

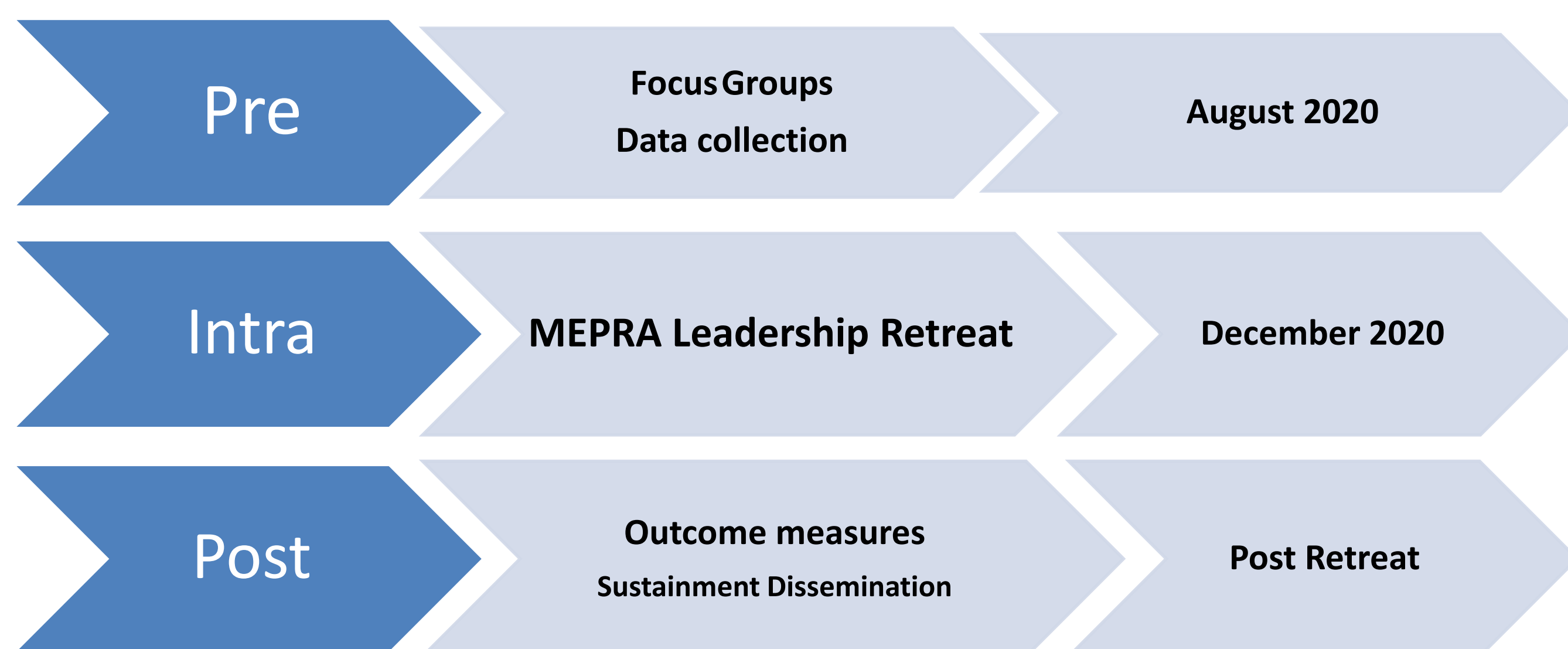
Background

Pediatric nurses experience ethical and moral dilemmas daily effecting their work environment, leading to moral distress. Moral distress left unattended results in burnout and job dissatisfaction. Nurse leaders play a pivotal role in establishing and sustaining a moral climate, and, as role models, they send signals throughout an organization about what is acceptable.

Aim of the Project

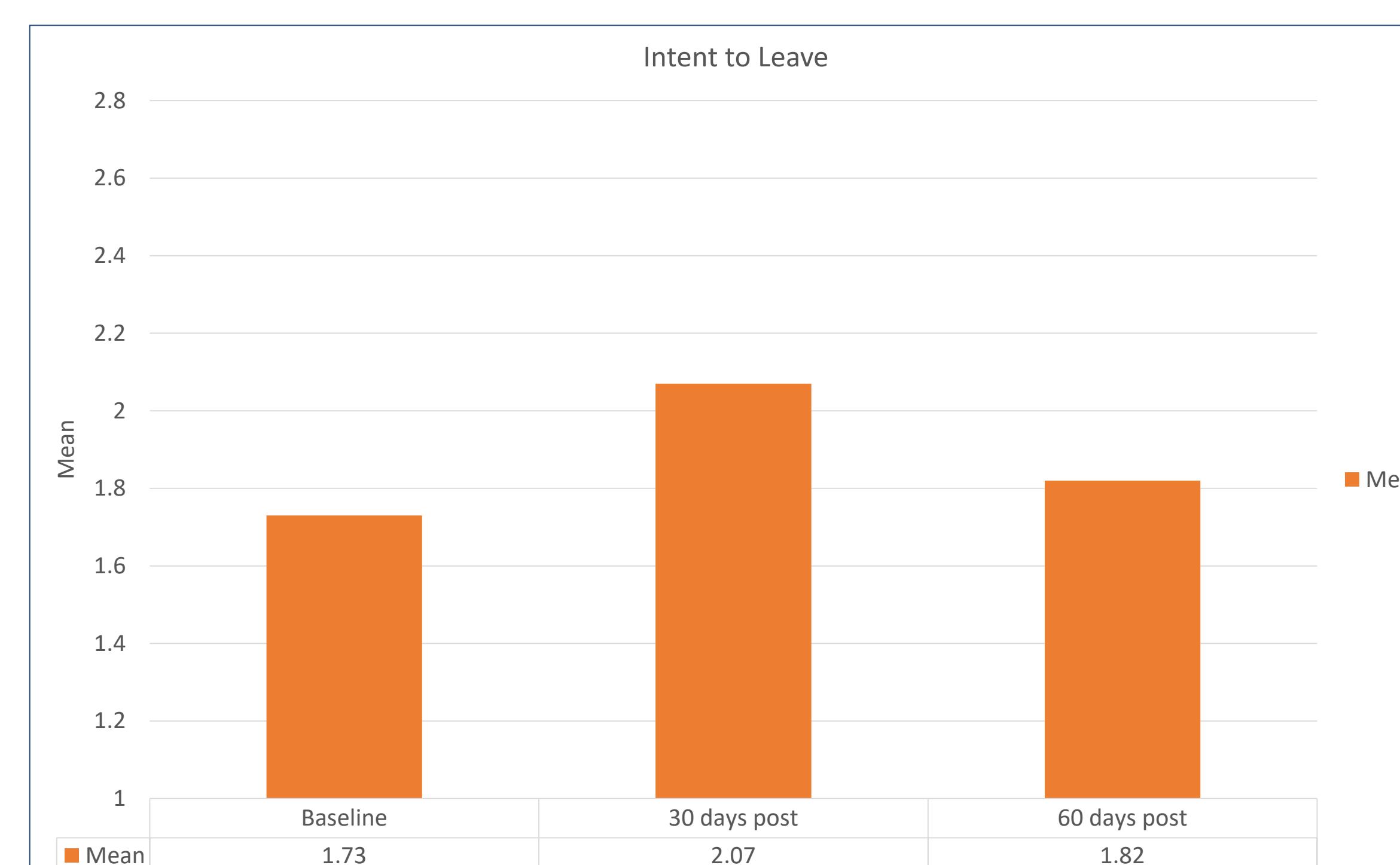
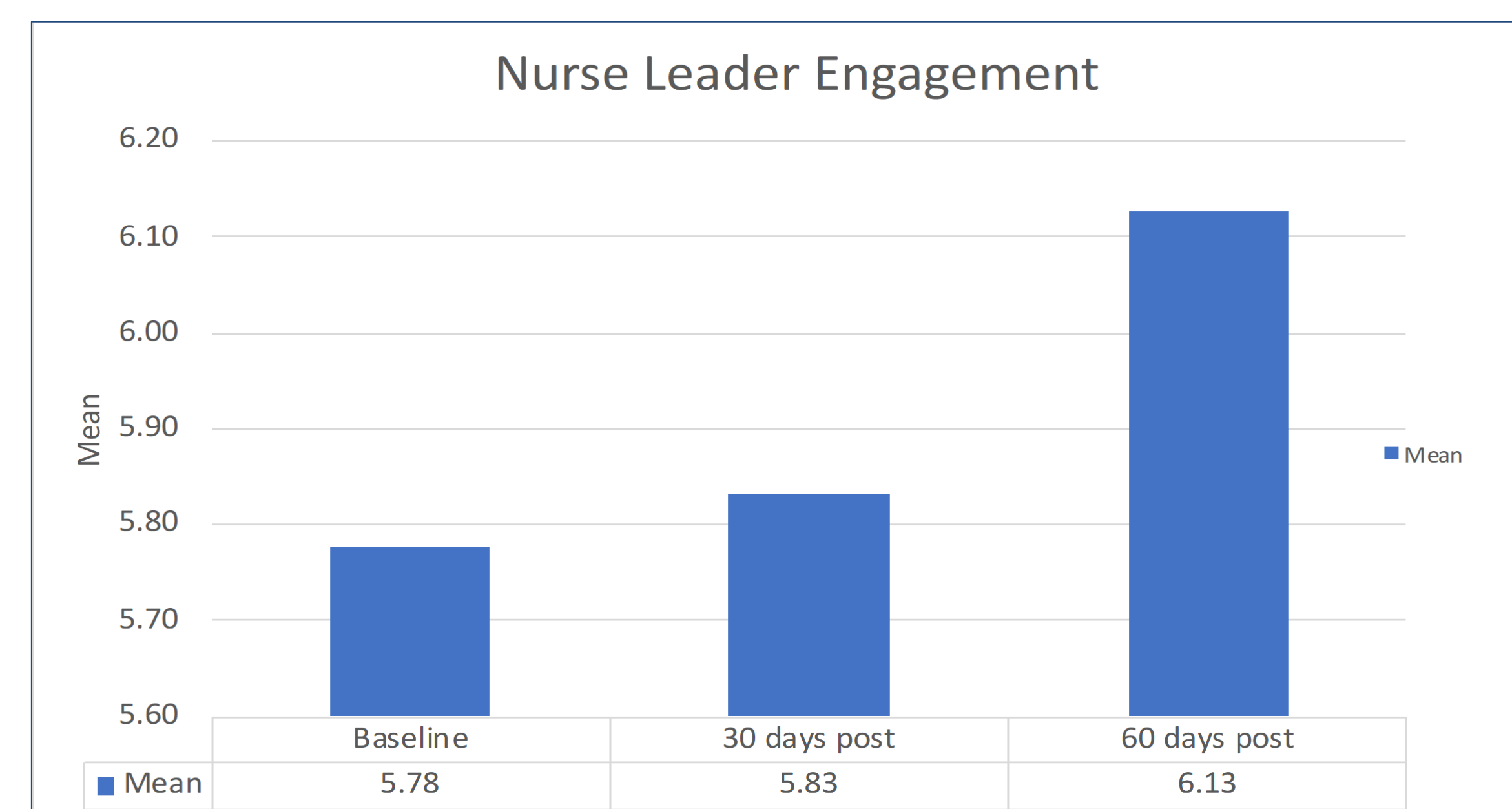
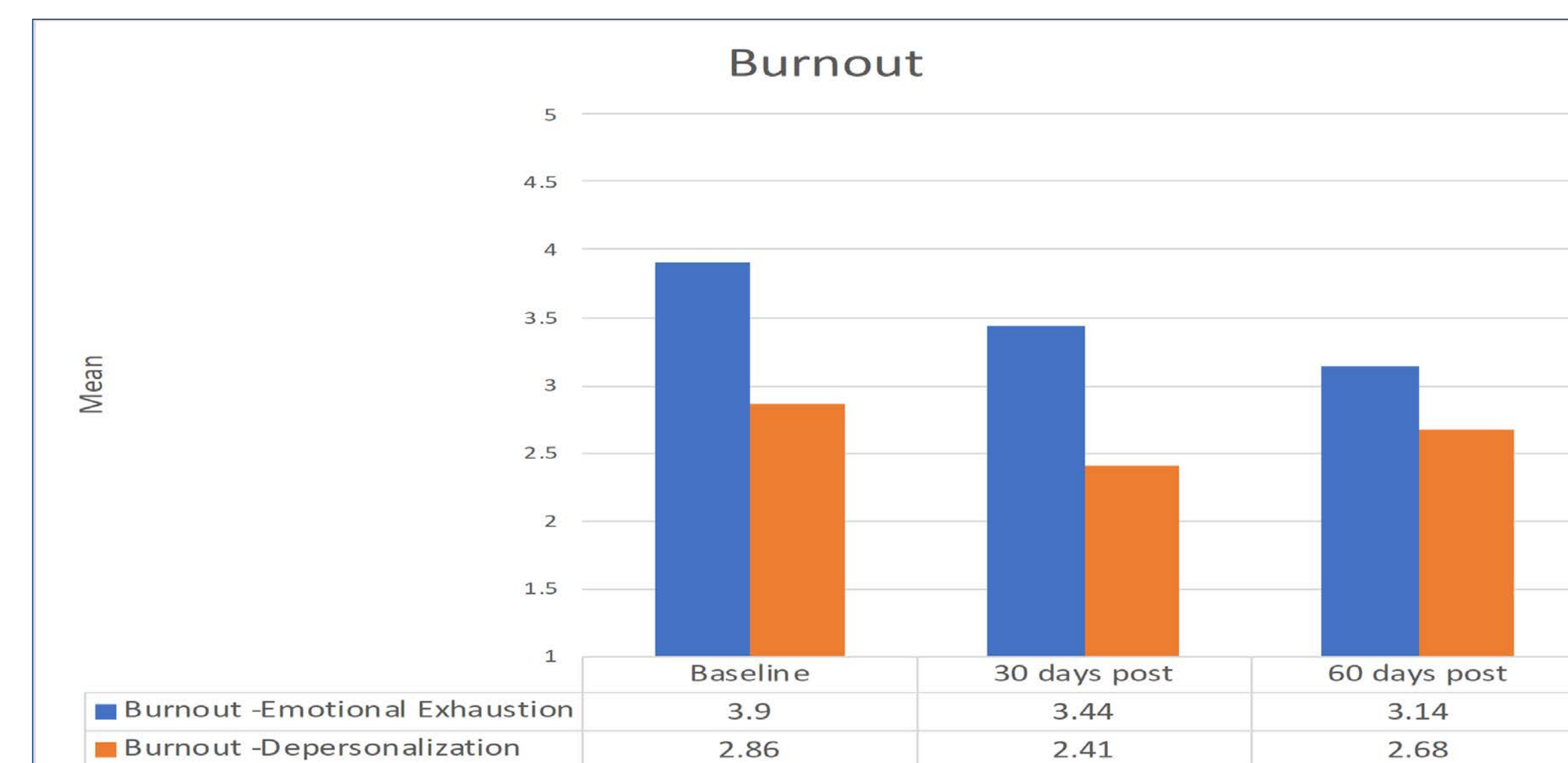
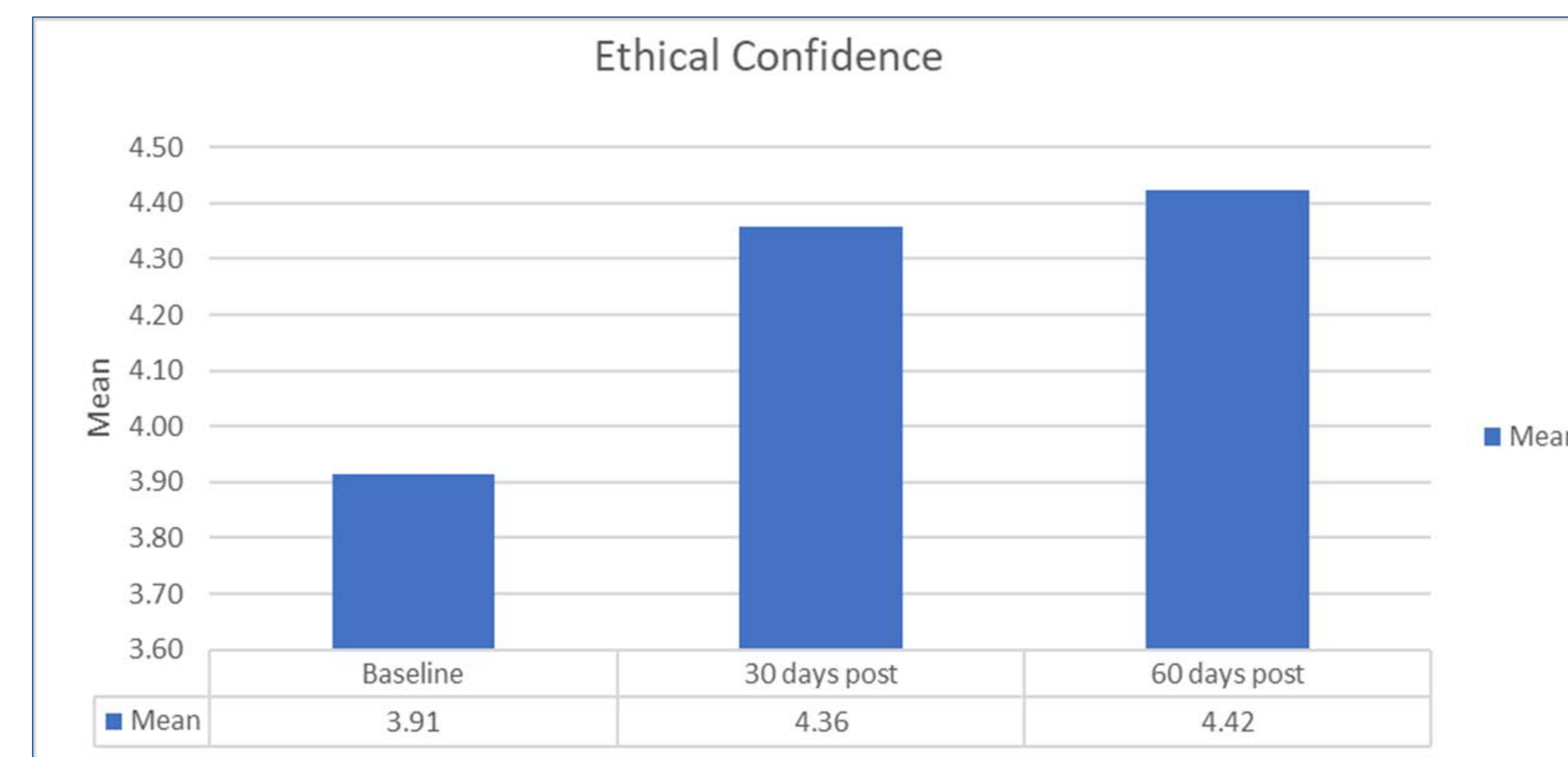
To improve moral resilience and positively impact ethical competence, burnout, and turnover amongst pediatric nurse leaders using an educational intervention, Mindfulness Ethical Practice Resilience Academy (MEPRA)

Intervention/Data Collection



- Implementation introduced MEPRA to 33 nurse leaders
- Focused on MEPRA foundations to include: mindfulness, self-regulation, communication and ethical competence
- Ethical confidence, perception of burnout, engagement and turnover intention were measured at baseline, 30 days and 60 days post retreat.
- The participants completed an anonymous 15 question survey using a unique identifier.

Results



Analysis and Results

Paired-samples t-tests were conducted. There was a statistically significant increase in mean scores for nurse leader engagement from baseline ($M=5.78$, $SD=0.84$) to 60-day post ($M=6.13$, $SD=0.69$) and perceived ethical confidence from baseline ($M=3.91$, $SD=0.81$) to 30-days ($M=4.36$, $SD=0.58$) and 60-days post ($M=4.42$, $SD=0.57$). There was a statistically significant decrease in nurse leader burnout from baseline ($M=3.90$, $SD=1.48$) to 60-days post ($M=3.14$, $SD=1.35$) but no statistically significant changes in intent to leave.

Implications for Practice

Programs such as MEPRA show value and should be considered in additional settings to help reduce burnout strengthen moral resistance

Benefits realized include:

- A community of practice forum for leaders
- shared experiences
- giving permission to acknowledge challenges amongst peers
- equips leaders with tools to strengthen moral muscle (resilience)
- learning new communication techniques
- establish mindfulness practices

Considerations

- Be practical, a nurse leader's schedule is already full
- Voluntary participation
- Role modeling these techniques in self-care gives permission to bedside nurses to do the same for themselves, potentially improving the work environment and the outcomes of patients for whom they care.

