

# Stay Awhile: Rounding That Builds Belonging and Retention

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## Goal

Strengthen nurse retention and nurse leader connections with staff

## Background

- Nursing turnover remains a national and organizational priority
- Retention of early-career nurses is critical to care quality and workforce stability
- Traditional engagement surveys provide delayed, aggregated data
- Stay conversations offer real-time, individualized insights into staff needs
- Leadership accessibility, growth opportunities, and belonging are key drivers of retention

## References



## Process

- Standardized “stay” conversations implemented at 3 months for new graduates and every 6 months for all nursing staff
- Structured conversation template developed with HR
- Use of AI scribe to capture conversation content

### Core domains explored:

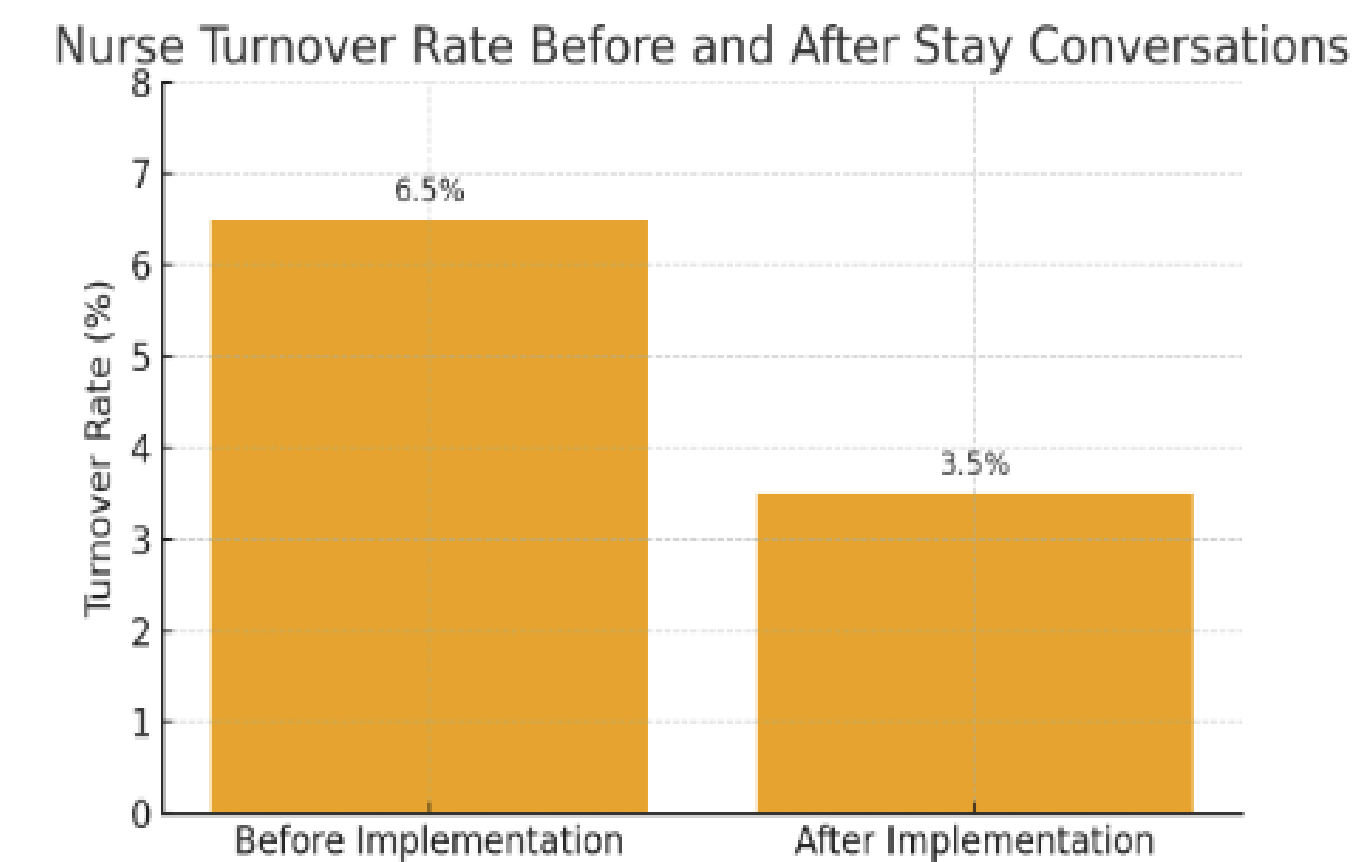
- ✓ What staff enjoy at work
- ✓ Opportunities for improvement
- ✓ Career goals and development needs
- ✓ Work–life balance and scheduling

### Leaders provide:

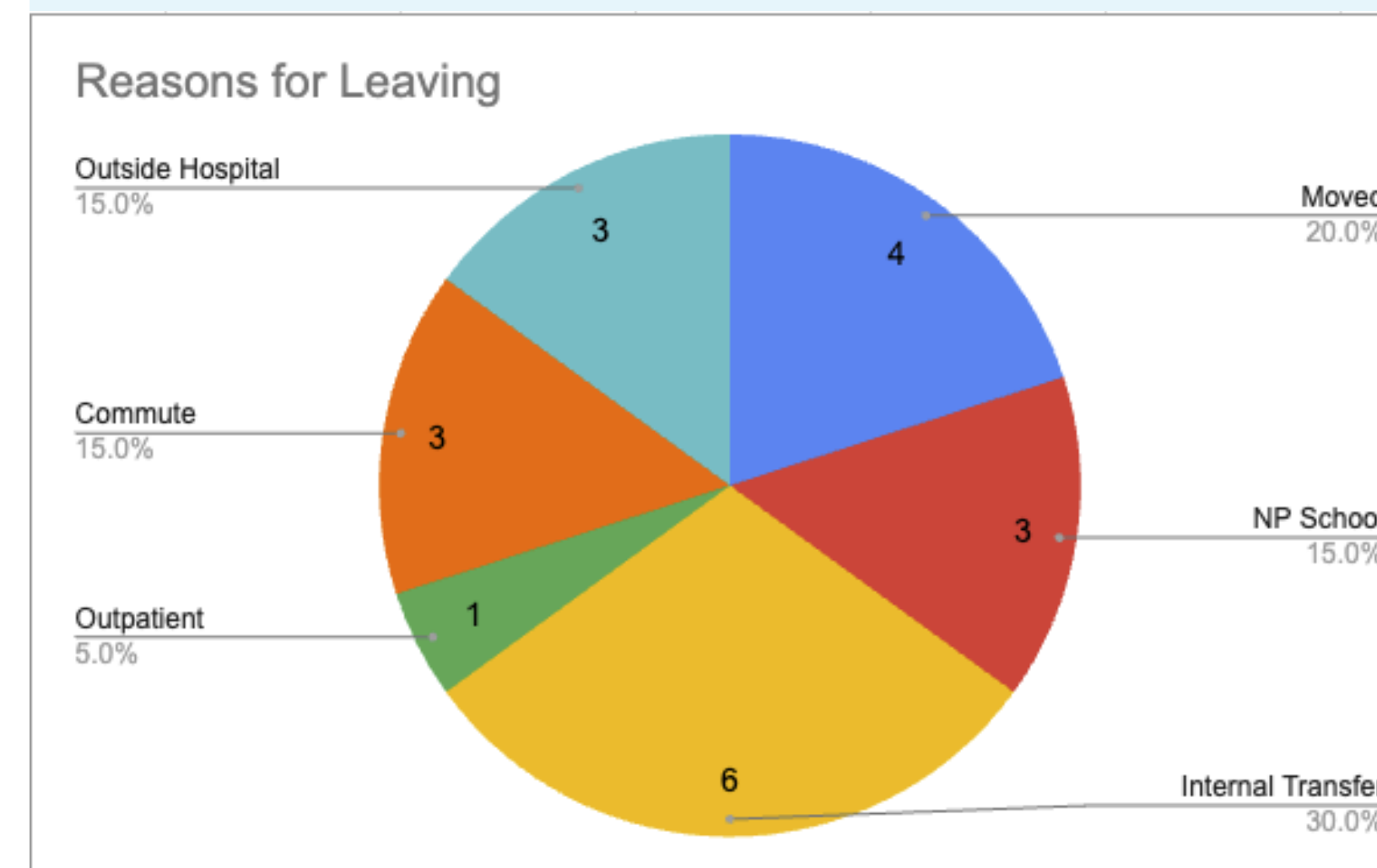
- ✓ Individual mentorship
- ✓ Career coaching
- ✓ Unit-level theme identification and action planning
- ✓ Quarterly feedback to staff

## Results

### RN Turnover, Pilot Unit #1



### Exit Interview Data, Pilot Unit #2



## Results

- Turnover reduced from 6.5%-3.5% on pilot unit #1
- Staff feel valued & heard; pilot unit #1 employee engagement score 77 (+4 above organizational benchmark)
- The AI scribe replaced leader note-taking, allowing for enhanced engagement; it identified actionable themes extracted from conversations

## Conclusions

- Structured conversations, occurring at regular intervals, strengthen relationships, engagement, and trust
- Engagement improvements may precede measurable turnover cost
- Stay conversations are a scalable, low-cost leadership strategy

## Recommendations

- Implement standardized stay conversations across units
- Use technology to track themes and ensure follow-through
- Share aggregated feedback and actions transparently with staff
- Track longitudinal engagement and retention trends