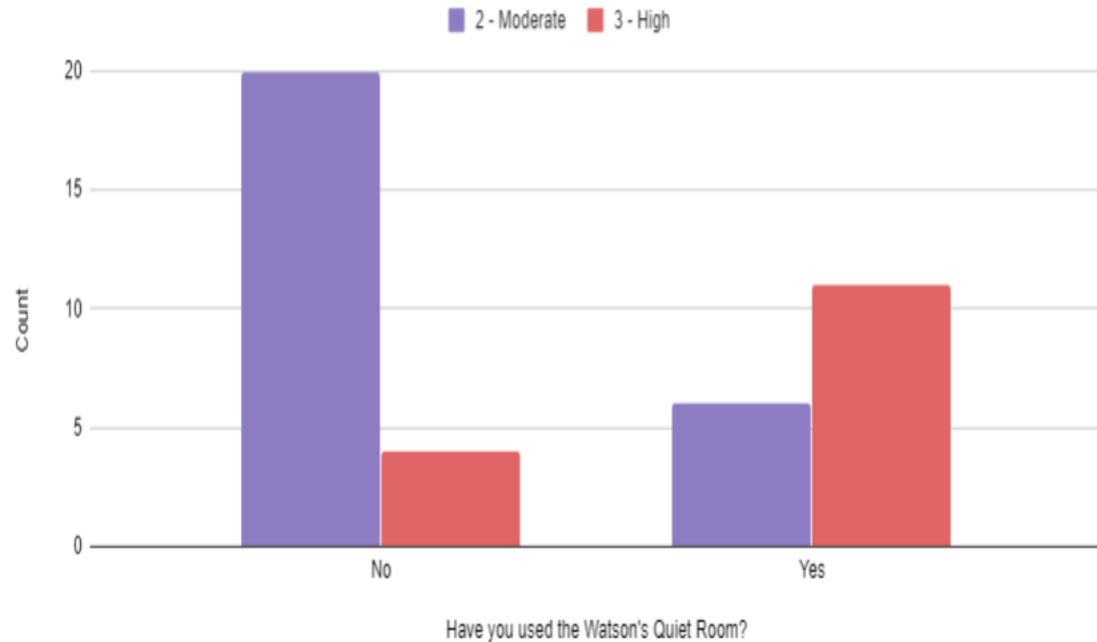
Survey Results



Survey Results

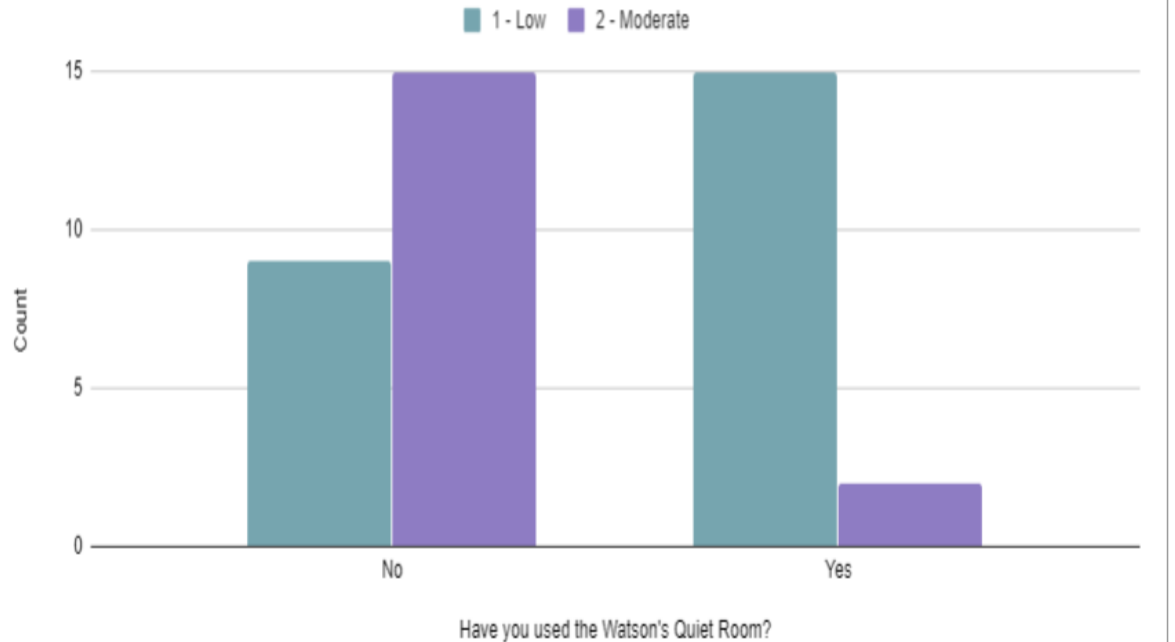
Compassion Satisfaction Levels

Before and After use of Quiet Room



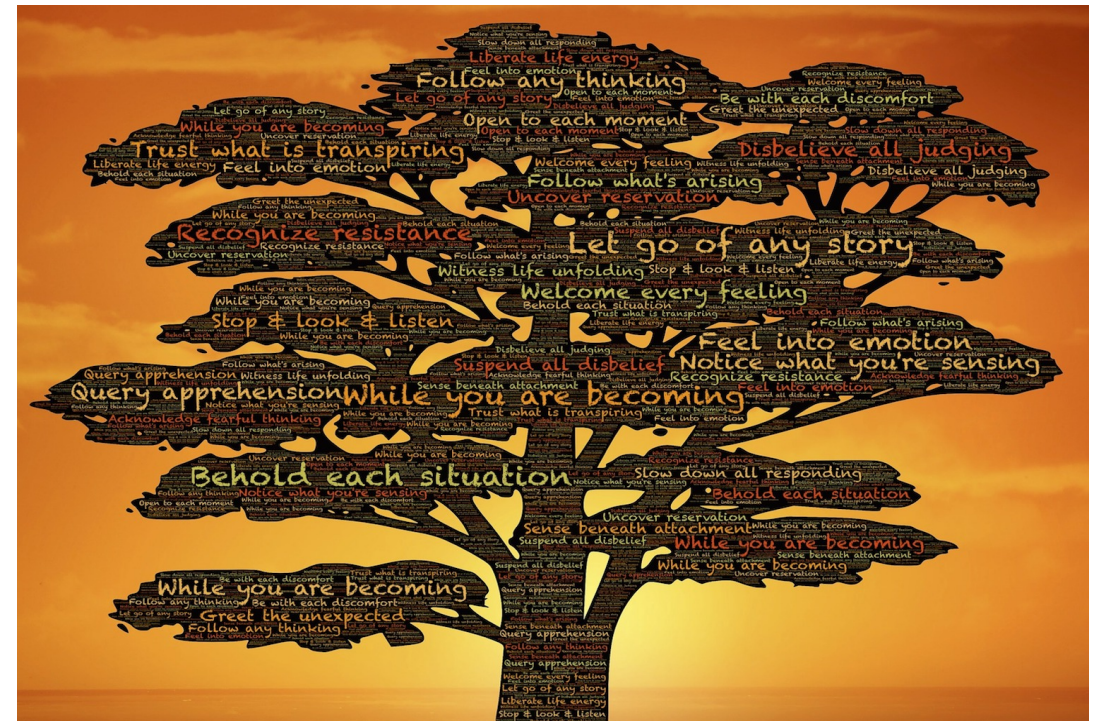
Burnout Levels

Before and After use of Quiet Room



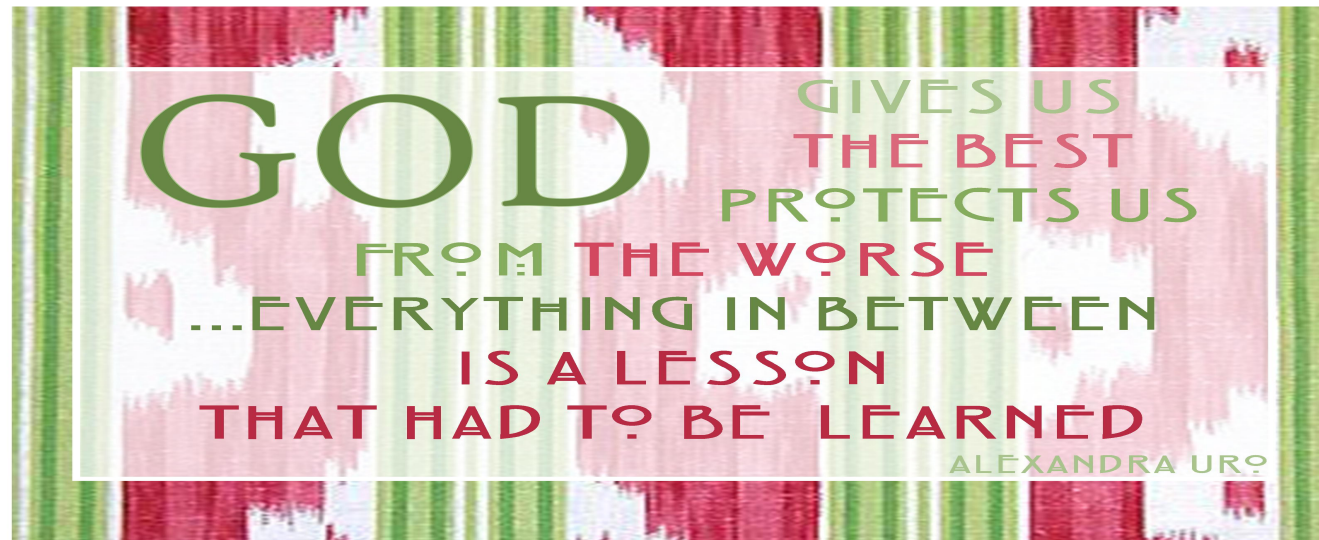
Outcomes

- Compassion Satisfaction **increased**
- Burnout **decreased**
- Nurses felt **supported**
- **Permanent**
Watson's Quiet Room



Conclusion

- **Self care** is important and can be instrumental in **decreasing** burnout and **increase** compassion satisfaction
- Care for the nursing staff = **positive** patient outcomes



Nurses Comments

**I need this
BAD**

**Fantastic 15
minute
vacation**

**Enjoyed
the
essential
oil mist**

**Nice to have
a place
without
distractions**

**Truly a way
to
decompress**

**A few
minutes and
all is well
again**

Dissemination

- Project presentation at the Hunt School of Nursing
- Professional nursing journal
- Facility nursing grand rounds



Team Composition

- Acute Care Perioperative Staff
- Intensive Care Staff
- Chief Nurse
- Nurse Managers
- Nurse Educator



References

- Aiken, L. H., Clarke, S. P., Sloane, D. M., Lake, E. T., Cheney, T. (2008). Effects of hospital care environment on patient mortality and nurse outcomes. *Journal of Nursing Administration*, 38, 223-229
- Watson, J. (2009). Caring science and human caring theory: Transforming personal and professional practices of nursing and healthcare. *Journal of Health & Human Services Administration*, 31(4), 466-482