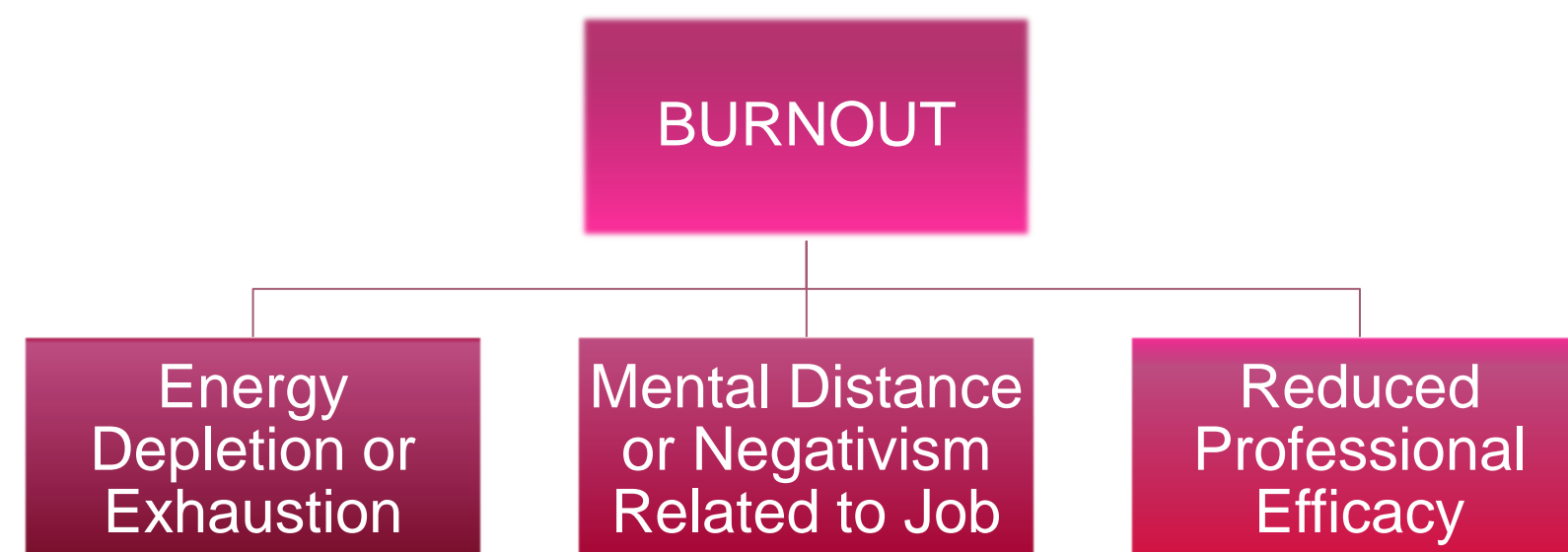




A Systematic Review of Evidence Based Strategies to Address Nursing Burnout

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BURNOUT



Maslach's Dimensions of Burnout

INTRODUCTION

- ❖ Burnout is a global problem affecting healthcare providers.
- ❖ Burnout is characterized by three dimensions originally described by Maslach: feelings of energy depletion or exhaustion, increased mental distance or negativism related to one's job, and reduced professional efficacy.
- ❖ Nursing burnout is associated with decreased quality of patient care, increased patient infections and associated costs, and reduced patient and nurse satisfaction.

PURPOSE

- ❖ The purpose of this review is to systematically review current literature for evidence based practices to address nursing burnout.
- ❖ The Roy Adaptation Model will be used as a lens to systematically understand coping strategies and adaptation.

METHODS

Literature Search

- ❖ A search of the terms “burnout” “nursing” and “coping strategies” was conducted using the following databases: CINAHL, PsycINFO, and PubMed.
- ❖ Due to limited results, the search was expanded to include “stress” “healthcare provider” and “coping strategies.”
- ❖ Seventeen studies with rigorous research methods were analyzed.

RESULTS

- ❖ Seventeen studies exploring psychological coping strategies to address nursing and healthcare provider burnout were included in this review. Research was conducting on nurses and healthcare providers from a dozen countries.
- ❖ Four studies found mindfulness-based interventions to be highly effective.
- ❖ Support groups and stress management programs were found to significantly reduce burnout.
- ❖ Cognitive coping trainings related to emotional intelligence and other coping skills were also found to be beneficial.
- ❖ For continued efficacy, coping interventions should be maintained for one year, varied to address different stressors, and implemented at regular intervals.
- ❖ Further research is needed.

REFERENCES

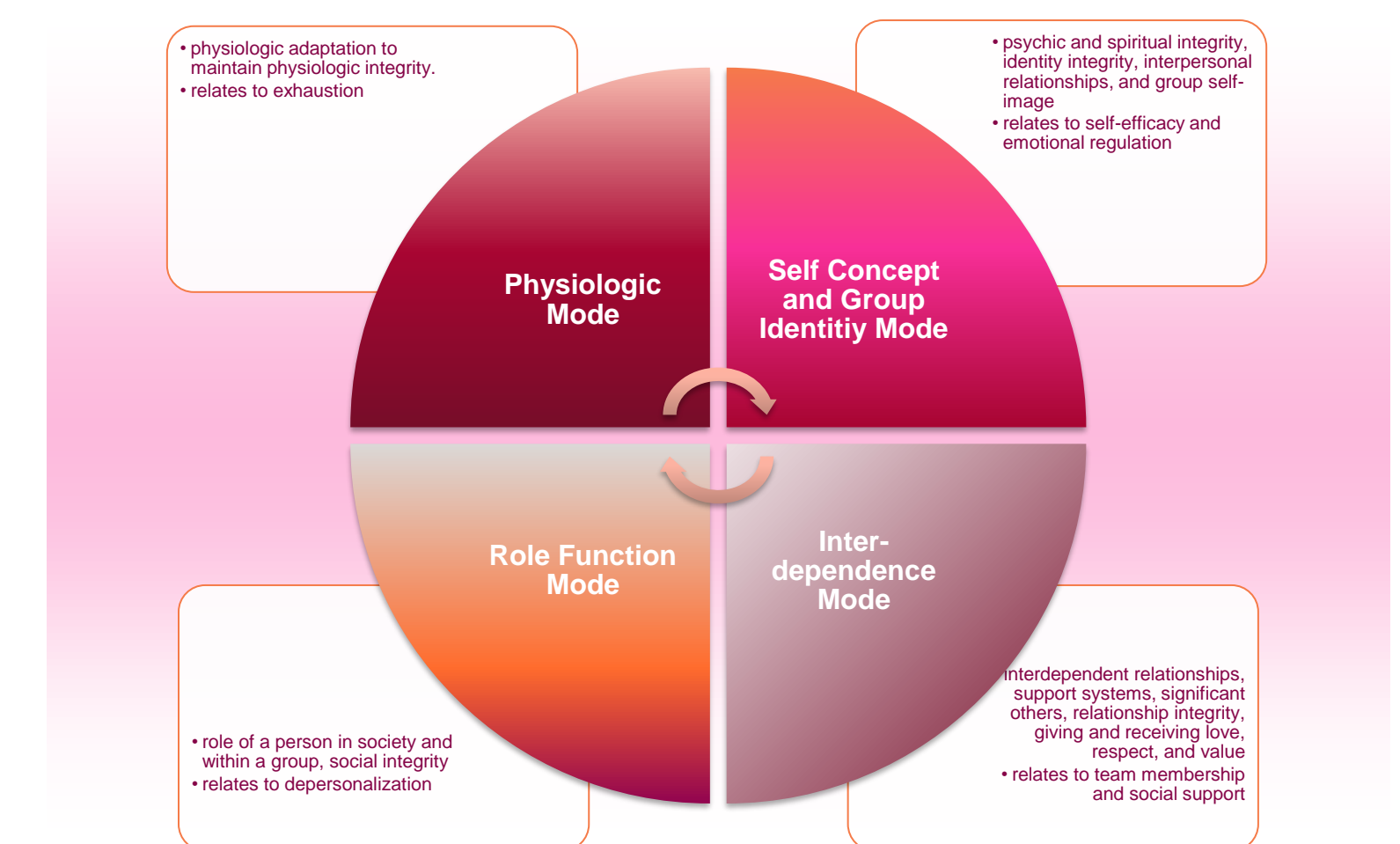
References available upon request.
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ROY'S ADAPTATION MODEL

Roy's Six Step Process



- ❖ In the Roy Adaptation Model, the human is an adaptive system with the task of maintaining integrity in the face of environmental stimuli.
- ❖ The goal of nursing is to foster successful adaptation in the four adaptive modes.
- ❖ Concepts: the human adaptive system, the environment, and health.
- ❖ Coping modes: physiologic, self-concept and group identity, role function, interdependence.



Roy's Adaptive Modes and Relationship to Burnout Symptoms

CONCLUSIONS

Conclusions:

- ❖ Strong evidence was found that mindfulness based stress reduction interventions reduce burnout symptoms.
- ❖ Cognitive behavioral trainings, stress reduction programming, and support groups may also help ease symptoms of burnout.
- ❖ Interventions should be varied in cognitive focus and maintained over a period of months for sustained benefit.



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