

# BURNOUT and STRESS PLUMMET: A Pilot Program To Increase Nurse Satisfaction

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## Background/Purpose

The purpose of this quality improvement project was to **determine** and **reduce** levels of **Compassion Fatigue (CF)** in nurses by implementing a **self-guided intervention** called Real-Time Transformative Response© (RTR©).



## Learning Objective

What is the **effect of RTR©** on **ProQOL-5 survey scores** when comparing the pre and post survey scores?

Inclusion Criteria: ED Nurses working 24 hours or more a week

## Design, Setting, and Sample

### Design

Observational and Descriptive  
Retrospective review

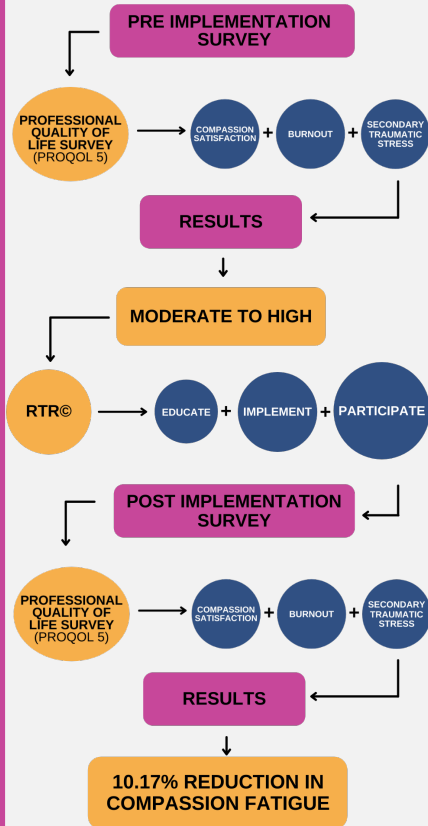
### Setting

Moderately sized, Midwestern hospital ED  
Serving 40 thousand patients per year.

### Sample (N = 34)

Scheduled to work 24-hours or more per week as ED RN

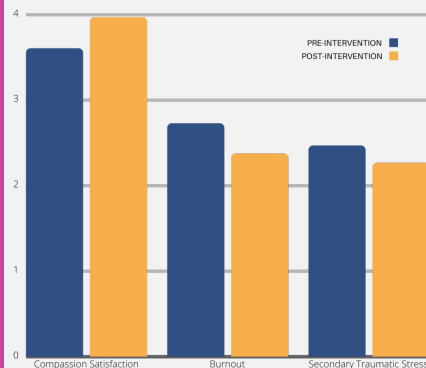
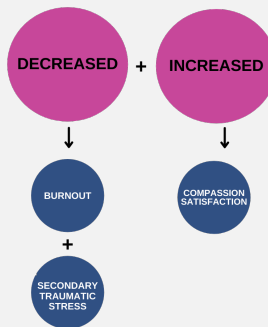
## Methods



\*\* RTR© was completed in a single continuous learning session.

## Results/Findings/Outcomes

- Department given 3 months to complete
- Each **nurse completed** RTR© in **single session**



## Conclusion

**Implementing** The Daily Debriefing© Program featuring the self-guided intervention of **Real-Time Transformative Response©** to reduce Compassion Fatigue:

- **All categories achieved statistical significance at  $p \leq 0.05$**
- **Compassion Fatigue decreased by 10.17%**
- Decreased Compassion Fatigue While Improving Compassion Satisfaction
- Lowered Burnout
- Reduced Secondary Traumatic Stress

## Implications for Practice

Training on RTR© as a mechanism to decrease Compassion Fatigue in ED nurses has implied improved coping when working in a stressful environment. Increasing nurse satisfaction by reducing CF can result reduce medical errors and turnover while increasing patient satisfaction.

## Acknowledgements

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