



Showcase for Hopkins Inquiry and Nursing Excellence

SHINE

Conference

Utilizing a Resilience Nurse for Employee Well-being

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JOHNS HOPKINS
NURSING

- 79% of nurses ranked work stress as the number one workplace hazard
- Nearly 28% of new graduate nurses left the profession in their first year in 2019
- U.S. 60% of health care workers report job burnout
- The use of nurses to promote well-being resources has been shown to improve access to available resources
- Combining organizational and individual resilience interventions may improve clinician well-being and satisfaction

Common Nursing Stressors

Exposure to Workplace
Violence (WPV)

Physical Demand

Emotional Stress

Demanding or
Inconsistent Schedules

High Stress
Environment

Staffing Shortage

Moral Distress

Goals:

- Promote the Resilience Nurse Program and Johns Hopkins (JH) well-being resources available to healthcare workers
- Deliver resiliency and well-being resources to healthcare workers at the frontline utilizing a Resilience Nurse
- Respond to RISE encounters between utilizing a Resilience Nurse



- Resilience Nurse position created
 - 2022 - PRN, April 1, 2023 – Dedicated position
 - Dedicated support to Resilience In Stressful Events (RISE) programs
 - Resiliency rounds connecting staff to resources to support well-being
 - Nurse Residency Program (NRP) support
 - WPV Prevention educational programs



Resilience

Intervention

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Resilience In Stressful Events (RISE)

Peer-to-peer support to staff who encounter stressful events

Support strategies for second victims (SVs)

Connection to well-being resources

Resilience Resources

Connection to RISE

Healthy at Hopkins Program

JH Office of Well-being

JHEAP – 24/7 emotional support, family and caregiving, legal or financial assistance

Workplace Violence (WPV)

WPV committee

WPV prevention tools education

Nursing orientation

Nurse Residency Program (NRP)

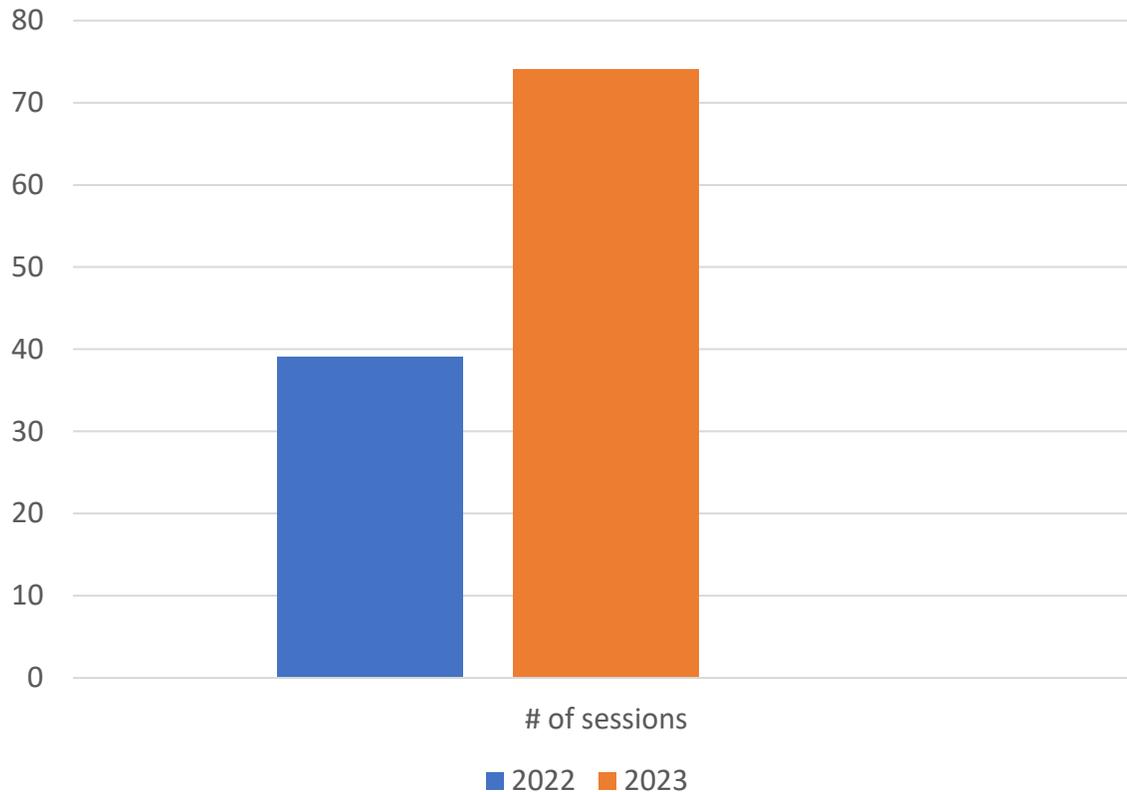
1:1 quarterly meetings with NRP residents

Journaling and breathing presentation

Resilience focused activities

Promoting and Delivery Resources for RISE

RISE Sessions By Year



39 sessions – 2022
74 sessions – 2023



Resiliency In Stressful Events

The RISE program provides peer-to-peer support to members who encounter stressful events, as well as resilience and well-being resources.

To request support email : smh-rise@jhmi.edu

Resilience: NRP

Data Collection

- Two question impact survey to group of nurse residents
 1. How helpful did you find the selfcare tip/resilience strategies during the NRP seminars?
 2. How helpful did you find the quarterly 1:1 meetings with the resilience nurse?

66
99

I've found the support of the resilience nurse and the tip/tricks on resilience to be helpful to me in my first year as a new grad. - Nurse resident

66
99

Very helpful to touch base 1:1. - Nurse resident

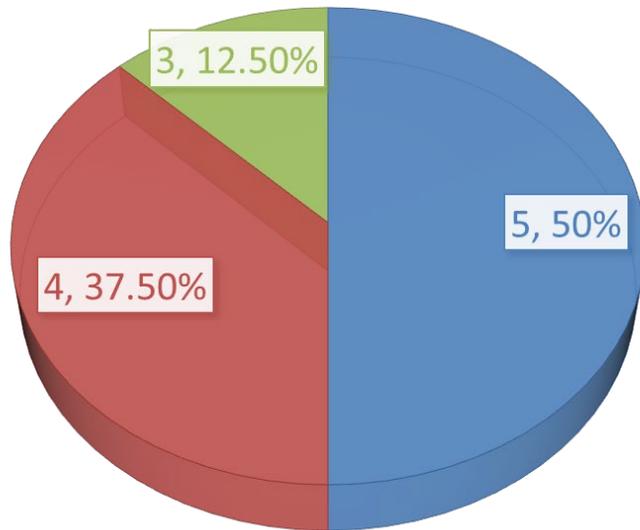
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Makes me feel heard and supported. - Nurse resident

Nurse Residency Program

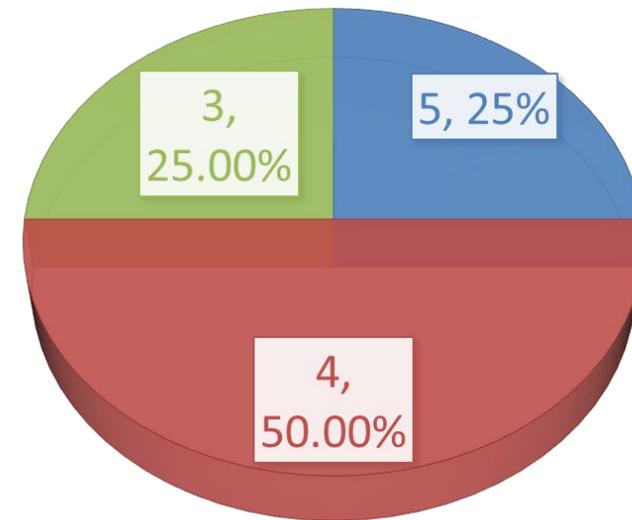
Results

**HELPFULNESS OF SELFCARE
TIP/RESILIENCE STRATEGIES DURING
THE NRP SEMINARS**



Least Helpful – Most Helpful
1 - 5

**HELPFULNESS OF QUARTERLY 1:1
MEETINGS
WITH THE RESILIENCE NURSE**



Nurse Residency Program Retention

Results

1 year Retention Data

1:1 Quarterly Meetings – Cohort 15-Improved Retention-22-26%

NRP Completion Date	Sequential Cohort #	Participants employed after 12 months/Total	Percent
9/21/2023	13	12/17	70%
1/10/2023	14	6/9	66%
3/20/2024	15	13/14	92%

Resilience Nurse

Discussion

- Retention of novice nurses
- Prioritize wellbeing by making it a part of the (safety) culture
- Wellness interventions should be aimed at both individual and organizational level

References

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Questions?