Increasing Nurse Satisfaction While Decreasing Compassion Fatigue

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The purpose of this quality improvement project was to identify and reduce the level of Compassion Fatigue(CF) in Emergency Department nurses by implementing a self-guided intervention. CF was the largest concern for nurse vacancy rates by administration and confirmed that ED Nurses were in the moderate risk category CF via Professional Quality of Life (ProQOL-5) survey results. I would like to share the quality improvement project results and discuss the importance of supporting the Nurses wellbeing.

Method : A Plan Do Study Act method of quality improvement was used for this project. The self-guided intervention of Real-Time Transformative Response© (RTR©) was used The (ProQOL-5) was used to measure and determine if it was effective in reducing levels of CF in ED Nurses.

Intervention : The RTR© method is used to greatly reduce or eliminate stressful events that are the root causes of a person's specific stressors. RTR© was distributed to ED Nurses via a three part, self-guided, video educational series. ED Nurses were surveyed pre-RTR© and post.-RTR© intervention to determine the effectiveness of the method.

Results: 34 ED nurses (N=34) completed RTR© training and ProQOL-5 surveys. The overall mean score for the pre-RTR© training survey was 107 (sd =1.1385), and the post-RTR© training survey was 106.613 (sd =1.1677) (t =1.6924, df =66, p =0.0476). Mean scores pre-and post-RTR© training: compassion satisfaction was 3.59 (sd = 0.9521) increased to 3.95 (sd = 0.7766) (t = 1.997, df = 66, p = 0.000), burnout was 2.71 (sd = 1.1501) decreased to 2.36 (sd = 0.9120) (t = 1.997, df = 66, p = 0.000), and secondary traumatic stress was 2.45 (sd = 1.0002) decreased to 2.25 (sd = 0.9143) (t = 1.997, df = 66, p = 0.0017).

Conclusions : Increasing compassion satisfaction and having an overall decrease in CF, BO, STS from using the self-guided RTR© methods concluded that it is a valid coping mechanism for Nurses.

Biography

Ashleigh Boyd is a Nurse with over 20 years of experience in the emergency department. She has researched and developed a clinically proven tool to reduce stress. Her passion is to help Nurses ease their stress and increase their self worth. She is trained in Pathophysiology, Quantum Physics, Subconscious Behaviors, Physiology Hacks, iNLP techniques, Neuroscience, High Performance Habits, Holistic Medicine, Meditation, Biofield Awareness and other healing modalities that assist in long-lasting & rooted transformation.

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