

Title: The Power of Positivity: A Group Strength-Based Program in the Ambulatory Setting

Purpose: There is a growing amount of stress, mental health issues, lack of empowerment in ambulatory clinic staff as well as a sense of not belonging and disconnectedness between ambulatory clinics.

Background/Significance: The purpose of this pilot study was to assess the efficiency of a strengths- based resilience program to ambulatory clinic staff to improve stress, resilience, sense of belonging and connectedness and reduction in stress. Literature review showed different coping stress management for nurses via journaling and mindfulness programs but there was no evidence of a strength-based resiliency program.

Method: The program is offered to ambulatory nurses and support staff over a 10-week period. The strength-based resilience program is facilitated by trained ambulatory nurse professional development practitioners who work for the same organization. Adaptive resilience curriculum consists of weekly sessions meeting virtually and discuss topics such as neurobiology of stress, resiliency, leadership, adaptive coping, and connections.

Results: Program results were evaluated using a mix method research design. Preliminary quantitative pre and post surveys show an improvement in all measures. Qualitative data was measured from participants writings submitted during the program for evidence of positive change and is currently under analysis.

Conclusion: The Ambulatory Nursing Professional Development Practitioners created a positive environment where staff were able to come together and focus on their strengths. The virtual platform and in person end celebration connected staff to be able to share vulnerable stories which break down isolation and creates meaningful relationships. The program has helped increase resilience, reduce stress, created a sense of belonging for ambulatory clinic staff. Staff experienced an increase in their ability to identify and utilize their unique strengths. The small sample size and self-selection are limitations of the study. Future research in this organization is limited by the costs associated with staff being in education, the cost for the strengths assessment and the positive practice guides. Based on positive feedback from participants, we would like to continue to offer the program. The outcome of this program aligns with our organization's mission of employee engagement, belonging and sense of community. Future direction includes offering a cohort for leaders in January of 2025 to provide a similar experience and to help advocate for more cohorts across the organizational network.

References:

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