

Gratitude as an Intervention to Reduce Burnout in Psychiatric Nurses and Mental Health Workers

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BACKGROUND

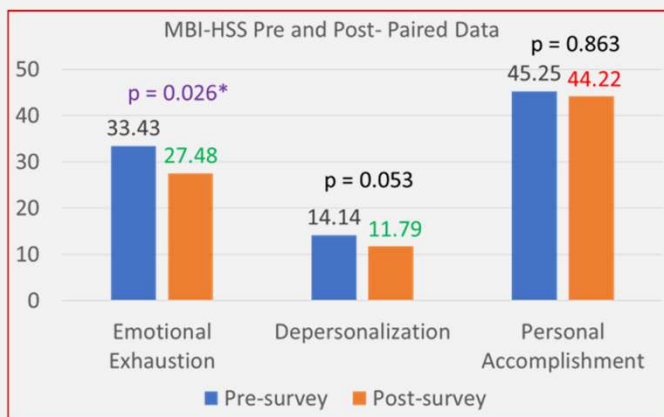
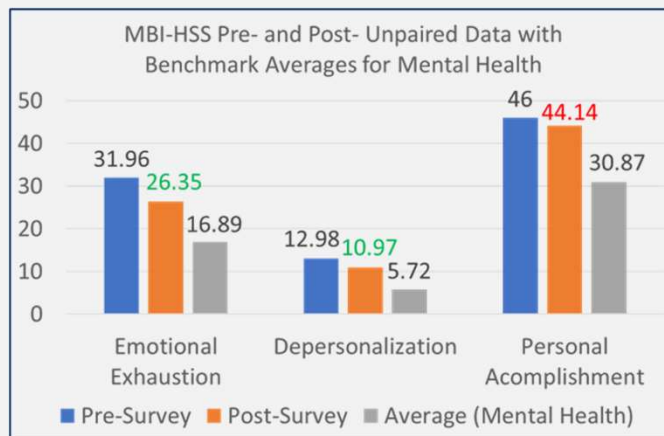
- 33% to 80% of nurses experience burnout.
- Burnout can lead to increased nurse turnover.
- Psychiatric nurses face unique challenges related to burnout due to interactions that may include violent or unpredictable aggression.
- Workplace gratitude has been shown to decrease burnout and increase job satisfaction.
- Gratitude may be a cost-effective, time-sensitive intervention.

Purpose: The purpose of this QI project was to assess whether leadership-facilitated gratitude compared to standard practice, affected burnout in inpatient psychiatric nurses and mental health workers.

METHODS

- Pre- and Post-survey intervention QI project
- Intervention:** 24 Gratitude Huddles over 6 weeks
- Outcome Measure:** Maslach Burnout Inventory Human Services Survey for Medical Personnel
 - Emotional Exhaustion (EE)
 - Depersonalization (DP)
 - Personal Accomplishment (PA)
- Population:** Registered Nurses and Mental Health Workers on an inpatient psychiatric floor at an 862-bed metropolitan hospital
- Data analysis:** Descriptive statistics performed, Wilcoxon Signed-Rank Test for paired data analysis

RESULTS



RESULTS

Demographics

- 61% female, 39% male, 62% RN, 38% MHW
- 38% White, 37% Black, 17% Asian, 8% other
- 48 individuals completed pre-survey, 36 completed post-survey, 28 participants completed pre- and post-survey.

Open-ended Intervention Feedback

- "I thought the gratitude huddles were a great way to have team bonding especially being so new to the unit."
- "Sometimes at work, you may feel overlooked, but those [gratitude] huddles made me feel seen."

DISCUSSION

- EE and DP sub-categories decreased from before to after the intervention.
- Strengths:** Manager-facilitated, cost-effective, time-sensitive, easy to implement.
- Implications:** Gratitude can be implemented in a variety of settings and populations within nursing.
- Limitations/Recommendations:** Difficulty with timing of huddles, different leadership styles. Assess sustainability of project.

References

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