

Title & Authors:

- **Build on Strengths to Facilitate Nurse Wellbeing: A mixed methods study**

- **Purpose & Background:**

- Personal and professional nurse wellbeing is critical to the delivery of excellent patient care and the effective functioning of healthcare organizations. The problem is though many solutions are suggested few have documented xxx outcomes. The purpose of this study was the assess the effect of a strengths-based resilience intervention to improve nurse outcomes in coping with stress, resilience, emotional self-awareness, and belonging.
- Wellbeing and building resilience for healthcare clinicians are urgent priorities. However, most programs rely on a deficit model focusing on individual-level change. *Changing Minds, Changing Lives* is a strengths-focused intervention based on the Social Ecological Model, recognizing the pervasive impact of the environment on the individual. This nurse-created, nurse-led program employees Appreciative Inquiry asking what works well rather than a deficit model that focuses on problems. The Aim is to assess the effectiveness of this program in a real-world healthcare setting.

- - Clear, concise, justified statement of purpose and aims
 - Clear research question(s) and/or hypotheses, consistent with purpose & aim (If qualitative or basic, descriptive study, hypotheses are not expected)
 - Research questions are expected in all research studies, but may be absent in quantitative studies that use hypotheses
 - Rationale given to support that the study addresses an important problem (significance)

Methods:

This descriptive mixed methods, pre-post design study employed a ten-week intervention with convenience sample of n=65.

Intervention: a consistent weekly format of a check-in with a positive practice and personal strength, guided relaxation, research content, freewriting based on a prompt related to the weekly topic, story sharing with supportive feedback with a closing group reflection.

Instruments: the pre and post survey consisted of four previously published components: Connor-Davidson Resilience Scale (CD-RISC), Perceived Stress Scale (PSS), Emotional Self-Awareness Scale (ESAS), and the Perceived Cohesion Scale (PCS).

Data Analysis: Pre- and post-intervention survey responses were compared using the Symmetry Test for paired data (an extension of the McNemar test), with p-values < 0.05. Participant-written stories were analyzed using content analysis of 200 de-identified narratives.

- Quantitative approach: appropriateness of design, sampling, sample size, procedures (incl. measurement & instruments), power analysis, data analysis, limitations, rigor.
- Qualitative approach: appropriateness of design, sampling, sample size, data collection, analysis procedures, limitations, trustworthiness

Results:

ROf 65 eligible participants, 37 completed both pre- and post-surveys. Statistically significant improvements ($p < 0.05$) were observed in all survey areas: 9 out of 9 questions on coping with stress and challenges, 3 out of 3 questions on using strengths and reframing negative thinking, 16 out of 33 items on emotional awareness (ESAS), 4 out of 10 items on resilience (CD-RISC), 5 out of 10 items on managing stress (PSS), and 1 out of 7 items on belonging (PCS). Three main themes emerged from the content analysis: 1) a shift from negative thinking to empathy and empowerment, 2) written stories fostered community and connection, and 3) self-care and relational care bolstered personal strengths.

- Clearly stated in relationship to stated research question(s), hypothesis(es) purpose(s)

Discussion/Conclusion:

Evidence-based, strengths-focused well-being initiatives using a social ecological design are theoretically consistent with the core nursing principle: the importance of the individual-environment interaction to health. xxxxThe program, previously implemented in academic settings, was successfully piloted with frontline nurses and nurse educators, and expanded to inpatient and outpatient teams, which demonstrated statistically significant improvements in all survey areas.

Continued program expansion, evaluation, and research are planned to ensure long-term sustainability.

Accurate interpretation of results. Research must be completed at the time of the presentation.

Nursing Implications:

Cultivating connections between nurses and their environment provides a valuable opportunity to promote well-being, develop belonging and inclusion, and connect nurses to needed resources. Continued expansion of internal facilitator capacity and supporting ongoing facilitator mentorship ensure long-term sustainability of this programmatic offering.

Nurse Intervention That Builds on Strengths to Facilitate Wellbeing

Problem/Research Question: Healthcare organizations seek innovative solutions to promote personal and professional wellbeing. in the wake of the COVID-19 pandemic. Does the implementation of a strengths-based resilience intervention improve nurse outcomes in coping with stress, resilience, emotional self-awareness, and belonging?

Objectives: Wellbeing and building resilience for healthcare clinicians are urgent priorities. However, most programs rely on a deficit model focusing on individual-level change. *Changing Minds, Changing Lives* is a strengths-focused intervention based on the Social Ecological Model, recognizing the pervasive impact of the environment on the individual. This nurse-created, nurse-led program emphasizes Appreciative Inquiry, rather than a deficit model that focuses on problems. We aimed to assess the effectiveness of this program in a real-world healthcare setting.

Methodology/Strategy: This ten-week intervention followed a consistent weekly format: check-in with a positive practice and personal strength, guided relaxation, research content, freewriting based on a prompt connected to the research, story sharing with supportive feedback, and closing group reflections. Changes were measured using a survey with four previously published components: Connor-Davidson Resilience Scale (CD-RISC), Perceived Stress Scale (PSS), Emotional Self-Awareness Scale (ESAS), and the Perceived Cohesion Scale (PCS). Pre- and post-intervention survey responses were compared using the Symmetry Test for paired data (an extension of the McNemar test), with p-values < 0.05 considered statistically significant. Additionally, participant-written stories were analyzed using content analysis of 200 de-identified narratives.

Results/Lessons Learned: Of 65 eligible participants, 37 completed both pre- and post-surveys. Statistically significant improvements ($p < 0.05$) were observed in all survey areas: 9 out of 9 questions on coping with stress and challenges, 3 out of 3 questions on using strengths and reframing negative thinking, 16 out of 33 items on emotional awareness (ESAS), 4 out of 10 items on resilience (CD-RISC), 5 out of 10 items on managing stress (PSS), and 1 out of 7 items on belonging (PCS). Three main themes emerged from the content analysis: 1) shifting from negative thinking to empathy and empowerment, 2) written stories fostering community and connection, and 3) self-care and relational care bolstering personal strengths.

Implications for Nursing Research: Evidence-based, strengths-focused well-being initiatives using a social ecological design are theoretically consistent with the core nursing principle: the importance of the individual-environment interaction to health. The program, previously implemented in academic settings, was successfully piloted with frontline nurses and nurse educators, and expanded to inpatient and outpatient teams, which demonstrated statistically significant improvements in all survey areas. Continued program expansion, evaluation, and research are planned to ensure long-term sustainability.