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
Best Practice

- 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

Averages of Compassion Satisfaction Scale, Calculated Burnout Scale and Secondary Traumatic Stress Scale

Have you used the Watson's Quiet Room?

- No: Average of Calculated Compassion Satisfaction Scale = 37, Average of Calculated Burnout Scale = 23, Average of Calculated Secondary Traumatic Stress Scale = 21
- Yes: Average of Calculated Compassion Satisfaction Scale = 42, Average of Calculated Burnout Scale = 19, Average of Calculated Secondary Traumatic Stress Scale = 15
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

Fantastic 15 minute vacation

Enjoyed the essential oil mist

I need this BAD

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
