MINDFULNESS Decreases Nurse Burnout

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MINDFULNESS Decreases Nurse Burnout
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Background
Nurses face workload challenges and stress on a daily basis. Evidence Based Research shows using Mindfulness can improve nurse satisfaction by decreasing stress and burnout in the hospital setting. In addition, Mindfulness can increased job satisfaction, patient satisfaction, compassionate care at the bedside and improve overall quality of life.

Mindfulness means maintaining a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment. (Greater Good in Action).

“Those engaged in mindfulness training are better able to recognize thoughts, emotions, and physical sensations as they arise under situations of impending stress...Mindfulness training is a significant component of a comprehensive work site wellness program for nurses.” (Zeller & Levin, 2013).

Methods
This project was conducted at PSVMC in Maternal/Child. Fifty eight nurses volunteered from Labor and Delivery, Mother/Baby and Perinatal Speciality Care Unit to complete a confidential pre and post survey, “Professional Quality of Life Scale (PROQOL)”. This survey included 30 questions about compassion experiences and work situations. Staff answered the questions with: 1=never, 2=rarely, 3=sometimes, 4=often, 5=very often.

Once the baseline assessment was completed, Mindfulness interventions were implemented. These included a 5-5-7 breathing exercise posted on each computer work station and a calming hand washing technique placed near each hand washing sink.

The 5-5-7 breathing exercise encouraged staff to relax and think about their breathing:
• Inhale for 5 seconds,
• Pause and hold your breath for 5 seconds,
• Then slowly release your breath over 7 seconds.

The hand washing technique instructed staff to:
Breath deeply as they felt the temperature of the water, think about the sensation, drop their shoulders and let go of tension allowing themselves to relax, increasing self awareness and let go of their stress.

The results of the PROQOL baseline assessment reflected average levels of stress and nurse burnout before the intervention.

After the intervention, the same PROQOL demonstrated the following:

<table>
<thead>
<tr>
<th>Results of intervention</th>
<th>% increase</th>
<th>% decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compassion Satisfaction</td>
<td>8.7%</td>
<td>9.5%</td>
</tr>
<tr>
<td>Burnout</td>
<td>5%</td>
<td>8.7%</td>
</tr>
<tr>
<td>Traumatic Stress</td>
<td>19%</td>
<td>10%</td>
</tr>
</tbody>
</table>

The staff answered a post intervention survey:
1) Did you utilize the 5-5-7 breathing method or the calming hand washing technique? Y N
2) Did you find these helpful in increasing your mindfulness when you used them? Y N
3) What is the likelihood you will continue to use these methods in the future? (Use a 1 to 10 scale: 1 "will not use" 10 "will continue to use"

86% of the participants chose a 5/10 or greater when asked if they would continue to use Mindfulness practices in the future.

Discussion/Conclusions
Mindfulness interventions are helpful to medical professionals working in a stressful and fast-paced environment. Mindfulness interventions take a small amount of time to perform, are easy to use, simple to implement, and are available at no cost to PSVMC or the participating nursing unit.

Key limitations of this study included a low response rate from nurses participating in the project.

Further research should include additional Mindfulness interventions, a larger sample population and longer duration of the intervention.

In conclusion, there were small statistical changes in the pre/post survey scores as a result of the Mindfulness interventions. Nurses who participated in Mindfulness techniques felt they were helpful and that they would continue to utilize them to reduce workplace stress and burnout. The next step of action will be to encourage staff to continue to use these methods. In addition, add more Mindfulness techniques and visuals, team support and develop a mid-shift report intervention.

Some direct quotes from Nurse participants included:
• “I really liked the visual reminders, they helped me to remember to breathe when stressed out at the desk.”
• “I love the idea of the hand washing and the breathing exercises because it is easy to do while working.”

References