



# Medication Mindfulness for New Graduate Nurses – Improving Skills & Confidence

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## Introduction

New graduate nurses are the future of our workplace.

We as leaders need to provide the tools and atmosphere for them to thrive in our current challenging healthcare environment. Transition to practice is a very stressful time to learn new knowledge, skills, equipment, assessments and apply these as they gain the necessary confidence to manage complex patient care situations.

Additionally, our new graduate nurses' academic clinical hours were reduced, leaving our new hires with a greater deficit of experience than their previous colleagues.

The 'Quadruple Aim of Healthcare' includes the well-being of healthcare personnel. The recent pandemic has highlighted the importance of well-being and the challenges for all healthcare organizations. Johns Hopkins Health System is fortunate to have our "Well-Being Initiative", which provides a wealth of resources for all to use.

## Practice Problem / Gaps

New graduate nurses arrive to the workplace with many gaps in their ability to confidently provide safe patient care.

Resources are needed to assimilate our new graduate nurses into the real world of patient care. Additionally, they need tools to build resiliency in managing the many stresses.

Many describe "fear or anxious thoughts of making a mistake" especially with medication administration.

### Transition to Practice Gaps associated with Medication Safety:

- Reduced opportunities during nursing school clinicals
- Lack of confidence to administer medication safely
- Limited resources for real simulation
- Need for mindfulness in everyday care
- Lack of information about well-being resources available

## Best Evidence Recommendations

Transition from student to nurse is a crucial time in which new graduates develop into professional nurses. This transition time is often referred to as "transition shock".

Several strategies can strengthen the nurse during this transition phase:

- organizational factors (empowerment & training programs)
- individual factors (self-efficacy & self-confidence)<sup>1</sup>

Medication administration accounts for about 40% of nurses' clinical time. There are many factors attributed to medication administration errors; these include:

- stress and fatigue
- night shift, increased workload, workflow interruptions<sup>2</sup>

Medication administration is a significant cause of stress and during this time of transition shock, many new nurses, focus on task completion over patient safety and holistic care.<sup>3</sup>

Medication errors and the associated human factors:

- rushing (time pressure to complete task on time)
- multitasking
- autopilot<sup>4</sup>

1. Di Muzio, M., Dionisi, S., et al. (2019). Can Nurses' Shift work jeopardize patient safety? A systematic review. *Eur Rev Med Pharmacol Sci.* May 23 (20): 4507-4519. <https://pubmed.ncbi.nlm.nih.gov/31173328/>
2. Kim, J., Shin, H. (2020). Exploring barriers and facilitators for successful transition in new graduate nurses: a mixed methods study. *Journal of Professional Nursing* Nov-Dec; 36(6):560-568. DOI: [10.1016/j.profnurs.2020.08.006](https://doi.org/10.1016/j.profnurs.2020.08.006)
3. Murray, M., Sundin, D. (2019). New Graduate nurses' understanding and attitudes about patient safety upon transition to practice. *Journal of Clinical Nursing.* July;28(13-14):2543-2552. DOI: [10.1111/jocn.14839](https://doi.org/10.1111/jocn.14839)
4. Durham, M. (2020) Mindfulness for medication safety. *American Nurse.* July 4, 2020. <https://www.myamericannurse.com/mindfulness-for-medication-safety/>

## Recommendations to Support Best Practice

- Incorporate principles of safe medication practice into new graduate training programs
- Apply the concepts of mindfulness into everyday nursing care
- Provide tools for well-being and confidence building
- Offer training at the start of hire to set the stage of expectations for safe medication practices at HCMC

## Intervention/Actions

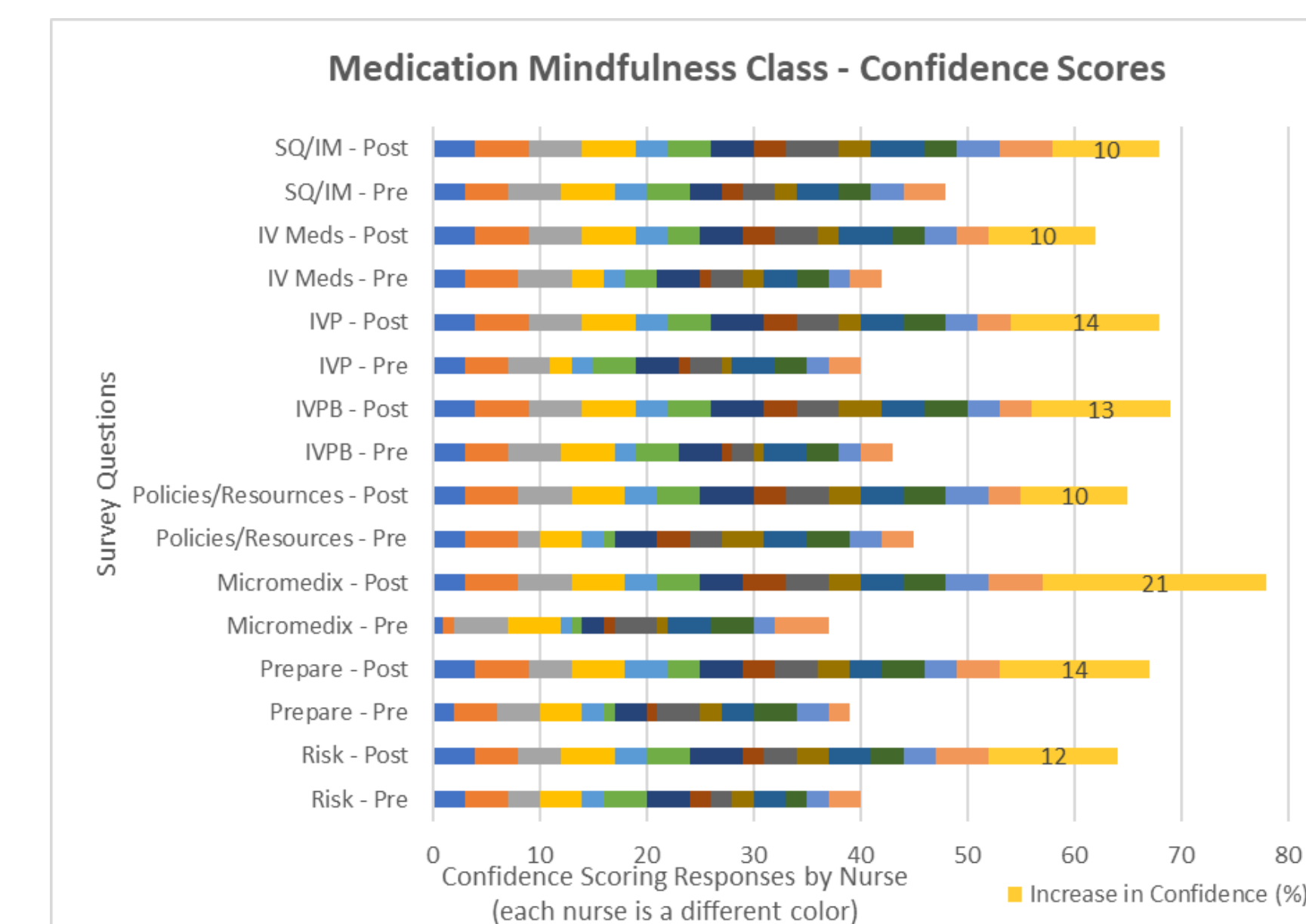
Our new graduate nurse "Medication Safety" was redesigned. Concepts of well-being and mindfulness were woven into the newly formatted "Medication Mindfulness" class. This low fidelity training class incorporates the principles of safe medication practice along with the practical skills needed for new graduates' success.

Combination of didactic and hands-on practice exercises allows nurses to develop skills:

- ✓ Applying safe medication practice according to policies and regulatory standards
- ✓ Discovering key policies that apply to daily practice
- ✓ Locating other electronic resources within HCMC Intranet
- ✓ Using training version of Epic to 'make it real' when interpreting orders for medication administration; documentation in MAR (medication administration record); critical results documentation; first dose education requirements; linking override medication pulls; patient education
- ✓ Return demonstration for various methods of medication delivery
  - ☐ IM and SQ injections
  - ☐ Insulin administration (FlexPen® and Insulin Syringe)
  - ☐ Enteral medication administration (resource limitations for hands on for this skill)
  - ☐ IV Push & IVPB (Intravenous Piggy-Back)
- ✓ Applying mindfulness activities throughout the learning experience
- ✓ Encouraging participation in the Healthy at Hopkins program

## Results/Sustainability

- Curriculum offered 6 times a year (within the second week of hire – prior to start of clinical time on the units) – all class evaluations have been very positive!
- **Confidence Surveys:** pre-class (given at start of class) and post-class (collected at end of class). Ten queries on each survey, ranking their self-confidence on 5-point Likert scale [1=not confident and 5=completely confident].



Results from one class of 14 nurses. (each color is a nurse's response)

All 10 queries showed increase in confidence level. Most significant (>10%) increase shown on graph: (8 queries)

- Using Micromedix (21% increase)
- Preparing and safely administering IV medications & giving injections (ranged 10-14% increase)
- Finding policies & resources (10% increase)
- Mindfulness confidence not measured (will be in future)