



# Fueling the Flame: How Passion Sustains Nurses' Well-Being

**Aimee McDonald PhD, RN<sup>1</sup>; Anita Skarbek PhD, RN<sup>2</sup>;  
Karen Landay PhD<sup>3</sup>; Mei R. Fu PhD, RN, FAAN<sup>2</sup>**



1. VA Kansas City Healthcare System; 2. University of Missouri – Kansas City, School of Nursing and Health Studies;  
3. University of North Texas G. Brint Ryan College of Business, Department of Management

## Background

The COVID-19 pandemic resulted in workplace challenges among nurses that include burnout, turnover, and role changes, which impact one's career trajectory.<sup>1-2</sup>

Data from the 2024 National Nursing Workforce Study<sup>3</sup> posits that the long-term stability of the nursing profession is uncertain; burnout and staffing challenges persist.

## Purpose

The purpose of this study was to **describe the role passion has among nurses**, who provide care in acute care settings.

## Aims

- Allow nurses to describe passion, and how it is embedded in their professional identity.
- Using the results of this study, to identify positive and negative variables that impact professional passion.

## Disclosures

This material is the result of work supported with resources at the VA Kansas City Healthcare System. The contents do not represent the views of the VA or the United States Government.

## Methods

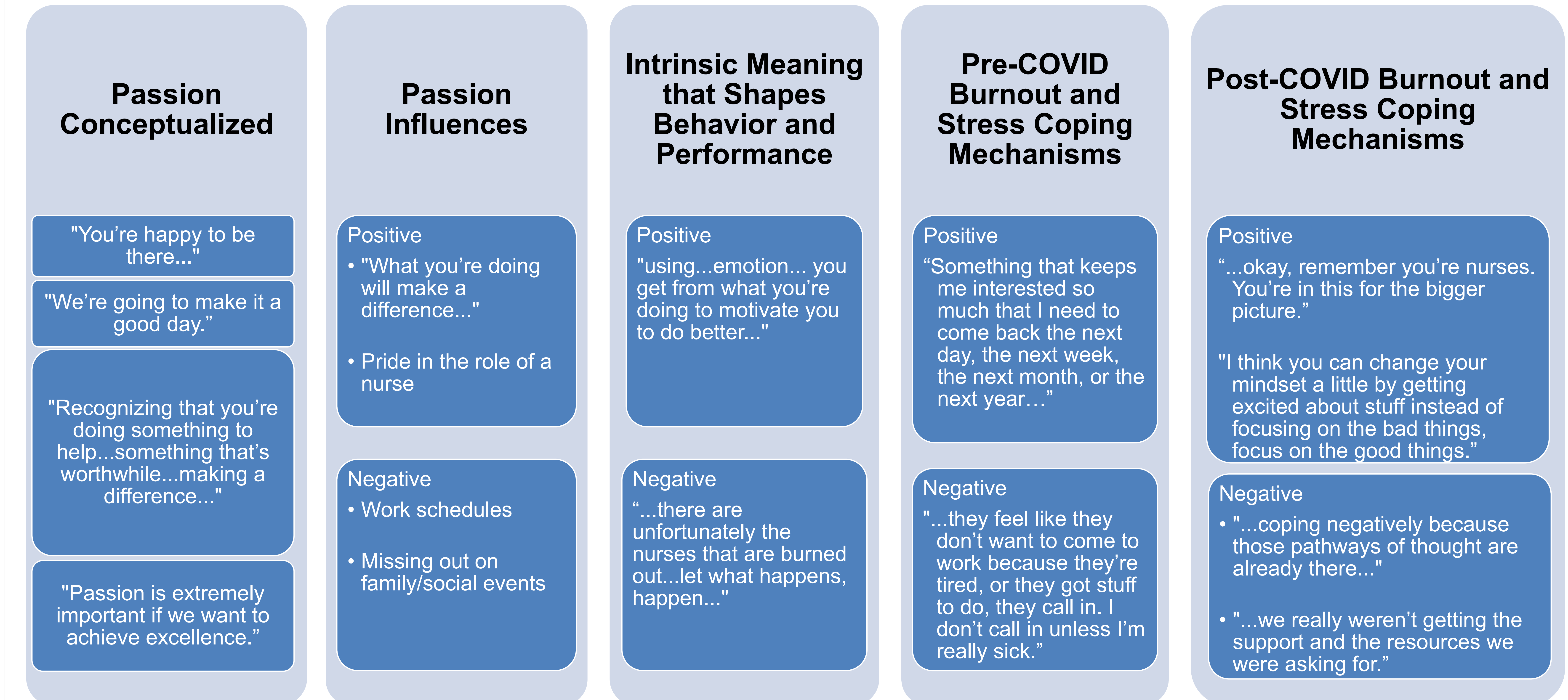
**Design :** Qualitative descriptive adhering to phenomenological methods.  
**Sample :** Snowball sampling with participants recruited through multiple web-based sites. Each participant consented to study participation.  
**Procedure:** Individual semi-structured interview, lasting 45-60 minutes.  
**Analysis:** Guided by Miles, Huberman, and Saldana's<sup>4</sup> qualitative methodology. Key words and phrases were identified through meaningful statements, recurring language, emerging concepts, patterns, and illustrative examples. Key words and phrases were then manually organized into themes. Theme labeling was achieved through author consensus.

## Outcomes

**Study Population**

- 10 Registered Nurses (RNs), employed within the United States. The sample was predominately White (n=7) and female (n=9), working 30+ hours per week. The average age of the study population was 42 years (SD=13.43).

The following key themes emerged:



- Findings illustrate the conceptualization of passion.

## Lessons Learned

**Passion has a role within the nursing profession.**

**Passion influences** behavior, performance, burnout, and stress.

## Implications for Practice

**Passion**, as a concept, appears to impact nurses who provide care in acute care settings. The role of passion remains allusive and untested. Additional research, varying the study population and geographical setting, needs to be performed.

The COVID-19 pandemic had a major impact on the nursing profession. As we recover from this global event, **new variables must be included in the description, and skill set, required of nurses.**

## Contact Information and References

