



Mindfulness Meditation

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Rationale

- Mental health is vital for everyone
- Nurses' mental well-being can be overlooked or stigmatized
- Hospitals across the United States are suffering from poor staffing
- Nurses are leaving their jobs due to self-reported burnout



Literature Synthesis

A review of 12 articles identified that mindfulness-based interventions have an impact on staff nurses' burnout symptoms including emotional exhaustion, depersonalization, stress, and personal accomplishment.

- 3 studies - show reduced levels of burnout and anxiety as well as improved job satisfaction among nurses
- 4 studies – show an increase in personal accomplishment and job satisfaction, and a decrease in emotional exhaustion, stress, and anxiety
- 3 studies – reveal improvements in nurses' overall psychological well-being
- 5 studies – show an improvement in perceived stress levels upon completion and over time following participation in a mindfulness-based intervention program

Stakeholders

- Nurses
- Ancillary staff
- Nurses' family members
- Patients
- Physicians/mid-level practitioners
- Nursing leadership
- Human resources
- Hospital systems



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Implementation



Prior to the implementation—pre-brief with cohort



Pre-implementation survey in Week 1 to obtain a baseline of self-reported burnout symptoms



Week 2 was the first week of mindfulness intervention..



Mindfulness activities continued prior to every worked shift through Week 11 of the project implementation.



At the beginning of Week 7, the mid-point, a Zoom session was held



The final week of the mindfulness intervention was Week 11.



During the 12th week, the participants completed a post-implementation survey



Dissemination of findings

Timetable/Flowchart

January 2022	Problem Identified
January 2022 to May 2023	Literature Review/Solution Identification
May 2022 to May 2023	Discussions with Travel Nurses
May 7, 2023	Education & Overview of Project via Zoom
May 14, 2023 to May 20, 2023	Week 1: Pre-Implementation Survey
May 21, 2023 to July 22, 2023	Week 2 through Week 11: Implementation & Weekly Check-in via Text <ul style="list-style-type: none">• Week 7: Mid-Point Check-in via Zoom
July 23, 2023 to July 29, 2023	Week 12: Post-Implementation Survey
July 30, 2023 to August 5, 2023	Dissemination

Data Collection/Method



- The Copenhagen Burnout Inventory (CBI) was conducted as the pre-implementation survey
 - 19-item, 5-point Likert scale
 - consists of 3 subscales measuring personal, work-related, and client-related burnout.
 - High mean scores indicate the presence of burnout symptoms.
- CBI post-implementation survey
- Evaluate and compare mean scores from pre- and post-implementation of the mindfulness intervention.
- A decrease in the mean scores for each of the subscales indicates improvement in personal, work-related, and client-related burnout.

Cost/Benefit Discussion

- Initial costs
 - hours spent gathering and evaluating the data and communicating with the nurses initially, weekly, and post-implementation.
- Ongoing costs
 - Minimal since the intervention is self-directed and performed prior to shift.
 - Additional education meetings, and routine follow up by the nurse educator
- Benefit
 - Reduction of nurse burnout which ultimately affects nurse turnover.
 - Cost savings of RN turnover which ranges from \$40,200 to \$64,500 per RN.



Overall Discussion/Results

- Ten acute care travel nurses began this project
 - Seven nurses completed the post-implementation survey.
- Pre-implementation survey results revealed a moderate incidence of burnout
- A reduction in the overall mean scores was revealed by the post-implementation survey results
- These findings indicate that this project implementation was successful and a reduction in the incidence of burnout was revealed.

Recommendations

- Implementing a mindfulness-based training program in the workplace will help reduce levels of burnout and improve job satisfaction
- Reduction of burnout symptoms is necessary to
 - preserve the mental well-being of nurses
 - improve patient outcomes
 - improve retention
- Healthcare organizations must prioritize nurses' access to mindfulness-based interventions

THANK YOU

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