# An Action Research Study on Mandatory Wellness Debriefing for Acute Care Registered Nurses

*Natasha M. Zurcher EdD, MSN, RN, CPN, CNE*

**Author:**
*Natasha M. Zurcher*

**Current Role:**
*Instructor/Director-University of South Florida*

## Session Objective/Impact:

- Understand the impact of mandatory debriefing as an effective strategy towards optimum well-being while working in acute care.

# The Current State of Nurse Well-Being

- Complex patient care needs

- Increased demands of professional registered nurses

- Lack of targeted plan in maintaining personal and professional stamina



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# Study Questions

**Q1.** How does the use of mandatory debriefing influence the awareness of perceived stress among registered nurses working in a clinical environment?

**Q2.** How does the use of mandatory debriefing influence the awareness of coping strategies for registered nurses working in a clinical environment

**Q3.** How does the use of mandatory debriefing influence the awareness of overall well-being among registered nurses working in a clinical environment?

# Importance of the Study

Implementing the current debriefing strategy used in healthcare with a shifting focus on awareness of holistic well being.

Reflective nature of debriefing may promote awareness of positive coping strategies and minimize personal holistic destruction for registered nurses.

# Findings: General

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N=21

*Feb. 2017=0*
*July 2017=3*
*Oct. 2017=18*

9 Debriefing sessions

# Findings: Research Question 1

*How does the use of mandatory debriefing influence the awareness of perceived stress among registered nurses working in a clinical environment?*

- Frequency of attendance: July 2017: 1 per session, Oct. 2017: 6-12 per session

- Frequency of verbalized perceived stressors: 63 stressors verbalized with 4 themes emerging

  a. Patient interaction (n=6)

  b. Staff/colleague interaction (n=24)

  c. Unit workflow (n=26)

  d. Personal skill acquisition (n=7)

# Findings: Research Question 2

*How does the use of mandatory debriefing influence the awareness of coping behaviors for registered nurses working in a clinical environment?*

- Frequency of which a participant was able to describe a manifestation of an effective coping strategy after discussing a stressful situation or occurrence within the clinical setting: 25 strategies
    - Positive/effective (n=18):
        - Self initiated (n=15) & external (n=3)
    - Negative/ineffective (n=7)
        - Self initiated (n=6) & external (n=1)

# Findings: Research Question 3

*How does the use of mandatory debriefing influence the awareness of overall well-being among registered nurses working in a clinical environment?*

- Occurrence and description of specific actions or activities performed for well-being and stress management.
  - Outside of work setting (n=5)
  - Inside work setting (n=2)

# Implications

| Research Question 1 | Research Question 2 | Research Question 3 |
|---|---|---|
| 1. Experience & comfort with deescalating patients<br>2. Emulation of personal/professional behaviors<br>3. Unit onboarding and acclimation<br>4. Clinical practice transition | 1. Ability to rationalize stressful event with integration of positive force<br><br>1. Discord on wellness continuum (McClure & Gigliotti, 2012; Olowokere & Okanlawon 2015; Turner & Kaylor, 2015)<br><br>2. Previous exposure to support systems (academia) (Beddoe & Murphy, 2004; Chernomas & Shapiro, 2013; Wallace et al., 2015) | 1. Increased conscious awareness of the relationship with professional environment and holistic well being (Foureur et al., 2013; Lee et al., 2015; Spence-Laschinger et al., 2015) |

# Recommendations
(practical application)

1. Integration of consistent and frequent opportunities for debriefing that are available to clinical staff for general self-maintenance
   (Gunusen & Ustun, 2010; Mullan et al., 2013; Wuthnow et al., 2016)

- *Personal wellness*
- *Shared Governance*
- *Patient Satisfaction*
- *Talent Acquisition*
- *Academic partnerships*

# Recommendations
(future research)



- More diverse subject pool
  - Experience level

- Mixed Method design

# Conclusion

*Acknowledging and encouraging a culture of well-being*

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