

QUALITY IMPROVEMENT PROJECT

INCREASE NURSE SATISFACTION WHILE DECREASING COMPASSION FATIGUE

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BACKGROUND

Compassion Fatigue: a condition ultimately contributing to chronic stress and physical or mental illness

- Contributes to: turnover, poor quality of service, increased safety & medication errors

Burnout: a chronic, work-related condition associated with emotional exhaustion, frustration, fatigue, depression, and difficulty to work efficiently

Secondary Traumatic Stress: is the emotional duress that results when an individual hears about the first hand trauma experiences of another. Its symptoms mimic those of post-traumatic stress disorder

Compassion Satisfaction: is about the pleasure you derive from being able to do your work

Emergency Room Nurses: subjected to repetitive high stress environments

PURPOSE

The purpose of this quality improvement project was to determine and reduce levels of Compassion Fatigue in nurses by implementing a self-guided intervention called Real-Time Transformative Response(RTR)©.

PROBLEM



STUDY QUESTION

What is the effect of RTR© on ProQOL-5 survey scores when comparing the pre and post ProQOL-5 survey scores?

Inclusion Criteria: ED Nurses working 24 hours or more a week

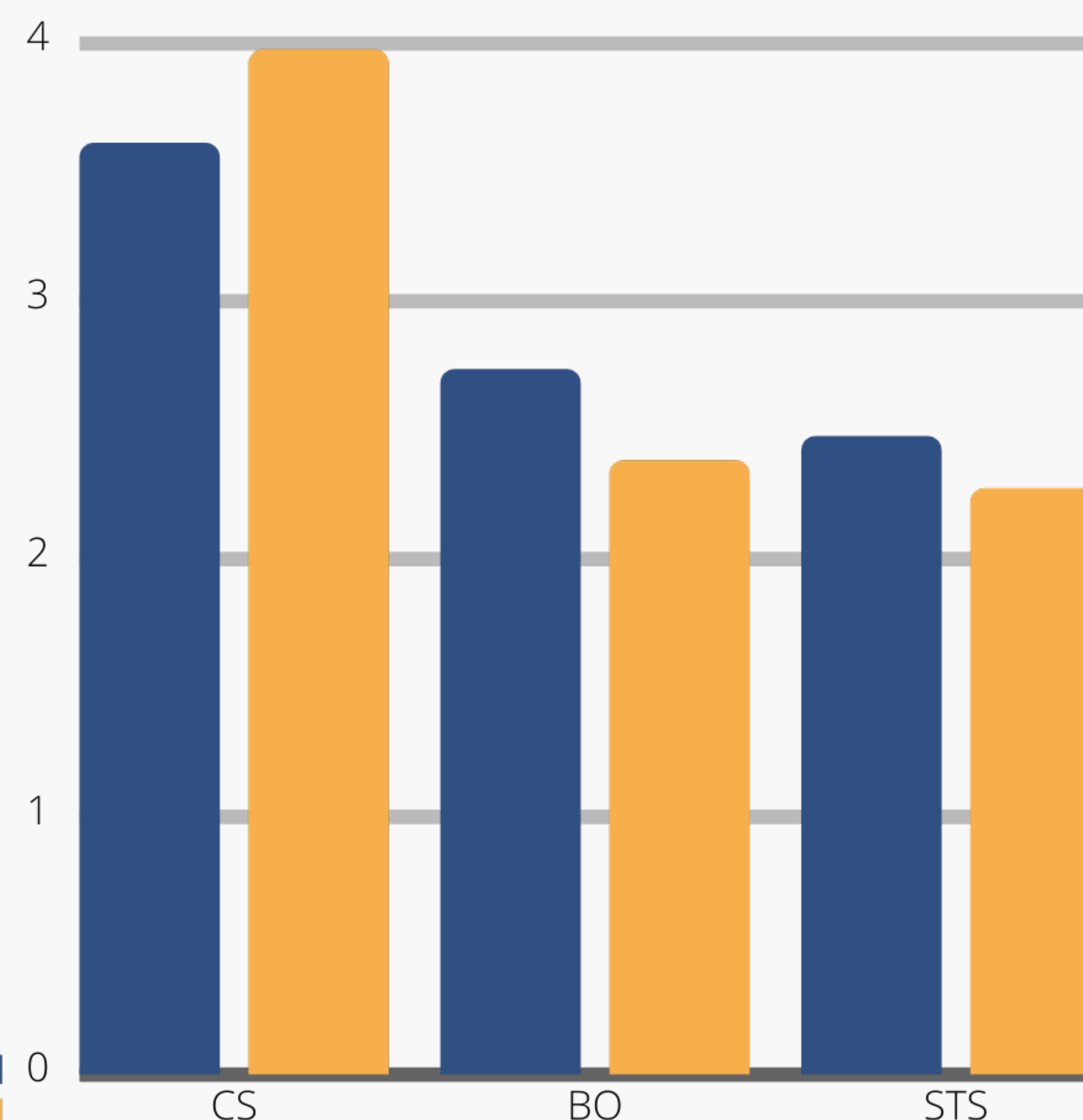
METHODS

Design
Observational and Descriptive
Retrospective review

Setting
Moderately sized, Suburban, Midwestern hospital ED
Serving approximately 40 thousand patients per year.

Sample (N = 34)
Scheduled to work 24-hours or more per week as ED RN
Completed ProQOL 5 surveys: initial, pre, post
Completed self-guided intervention

SURVEY TOOL



PRE-INTERVENTION ■ 0
POST-INTERVENTION ■

	PRE	POST
Mean	3.59	3.95
Standard deviation	0.9521	0.7766
Observations	340	340
T-value	1.997	
P-value	0.000	

	PRE	POST
Mean	2.71	2.36
Standard deviation	1.1501	0.9120
Observations	340	340
T-value	1.997	
P-value	0.0000	

	PRE	POST
Mean	2.45	2.25
Standard deviation	1.0002	0.9143
Observations	340	340
T-value	1.997	
P-value	0.0017	

RTR©

A self-guided debriefing tool that combines the use of mindfulness neurofeedback response awareness, biofield therapy responses and the clearing of unwanted energy to greatly reduce or eliminate stressful events that are the root causes of individual-specific stressors a person experiences in high stress environments.

CONCLUSION

Implementing the self-guided intervention of Real-Time Transformative Response© to reduce Compassion Fatigue:

- **Successful**
- **All categories achieved statistical significance at $p \leq 0.05$**
- Decreased Compassion Fatigue
- Improved Compassion Satisfaction levels
- Decreased Burnout levels
- Decreased Secondary Traumatic Stress levels

RECOMMENDATIONS

- Study a larger sample size
- Collect categorical demographic data
- Expand to additional departments
- Expand to a variety of clinicians
- Analyze turnover related to CF
- Analyze safety errors related to CF

REFERENCE

Myers A. Compassion Fatigue and the Emergency Department. Published online 2020. Accessed January 18, 2021. <https://irl.umsl.edu/dissertation/967/>

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