



CODE HOPE: INNOVATING FOR A BRIGHTER TOMORROW - HEALING TRAUMA TOGETHER

Stacie Brown MHI, BSN, RN, NE-BC; Lexie Hille DNP, RN; Brianna Thompson BSN, RN, NE-BC
St Francis Regional Medical Center | Shakopee, Minnesota



AONL 2025

★ ★ ★ ★ ★ ★ ★ ★ ★ ★
INSPIRING LEADERS

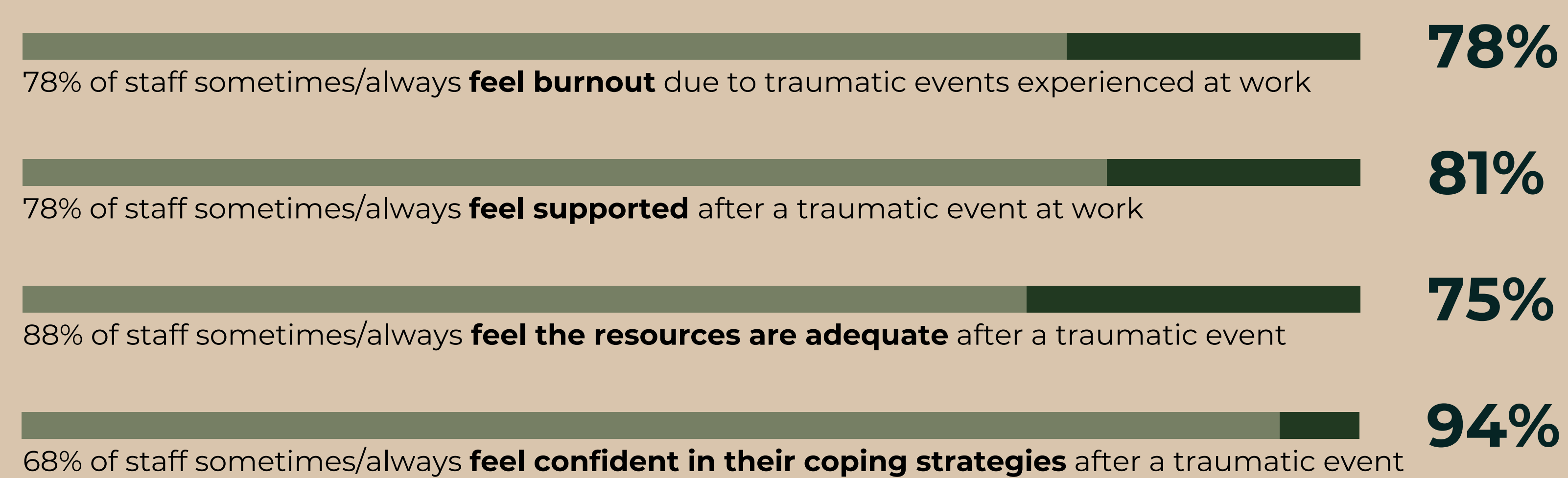
PURPOSE

Code Hope's purpose is to give bedside staff the space and resources to process traumatic events at work alongside their peers.

BACKGROUND

Burnout and secondary trauma from extreme job demands and witnessing traumatic events can lead to decreased well-being, increased turnover, lower job satisfaction, and poorer patient outcomes.

Listening sessions with care teams revealed a need for addressing secondary trauma and a formalized approach to processing grief together. A pre-implementation survey showed the following:



SETTING

A 93 bed Regional Medical Facility in Minnesota with 382 Registered Nurses, 6 Licensed Practical Nurses, and 1128 total employees.

INTERVENTION

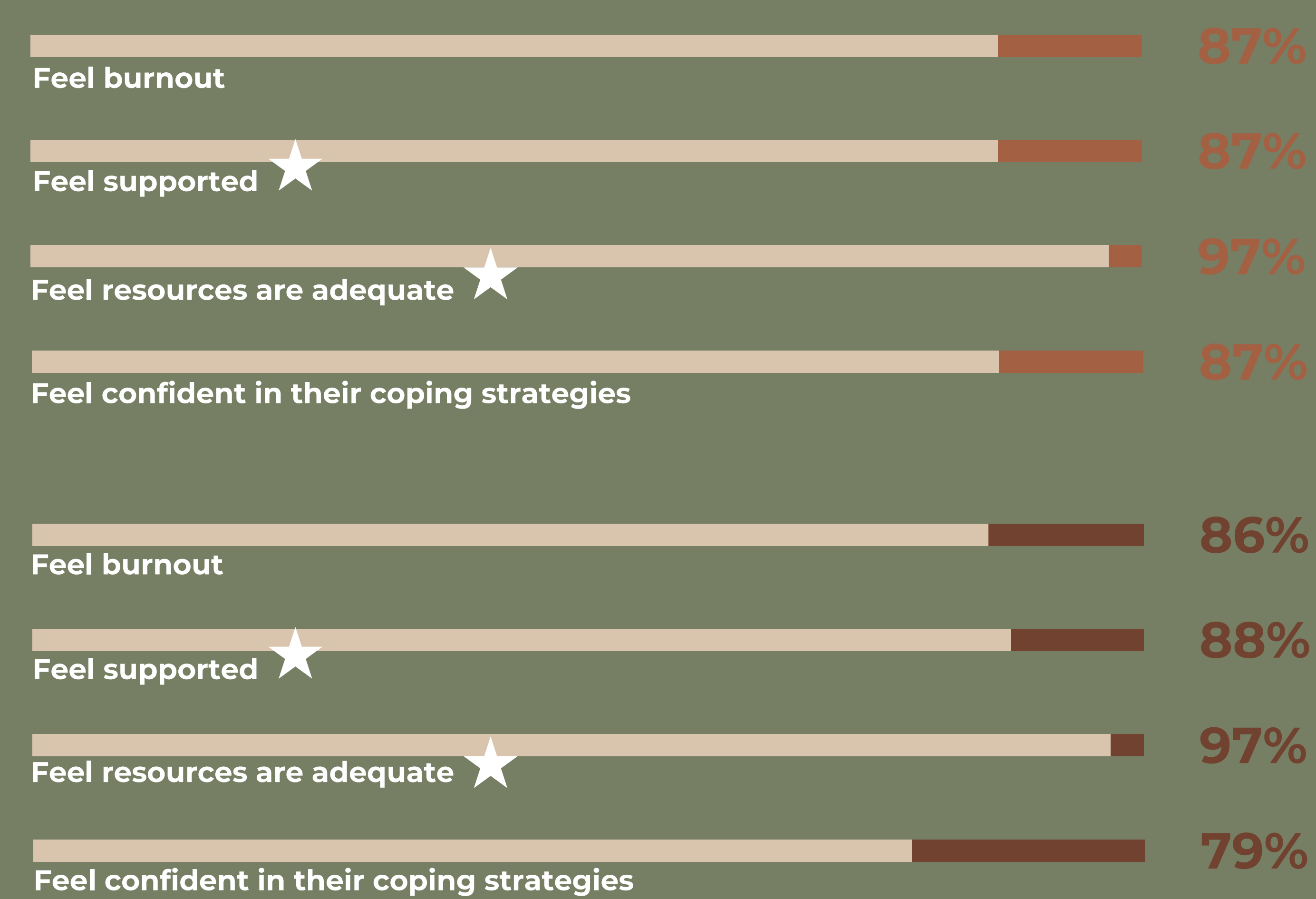
Code Hope is a program created to support bedside staff after they experience secondary trauma. It is led by a team of multidisciplinary trained responders. Facilitators help staff process their emotions following traumatic events by bringing the team together for emotional support and reflection.

- The need for a Code Hope is identified by the frontline staff
- The Code Hope takes place on the patient care unit at a time decided upon by the staff
- A trained facilitator hosts a 5 to 10-minute Code Hope session for all bedside staff affected by the event
- Pre-Code Hope and Post-Code Hope distress scores of individuals participating are privately recorded

RESULTS

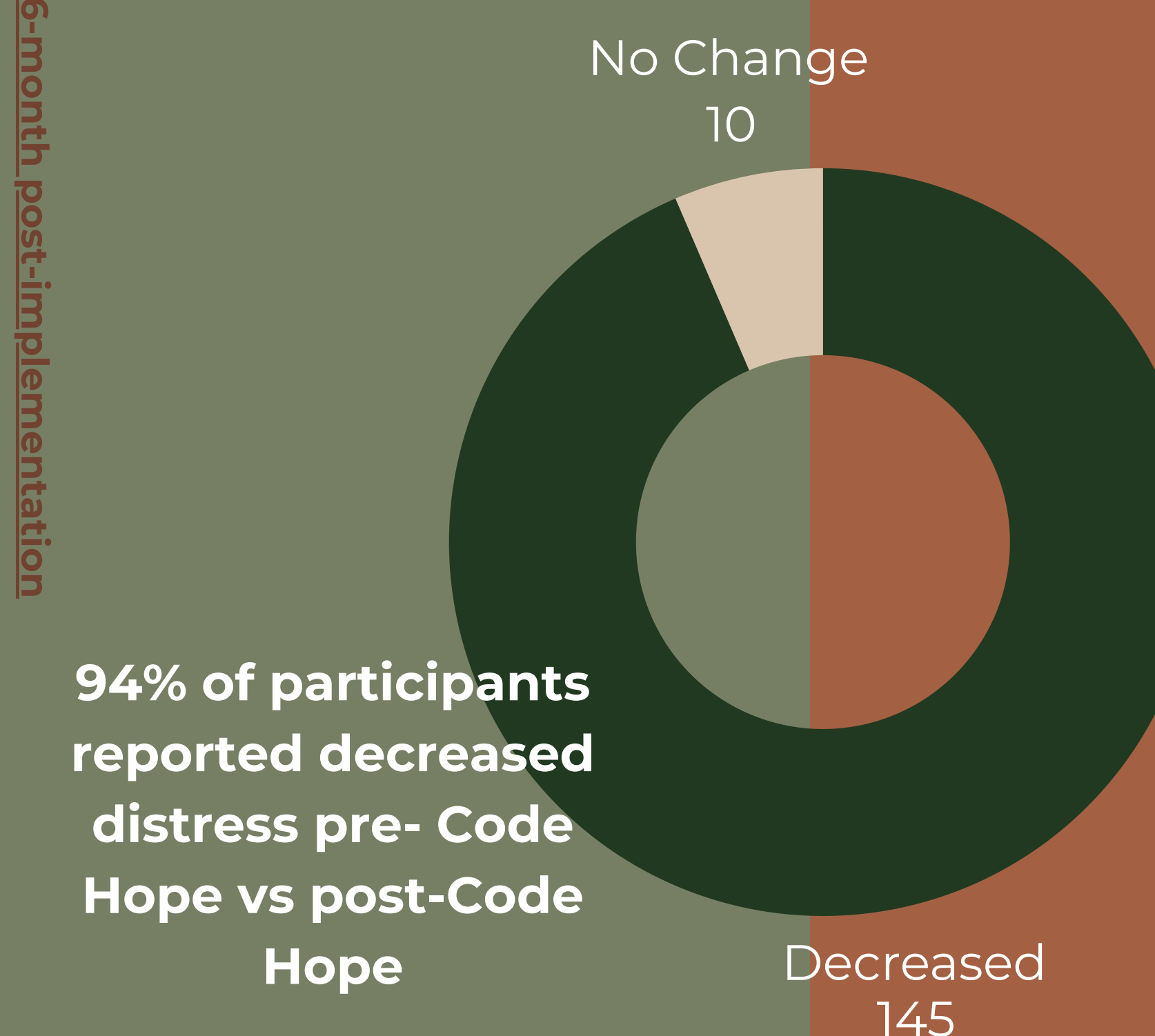
Since implementation in May 2024, 26 Code Hope sessions have occurred.

- Qualitative data reveals that care teams involved in Code Hope responses reported feeling a renewed sense of purpose and compassion for their team and patients.
- Quantitative data collected using the Distress Thermometer shows that 94% of participants reported decreased distress, with an average improvement of 3.5 points on a 0-10 scale.
- Additionally, in the 3-month and 6-month post-implementation surveys, bedside staff reported improvement in perceived support after traumatic events, and greater satisfaction with the resources available to them.



★ Improvement from pre-implementation survey

26
CODE HOPES
115
PARTICIPANTS



CONCLUSION

Code Hope is an innovative, evidence-based program aimed at supporting interdisciplinary healthcare teams dealing with secondary trauma through well-being activities and self-care tools. The program shows promising results in decreasing bedside staff distress and improving well-being.

TESTIMONIALS

- "Every shift brings challenges that test our resilience. Discovering tools to help us navigate emotional exhaustion and finding balance in our demanding career is essential to our mental health"
- "Nurses give their all to care for others-but who cares for them? Sharing effective strategies to process daily trauma and prioritizing nursing mental health should be a priority in healthcare"
- "Caring for others doesn't have to mean sacrificing your well-being. Learn how to build emotional resilience and thrive as a nurse"
- "You can't pour from an empty cup. Discovering how to recharge, reconnect, and reclaim your well-being in the face of daily challenges is the heart of nursing"
- "Traumatic events test every ounce of your strength and skill as a nurse. You witness the fragility of life up close, while summoning courage to provide care and comfort during someone's darkest moments. The hardest part isn't always the trauma itself-it's the aftermath. The replaying of those moments and carrying the invisible weight of what you've seen and done. Code Hope has provided an outlet for those emotions, and allows for healing"

CONTACT INFORMATION & REFERENCES

