

Trainable Skills of Wellbeing: A Nurse Manager Resilience Building Pilot

Background: Nurse Manager burnout is a significant problem in healthcare with many nurse managers planning to leave their role within five years. Opposite of burnout, resilience is the ability to develop coping mechanisms to minimize the negative impacts of stress and burnout. Providing nurse managers with the training and development needed to reduce the effects of stress and burnout is essential to fostering nurse manager engagement and resilience.

Local Problem: An engagement survey specific to nurse managers revealed resilience scores at the 1st percentile nationally, the lowest possible rank, indicating a significant need to reduce burnout. Implementing an initiative to improve resilience and well-being, while reducing the risks of nurse manager burnout, is a needed improvement initiative.

Methods: A pre and post survey design was used to evaluate stress and burnout. Data analysis includes mean levels of burnout and stress pre and post intervention. Analysis also includes correlations between participant demographics and levels of stress and burnout. Analysis includes the percentage of participants using resilience building interventions pre and post intervention.

Interventions: Thirteen nurse managers participated in an eight-week program, offering one-hour sessions via live, web-based format. Each session included psychoeducational information, group guided exercises, and interactive dyad exercises to build connection and support with peers. Between sessions, participants received email resources for encouragement and reinforcement of the weekly topic, including guided exercises to support resilience skill development.

Results: Pending data collection

Conclusions/Implications: A web based interactive resilience building course is a possible option for teaching skills of well-being to nurse leaders, with the potential to reduce turnover and burnout and improve resilience and engagement.