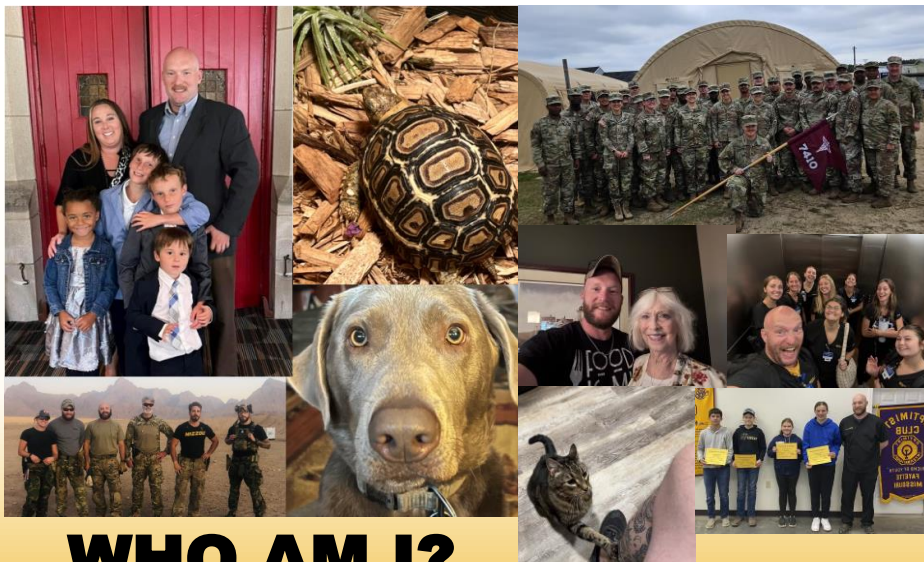


BRINGING THE JOY BACK TO NURSING

Sean Pridgeon, DNP, CNL, EBP-CH, NE-BC

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WHO AM I?

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AGENDA

- Where are we as a profession?
- The need for:
 - Well-being
 - Self-care
 - Professional Identity
 - Kindness
- Tools for self-care
 - Three Good Things
 - Well-B Essentials

BURNOUT



THRIVING?



KNOW THE WARNING
SIGNS!

WORKFORCE DATA



RN
TURNOVER



AVERAGE
TIME TO FILL



TRAVEL RNS



COST TO
LOSE 1 RN



NATIONAL RN
VACANCY

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INTENT TO LEAVE THE PROFESSION



33% leave before the second year of employment



In three years of working, 30 to 50% of nurses either left their employers for another or left the profession entirely.



No “real” numbers!

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WHY DO WE LEAVE?



Bahman-van Ooijen, W., Malfait, S., Huisman-de Waal, G., & Hafsteinsdóttir, T. B. (2023). Nurses' motivations to leave the nursing profession: A qualitative meta-aggregation. *Journal of Advanced Nursing*, 78, 4455-4471. <https://doi.org/10.1111/jan.15696>

THE X FACTOR!

Workplace Violence

Underreported in health care:

1. Misunderstanding of WPV definition
2. Believe patients are not responsible for actions
3. Assume violence is part of the job

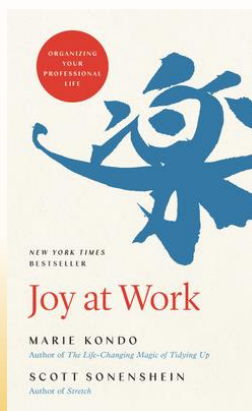
RISK ASSESSMENT MATRIX				
SEVERITY PROBABILITY	Catastrophic (1)	Critical (2)	Marginal (3)	Negligible (4)
Frequent (A)	High	High	Serious	Medium
Probable (B)	High	High	Serious	Medium
Occasional (C)	High	Serious	Medium	Low
Remote (D)	Serious	Medium	Medium	Low
Improbable (E)	Medium	Medium	Medium	Low
Eliminated (F)	Eliminated			

NURSES, CULTIVATING JOY

The screenshot shows a PubMed search results page. The search bar contains 'nursing, cultivating joy'. Below the search bar, there are buttons for 'Advanced', 'Create alert', and 'Create RSS'. The results are sorted by 'Best match' and there are 8 results. The first result is 'Cultivating joy: Improving nurse resilience through use of a practice playbook.' by Koprowski K, Meyer D, Stanfil T, Tivis LJ. The second result is 'Sustainability and resilience in midwifery: A discussion paper.' by Crowther S, Hunter B, McAra-Couper J, Warren L, Gilkison A, Hunter M, Fielder A, Kirkham M.

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MY EXPERIENCE WITH JOY



- I tried to read this...
 - The foreword

- What I know:

The screenshot shows a dictionary entry for 'joy'. It is defined as a noun with three meanings: 1. the emotion evoked by well-being, success, or good fortune or by the prospect of possessing what one desires; 2. a state of happiness or felicity; 3. a source or cause of delight.

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WHAT WORD WOULD YOU USE TO REPLACE JOY?

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WELL-BEING AND SELF-CARE



Reivich, K., Seligman, M., & McBride, K (2011). Master resilience training in the U.S. Army. American

Psychologist, 66(1), 25-34. doi:10.1037/a0021897

- Master Resiliency Trainer
- Research on the use of skills for nurses
- Personal journey

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NURSING WELL-BEING

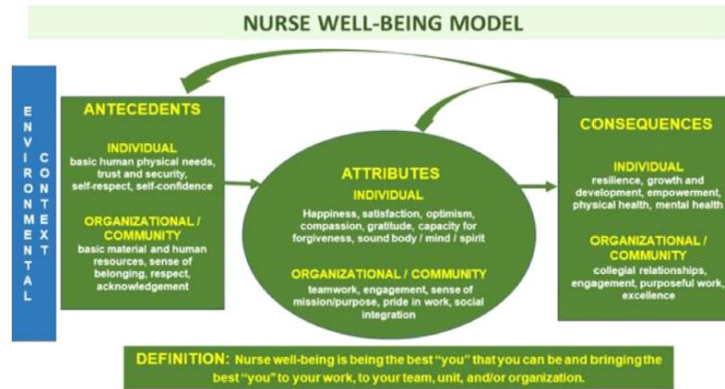
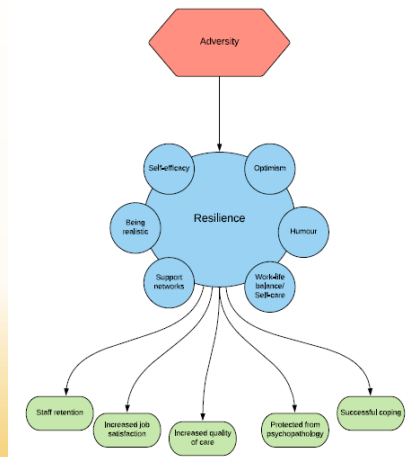


Figure 2 – Model of nurse well-being.

Patrician PA, Bakerjian D, Billings R, Chenot T, Hooper V, Johnson CS, Sables-Baus S. Nurse well-being: A concept analysis. Nurs Outlook. 2022 Jul-Aug;70(4):639-650. doi: 10.1016/j.outlook.2022.03.014. Epub 2022 Jul 5. PMID: 35798582.

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NURSE RESILIENCE



Cooper AL, Brown JA, Rees CS, Leslie GD. Nurse resilience: A concept analysis. Int J Ment Health Nurs. 2020 Aug;29(4):553-575. doi: 10.1111/inm.12721. Epub 2020 Mar 29. PMID: 32227411.

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NURSING PROFESSIONAL IDENTITY



Andriani Creative (2018). Professional Identity in Nursing Tree of Impact [Image]. Squarespace

Values and Ethics

Knowledge

Nurse as Leader

Professional Comportment

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CULTIVATING KINDNESS: THE KEY

Kindness is essential to:

Nursing practice

Organizational culture

Community engagement

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STRATEGIES TO CULTIVATE KINDNESS

Embrace small acts of kindness:

- Lead by example
- Active listening
- Genuine encouragement

Role model kindness:

- Exhibit consistent positive behaviors
- Discourage negative behaviors
- Role model compassionate interactions



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SPREAD KINDNESS AT WORK!



Launch kindness initiatives



Establish a committee to promote kindness



Use kindness-themed media to inspire and engage

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NURSING STUDENT AND CAREER SUCCESS

Providing programs and pathways to support healthy and sustainable careers for faculty, students and practicing nurses



HOW CAN THESE CONCEPTS CULTIVATE JOY?

RESIDENCY

SELF-CARE

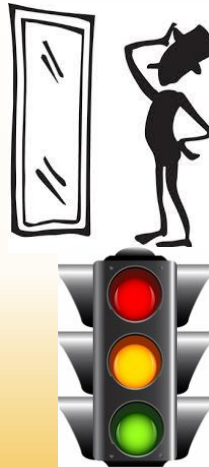
**WELL-BEING &
SELF-CARE**

TAKE TIME TO CULTIVATE

Self Awareness

Self Regulation

Optimism



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TAKE TIME TO FOSTER

Mental Agility

Strengths of Character

Connection



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SELF-CARE SKILLS



THREE GOOD THINGS, 3GTS

A Positive Reflection Skill

THE SKILL

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Three Good Things
Record three good things, next to each positive event write a reflection about one or more of the following topics:

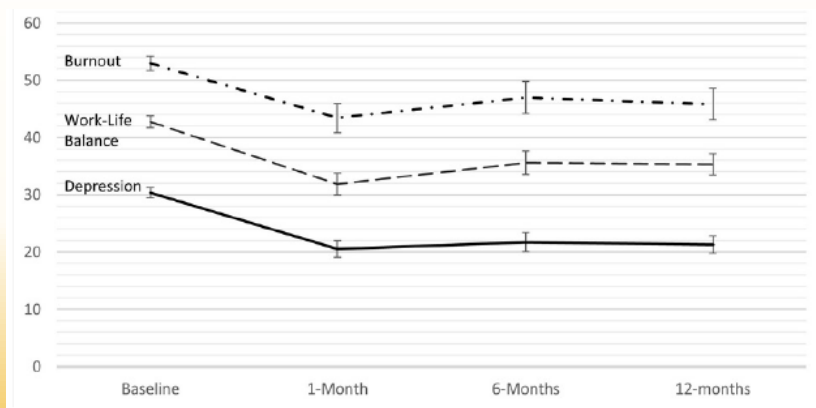
1. Why was it good?
2. What this good thing means to you?
3. How you can ensure it happens again?
4. Who helped you with the good thing?

Unique Identifier (2 initials and last 4 numbers of phone number, example: SP8737):

Good thing 1:

27

THE EFFECTS



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THE EFFECTS IN PRACTICE

The Effect of Three Good Things Intervention on Acute Care Nursing Leadership
5 Item Emotional Exhaustion Scale

Question	P	Pre-Intervention Mean Response (SD)	Post-Intervention Mean Response (SD)	% Diff
Events in this work setting affect my life in an emotionally unhealthy way.	.74	3.25 (1.2)	3.34 (1.1)	2.7%
I feel burned out from my work.	.26	3.28 (1.1)	3.06 (1)	-6.9%
I feel fatigued when I get up in the morning and have to face another day on the job.	.19	3 (1.1)	2.65 (1.2)	-12.3%
I feel frustrated by my job.	.13	3 (1.1)	2.75 (1)	-7.5%
I feel I am working too hard on my job.	.23	2.84 (1.1)	2.58 (1)	-9.2%
Total Mean (SD)		3.07 (0.2)	2.81 (0.3)	-6.73%

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WIIFM (WHAT'S IN IT FOR ME?)

- How could you use this skill?
- Why would it be useful?



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LET'S TRY IT!

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CONTINUED RESOURCES

- 5 Free CEUs
- Contribute to more evidence
- Learn 3 skills not presented here
- Cultivate more Joy!

[Well-B Essentials](#)



Duke Health. (2025). Well-B Essentials. <https://caws.dukehealth.org/well-b-essentials/>

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- <https://static1.squarespace.com/static/66f0068d9657c1a7c452bce1/67b640dea5254e61740516519184/Professional+Identity+in+Nursing+Tree+of+Impact+1-25.jpg>
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