

Welcome To Summer 2023 PA-AC NRP Collaborative Meeting

Friday June 23, 2023

8:30am-12:00pm

Welcome From Your Chair

Tiffany L. Conlin, MSN, RN, CMSRN, NPD-BC

AGENDA

Time	Topic	Presenters
0830-0840	Welcome	Tiffany Conlin
0840-0910	Can You Hear Us Now? A Feedback Tool	Christina Piroso Allison Moomaw – CHOP
0910-0940	Nurse Educator Generalists Provide Night-Shift Support	Joanna Dixon – Main Line Health
0940-1010	From Incivility to Engagement: Leveraging Workplace Civility Training	Liz Holbert – Penn State Hershey Medical Center
1010-1020	Break	
1020-1050	Break Out: Reminiscing About Past Conferences <ol style="list-style-type: none">1. Favorite takeaway (ever!)2. What I like best about attending.3. What I wish there was more of.	Group
1050-1120	The Mentor SHIP: Structured Help In Projects	Amy Popp Delancy Zeller – UPMC Harrisburg
1120-1150	Resident self-care: It's a personal choice!	Deborah Lidey Courtney Nyoh – UPMC Presbyterian & Western Psych
1150- 1200	Closing	Amy Ricords



Can You Hear Us Now? A Feedback Tool

Christina Piroso MPH, MSN, RN, NPD-BC, CPN

Sherry Monteleone, MSN, NPD-BC, IBCLC

Allison, Moomaw, MSN, RN, NPD-BC

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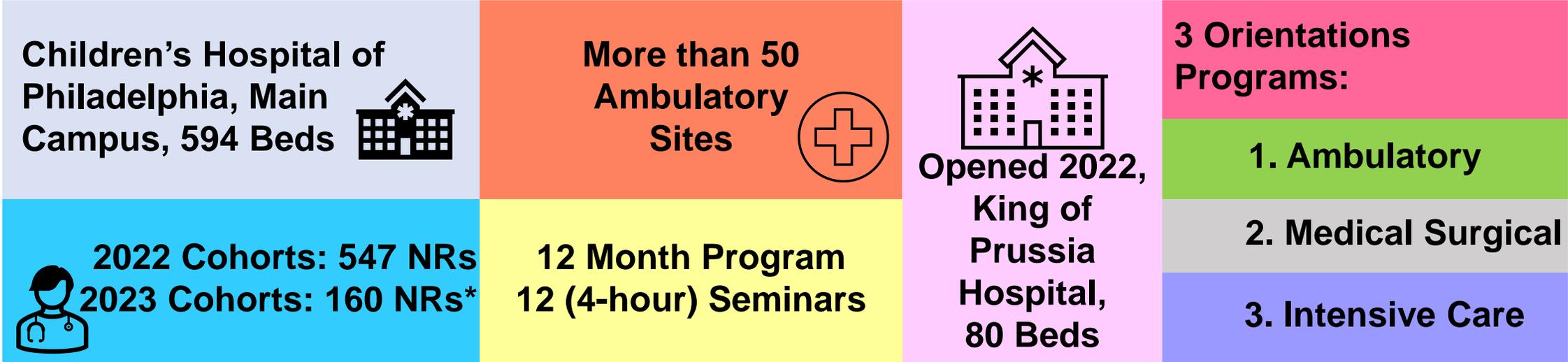


Learning objectives

Following participation in this Power Session the participant will be able to:

- Create a virtual tool to assist in dissemination of information to stakeholders.
- Collaborate with stakeholders to share pertinent information related to residents.
- Devising networking strategies within your own organization.

Our Nurse Residency Program by the Numbers



Does this sound familiar?



Nurse Residents Reflection Session with Resident Facilitator (NPDS)

Permission to share this picture was received by all. Documentation available upon request.

Process for Using the Tool

Resident Facilitators

Meet with Nurse Residents

- Meet with assigned Nurse Resident's at each Seminar



Complete form

- Scan QR code after Seminar
- Input feedback into form



NRP Coordinators

Review and Analyze

- A NRP Coordinator reviews the form monthly
- Identifies themes



Disseminate Themes

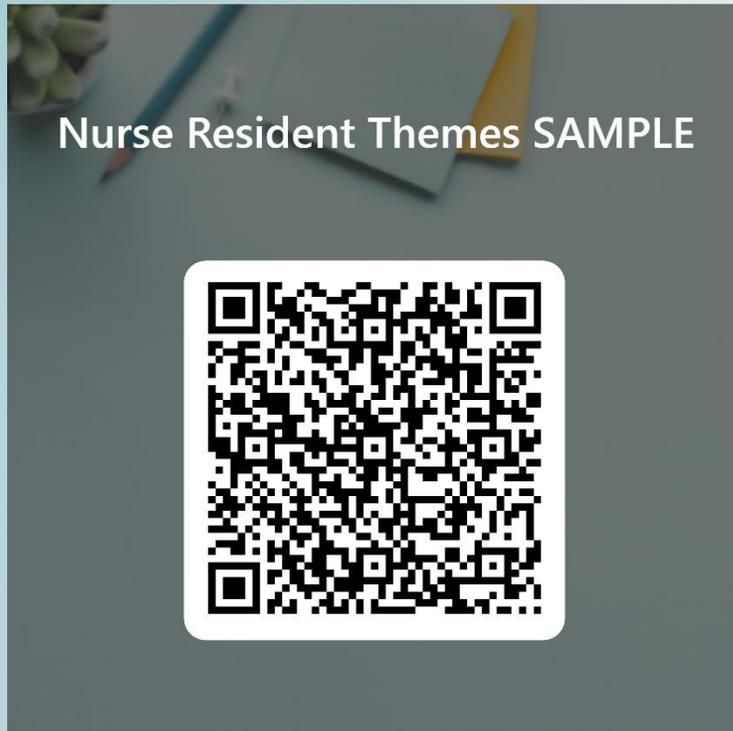
- Orientation Coordinator meeting
- Nurse managers
- Assistant CNO

Feedback Categories



Virtual Tool

Used at Each Seminar by Resident Facilitators



Nurse Resident Themes

This form is for NPDS' to collect and share themes and concerns from Nurse Residents.

General themes: collected and reported to leadership on a regular basis

N/A: positive comments - no issue

Safety concern: an issue that could result in harm to a patient or employee and **must** be addressed by the Nurse Resident or NPDS

Due to branching logic only one choice can be selected at a time. Please choose Safety Concern first if there are multiple options, there will be additional questions after the first option.

* Required

1. Your name: *

Enter your answer

2. Which cohort did you meet with today? *

Enter your answer

3. This is Seminar (12-Seminar curriculum): *

1 (optional)

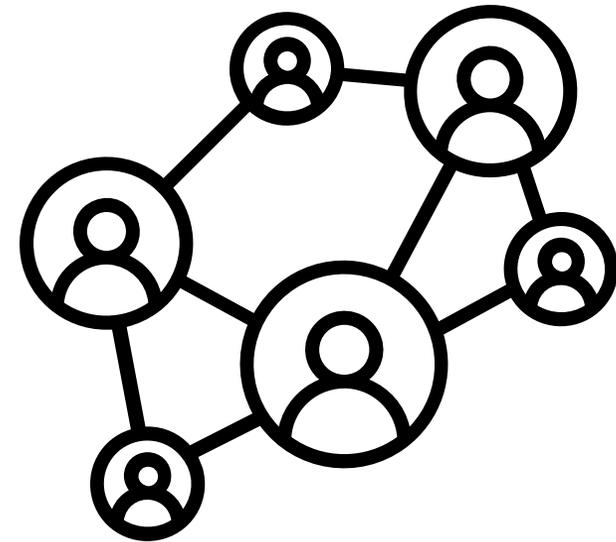
2

3

Networking Strategies

To cultivate a clinical networking alliance

- **Be consistent**
- **Monitor trends**
- **Discuss challenges**
- **Request feedback**

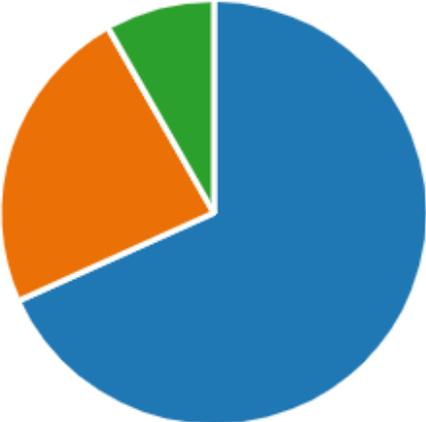


Sharing Data

4. What type of issue is this?

[More Details](#)

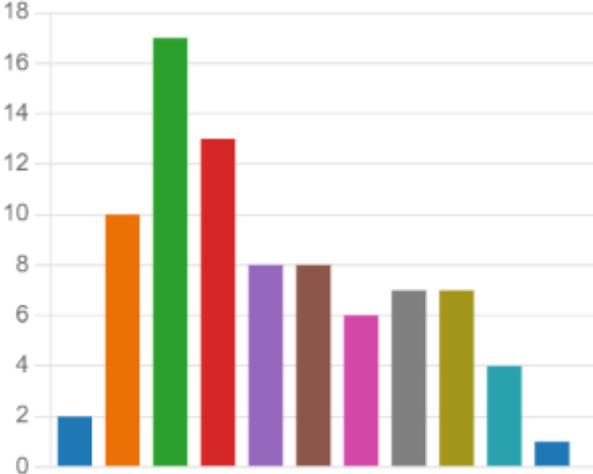
- General Theme 58
- Positive Feedback 20
- Safety Concern 7



3. This is Seminar (12-Seminar curriculum):

[More Details](#)

- 1 (optional) 2
- 2 10
- 3 17
- 4 13
- 5 8
- 6 8
- 7 6
- 8 7
- 9 7
- 10 4
- 11 1
- 12 (optional) - Graduation 0



Feedback from Stakeholders

“I think this is very beneficial to know any way we can improve. Sometimes the nurse residents are not always willing to be open/100% honest with us as [educators and/or orientation coordinators], so this gives us open feedback.”

“When have reached out to our unit leadership to share themes and work through ways to further support the nurse residents. The information has also been shared with unit charge/[resource] nurse when necessary for support”

“Being able to consistently hear feedback each month from the nurse residency group has been helpful.

It was shared that nurses have pre and post shift anxiety, and our unit has targeted "work/life balance" as an area to continue educating staff on”

“I think it is really helpful to know!

The themes are very helpful! We are mindful of these themes, especially related to workplace anxiety. Our unit has started initiatives to support work-life balance through orientation and beyond.

100% of stakeholders reported the feedback was helpful
(almost all surveyed said, “very helpful,” 1 person said “somewhat helpful)

Lessons Learned

Simple to Use

Convenient

Great Outlet

Anonymous

Improves Collaboration

Celebrates the Positives

Address Concerns

Identifies System Issues

Let's Practice!

- Review the scenario on the next slide
- Utilize QR code to enter the nurse resident feedback
- Discuss for about 5 minutes
- Share your thoughts on the tool?



Let's Practice!

You are meeting with a group of 6 nurse residents (NR) from different clinical areas who have all recently finished orientation. They share the following with you:

- 3 residents share struggles with completing their schedule correctly allowing them enough time to switch from nightshift to dayshift.
- An NR shares that she is still struggling with CODE situations and that she freezes and becomes anxious when they happen. Three other NRs chime in stating they feel the same way.
- Another nurse resident shared that she received a “Star of the month” nomination from her unit, and another nurse resident mentioned she was so proud of receiving feedback from her nurse manager about the great job she did with a PICC dressing change with a patient terrified of all staff.

Nurse Resident Themes SAMPLE



References

- Giesbers, A. P. M., Schouteten, R. L. J., Poutsma, E., van der Heijden, B. I. J. M., & van Achterberg, T. (2013). Feedback provision, nurses' well-being and quality improvement: Towards a conceptual framework. *Journal of Nursing Management*, 23(5), 682–691. <https://doi.org/10.1111/jonm.12196>
- Grailey, K. E., Murray, E., Reader, T., & Brett, S. J. (2021). The presence and potential impact of psychological safety in the healthcare setting: an evidence synthesis. *BMC health services research*, 21(1), 773. <https://doi.org/10.1186/s12913-021-06740-6>
- Kerrissey, M. J., Hayirli, T. C., Bhanja, A., Stark, N., Hardy, J., & Peabody, C. R. (2022). How psychological safety and feeling heard relate to burnout and adaptation amid uncertainty. *Health care management review*, 47(4), 308–316. <https://doi.org/10.1097/HMR.0000000000000338>
- Zhang, Y., Qian, Y., Wu, J., Wen, F., & Zhang, Y. (2016). The effectiveness and implementation of mentoring program for newly graduated nurses: A systematic review. *Nurse Education Today* HYPERLINK "https://doi.org/10.1016/j.nedt.2015.11.027" , 37, 136–144. <https://doi.org/10.1016/j.nedt.2015.11.027>

Would you like to use this form too?

Please scan and complete the QR code and we will send you the template or PDF of the tool.

If you are unable to use the QR code, here is the web address:

<https://forms.office.com/r/DzbCuuRvJR>

Can You Hear Me Now Template
Request



Let's work together

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**Sherry Monteleone, MSN, NPD-BC, IBCLC, Christina Piroso, MPH, MSN, RN, NPD-BC, CPN,
Allison Moomaw, MSN, RN, NPD-BC**

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Nurse Educator Generalists Provide Night-Shift Support

Joanna Dixon, MSN, RN, NPD-BC, CEN
Nurse Residency Coordinator
Main Line Health

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Disclosure information

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The following planners, faculty, and others in control of educational content have no relevant financial relationships with ineligible companies: Joanna Dixon, MSN, RN, NPD-BC, CEN

Learning objectives

- To describe the framework for the implementation of a night-shift nurse educator support network for nurse residents
- To demonstrate the benefits of and perceptions surrounding night-shift nurse educator support

Nurse Residency Program Growth

Year	Residents Hired
2018	36
2019	109
2020	162
2021	159
2022	251

Challenges

Nurse:
Patient
Ratios

Experience-
Complexity
Gap

Night-Shift
Resources

Review of the Literature

- **Poorer outcomes, including overall mortality, reported for patients cared for during off-shift hours**
- **Lowest rates of rapid response team calls between 1a-7a**
- **Additional staff support during the night-shift leads to reduced number of errors and earlier intervention for deteriorating patients**
- **Providing education during the night-shift can reduce overtime costs, increase morale, and decrease turnover rates**

Program Implementation

- **Recruitment of Generalist Educators**
- **Night-Shift Differential**
- **Onboarding**
- **Methods of Communication**
- **Accessible Schedules**
- **Team Building**
- **Alignment with Strategic Priorities**
- **Mentorship/Professional Development**

Focus Areas

- **Resident, Extern, New Hire, Agency Check-Ins**
- **Proactive In-Services and Mock Codes**
- **Code and Rapid Response Team (RRT) Support**
- **At-The-Elbow Support for Skills/Equipment**
- **Promotion of Event Reporting**
- **Connecting Staff to Policies and Resources**
- **Best Practice Documentation**
- **Staff Recognition**
- **Stay Interviews**

Outcomes

“Available to assist during new situations/procedures”

Pre: 3.37
(n=100)

Post: 3.84
(n=103)

One Month's Work:

- *48 residents- 164 check-ins
- *Proactive in-services- 121
 - *Code/RRT support- 22
- *At-the-elbow support- 131

Nurse Resident Feedback

The difference she has made is *immense*

Made a WORLD of a difference

Great addition to the overnight team!!!

Approachable, available and a good teacher

Increased the overall safety of nursing care at night

Make difficult situations much easier to handle

Challenges

- **Role confusion**
- **Standardized request process**
- **Avoiding scope creep**
- **Professional role transition**
- **Measuring impact**
- **Pushback for advocacy**

References

- **Becker, D.M. (2013). Implementing a night-shift clinical nurse specialist. *Clinical Nurse Specialist*, 27(1), 26-30. doi: [10.1097/NUR.0b013e3182777029](https://doi.org/10.1097/NUR.0b013e3182777029)**
- **Fischer-Carlidge, E., Arenas, E., Ogbuagu, L., Remondini, C., & Murphy, J. (2020). Clinical nurse specialists on the night shift. *Clinical Nurse Specialist*, 34(2), 70-74. doi: [10.1097/NUR.0000000000000505](https://doi.org/10.1097/NUR.0000000000000505).**
- **Weaver, S.H., Lindgren, T.G., Cadmus, E., Flynn, L., Thomas-Hawkins, C. (2017). Report from the night shift: How administrative supervisors achieve nurse and patient safety. *Nursing Administration Quarterly*, 41(4), 328-336. doi: [10.1097/NAQ.0000000000000252](https://doi.org/10.1097/NAQ.0000000000000252).**

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From Incivility to Engagement: Leveraging Workplace Civility Training

Elizabeth Holbert MSN, RN
Nurse Residency Coordinator- Nursing Professional Development Leader
Penn State Health Milton S. Hershey Medical Center

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Learning Objectives

- Analyze strategies to enhance nurse resident's confidence in addressing workplace conflict.
- Critique workplace civility data to enhance nurse leader engagement in maintaining healthy work environments.

Penn State Health Milton S. Hershey Medical Center



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610-bed Academic/Quaternary Care Medical Center in Central PA

Hospital admissions (adult & pediatric): 28,472

Emergency Room Visits: 74,945

Medical Center campus includes:

Penn State Health Milton S. Hershey Medical Center

Penn State College of Medicine

Penn State Hershey Cancer Institute

Penn State Hershey Children's Hospital

Magnet Hospital Designations: 2007, 2012, 2017, 2022

CCNE accredited employee-base nurse residency program: 2020

Average 200 nurse residents annually

Residency Workplace Incivility Workshop



Low fidelity simulation



Presentation with question and answer



Impact to patient experience



Institutional error prevention tools



Mentimeter survey

S.T.A.R. for Incivility

Stop

Take a moment to check-in with yourself and your emotions.

Think

Reflect on the situation.
Determine why you are having an emotional response.
Decide what you are hoping for as a resolution/result.

Act

Prepare for your A.R.C.C. conversation.

Review

Practice your ARCC and determine a time and place for the conversation.

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A.R.C.C. for Incivility

Ask

- Can I speak with you in private?

Request a change

- Own what you observed, witnessed, or experienced.
- Describe behaviors using "I" statements.

Voice a Concern

- I am concerned for:
 - Patient safety
 - Safety of the work environment
 - Safety of the learning environment

Conclude the issue or use the Chain of command

- Act on identified resolution.
- Thank the individual.
- If the issue is unresolved or if behavior continues, utilize chain of command.

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Survey Says

84% reported they have experienced incivility.

16% feel comfortable speaking up.

60% were willing to share their units.

57% reported they can escalate using ARCC for incivility.

Data Sharing



- Nursing professional development team reviewed the survey results.
- Partnership with Magnet Program Office to compare nurse to nurse interaction data.
- Presentations to both executive and unit-based nursing leadership teams.
- Subset of the data was shared through Professional Collaborative Nursing Council.

Data Comparison

Unit	2020 Vendor Supported Nationally Benchmarked PES Nurse to Nurse Interaction	Nurse Resident Internal Civility Survey
3rd Floor South Addition	Red	Light Green
4 Acute Care	Green	Yellow
5 Acute Care	Red	Light Green
6 Acute Care	Green	Light Green
7 Pediatrics	Green	Light Green
★ ED Adult	Red	Yellow
ED Pediatric	Green	Yellow
HVCCU	Green	Yellow
HVPCU	Green	Yellow
MICU	Green	Yellow
MIMCU	Green	Yellow
★ Neuroscience	Red	Yellow
★ NICU	Red	Yellow
Pediatric Heme-Onc	Red	Light Green
Pediatrics	Red	Light Green
★ Peri-operative	Red	Yellow
PICU	Green	Yellow
PIMCU	Green	Yellow
PSCI-Inpatient	Green	Yellow
SICU-Surgical	Green	Yellow
★ SIMCU	Red	Yellow

Indicator	Reference
	Does not outperform benchmark for like units.
	Outperforms benchmark for like units.
	25% or more of nurse residents reported experiencing incivility.
	No reported experience of incivility by nurse residents.
	Scores below benchmark for like units and 25% or more of nurse residents reported experiencing incivility.

“How has the content from last month’s session impacted your nursing practice?”



"I have been able to recognize and address possible incivility"

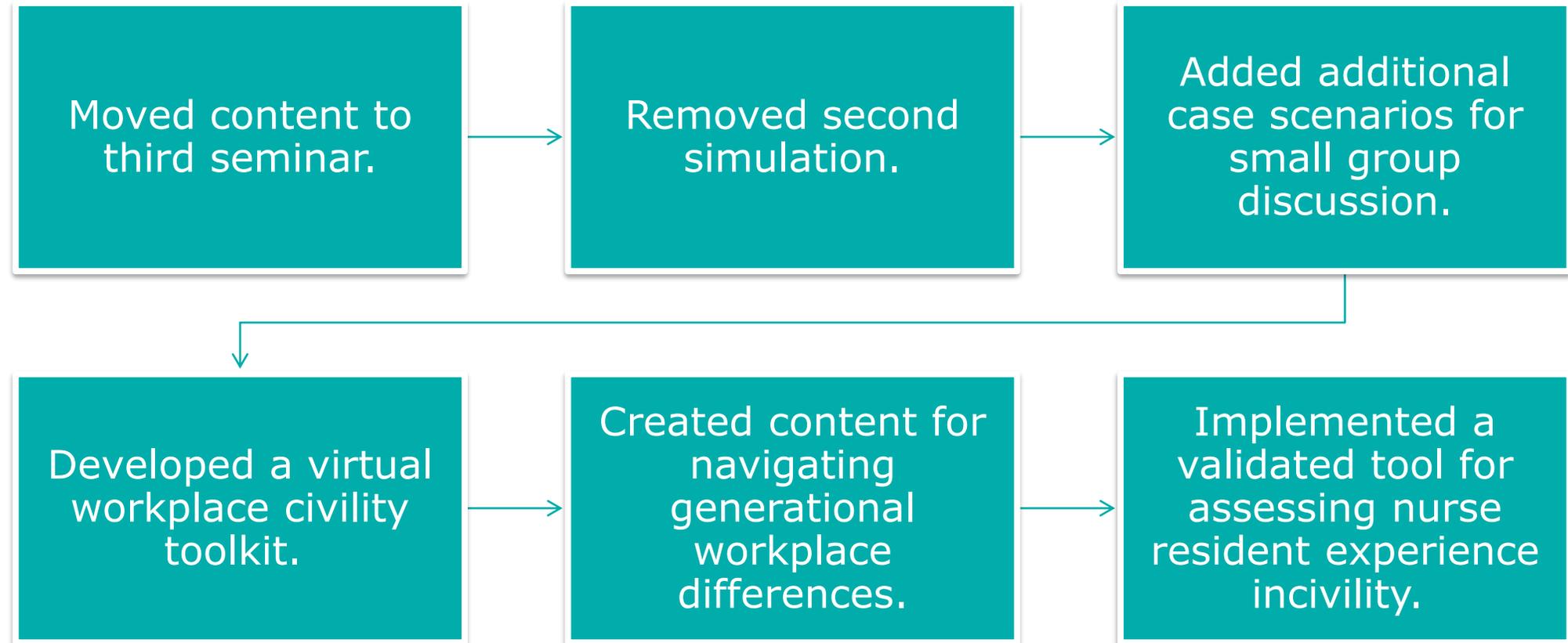
"It helped show me how to deal with incivility in the workplace and how to handle it professionally"

"I’m implementing the skills I’ve learned into my practice"

"Made me more comfortable recognizing incivility and made me more aware of my own behavior"

"Last month's session helped me to think about having tough conversations with coworkers and ways to be proactive"

Program Response



Workplace Civility Toolkit Includes



Organization
policies



A.R.C.C. tool



Human resource
contact
information



Staff support
hotline
information



Employee
assistance
program

Organization Response

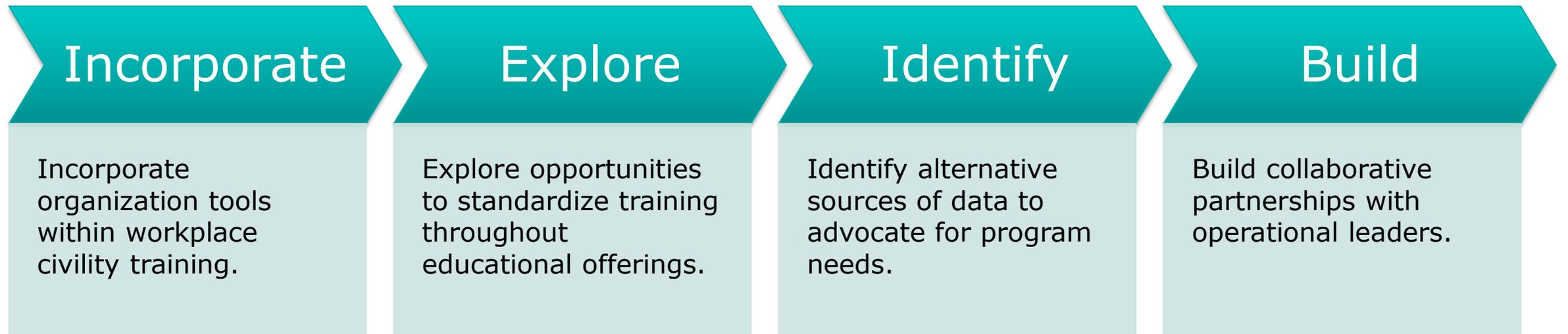
Developed questions for nurse managers to use during nurse resident meetings.

Implemented a bi-annual meeting cadence to share incivility survey results with nurse leaders.

2023 Winter Nursing Grand Rounds focused on supporting the RN bystander role in addressing incivility in the work environment.

Revised incivility content for charge nurse training, preceptor workshop, and new nurse leader orientation.

Summary



References

- Aebersold, Michelle, and Rhonda Schoville. (2020). How to prevent the next generation of nurses From 'eating their young.'" *Clinical Simulation in Nursing* 38 (January): 27–34. doi:10.1016/j.ecns.2019.10.002.
- American Association of Critical Care Nurses. (n.d.). Healthy work environments. Retrieved from Healthy Work Environments - AACN
- American Nurses Association (2015). *Incivility, bullying, and workplace violence*. <https://www.nursingworld.org/practice-policy/nursing-excellence/official-position-statements/id/incivility-bullying-and-workplace-violence/>
- American Nurses Association (n.d). *Violence, incivility, and bullying*. <https://www.nursingworld.org/practice-policy/work-environment/violence-incivility-bullying/>
- Balevre, S. M., Balevre, P. S., & Chesire, D. J. (2018). Nursing professional development anti-bullying project. *Journal for Nurses in Professional Development*, 34(5), 277–282. <https://doi.org/10.1097/NND.0000000000000470>
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- Compassionate care: An interview with Dorrie Fontaine. (2020). *Bold Voices: American Association of Critical Care Nurses*, 12(1), 18.
- Solis, S. (2019). A lesson on incivility: application of an ethical decision-making model. *The Journal for Nurse Practitioners*, 15(8), 592-594.

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Break

Take 10!



1. Favorite takeaway (ever!)
2. What I like best about attending.
3. What I wish there was more of.

Break Out: Reminiscing About Past Conferences



Mentor SHIP: Structured Help in Projects

Delancy Zeller, MSN, RN, NPD-BC, Amy Popp, BSN, RN, OCN,
Robin George, BSN, RN, Amanda McCauslin, MSN, RN
UPMC of Central Pennsylvania

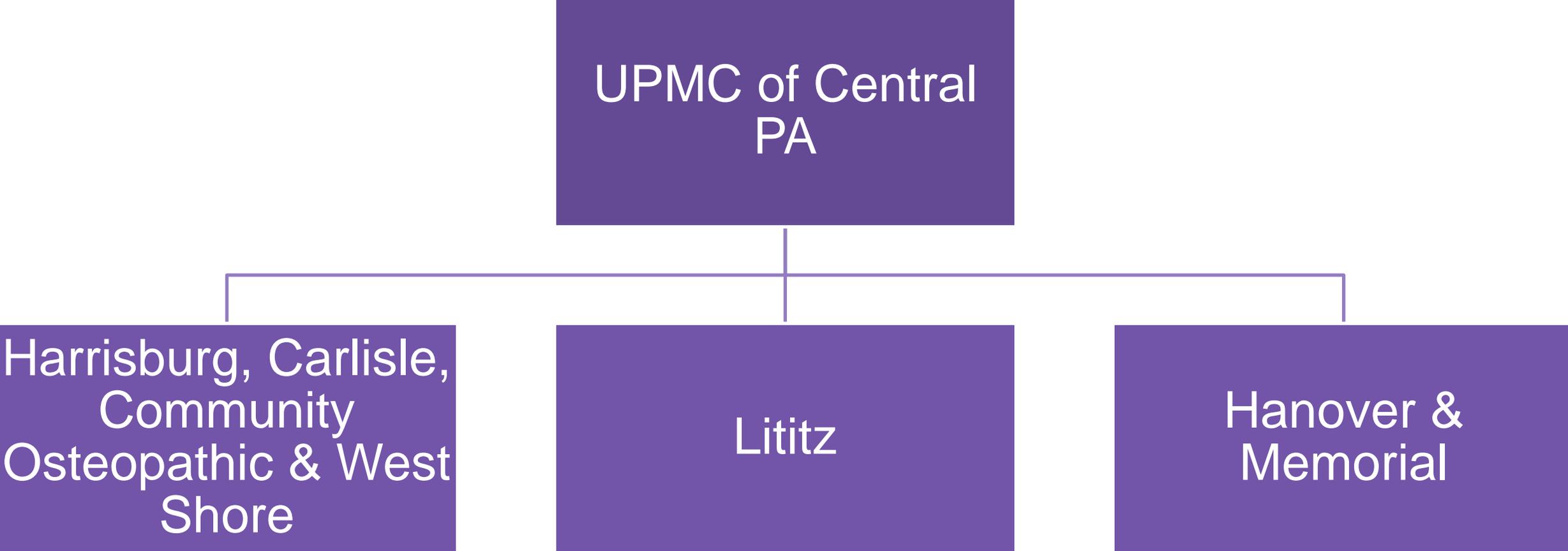
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Organization



Learning objectives

- The learner will be able to integrate educational tools to support and monitor nurse residency project development and progression.
- The learner will be able to explain the importance of developing strong mentors to support in the completion of successful nurse residency projects.



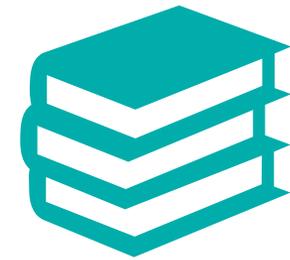
Background



UPMC Nurse Residency
Project Requirements



ANA Code of Ethics
(American Nurses Association, 2015)



Literature
(Royer et al, 2018)

Sinking Projects

- **Completed Presentations:**
 - EBP vs. QI
 - Professionalism
 - Consistency
 - Organization



Microsoft 365 stickers used with permission from licensure agreement with UPMC

All Hands-on Deck

- **4- Hour Project Mentor Course**
 - **Expectations**
 - **Resources**
 - **EBP/QI Process**
 - **Activity**



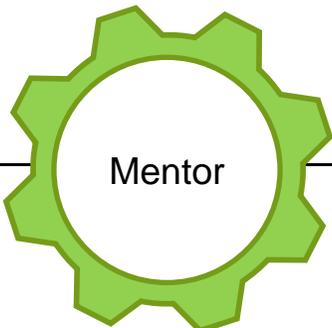
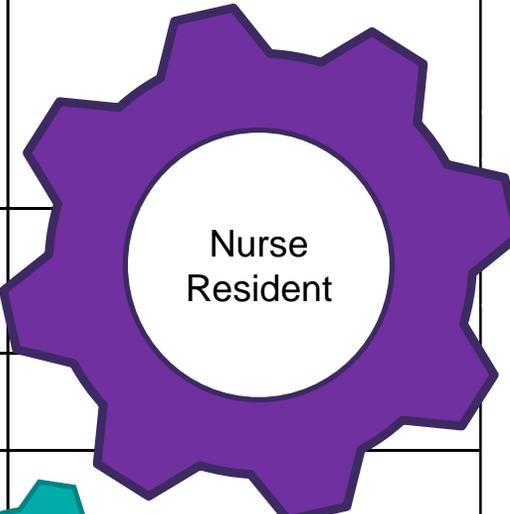
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Staying Afloat

- **Medical Librarians**
- **Template**
- **Project Timeline**
- **Practice**



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Class #	NRP Class Date	Goal/Deadlines	Action Items	Comments/Notes
4		Establish PICOT or guiding question Begin literature search My Nurse Residency project is QI EBP	Email PICO(T) or guiding question to zellerds@upmc.edu and poppaj@upmc.edu by the end of class today Share your Outlook Power Point with your Project Coach & assigned Nurse Residency Coordinator	
5		Assessment of Problem or Knowledge/Skill/Practice Gap This could be a unit based survey or questionnaire, review of unit quality data, or personal experience/direct observation Continue literature search Continue to add to presentation slides		
6		Identify articles to be used Review literature findings Continue to add to presentation slides	Email project progress update to Unit Direct by end of class	
7		Summarize findings from literature and add to presentation slides		
8		Develop plan/recommendations and add to presentation slides		
9		Continue recommendations and next steps Development of notes section		
10		Determine who will present each slide Practice presentation	Submit draft of project to Project Coach by:	
11		Incorporate suggested edits Practice presentation		
12		Presentation & Celebration		

Activity



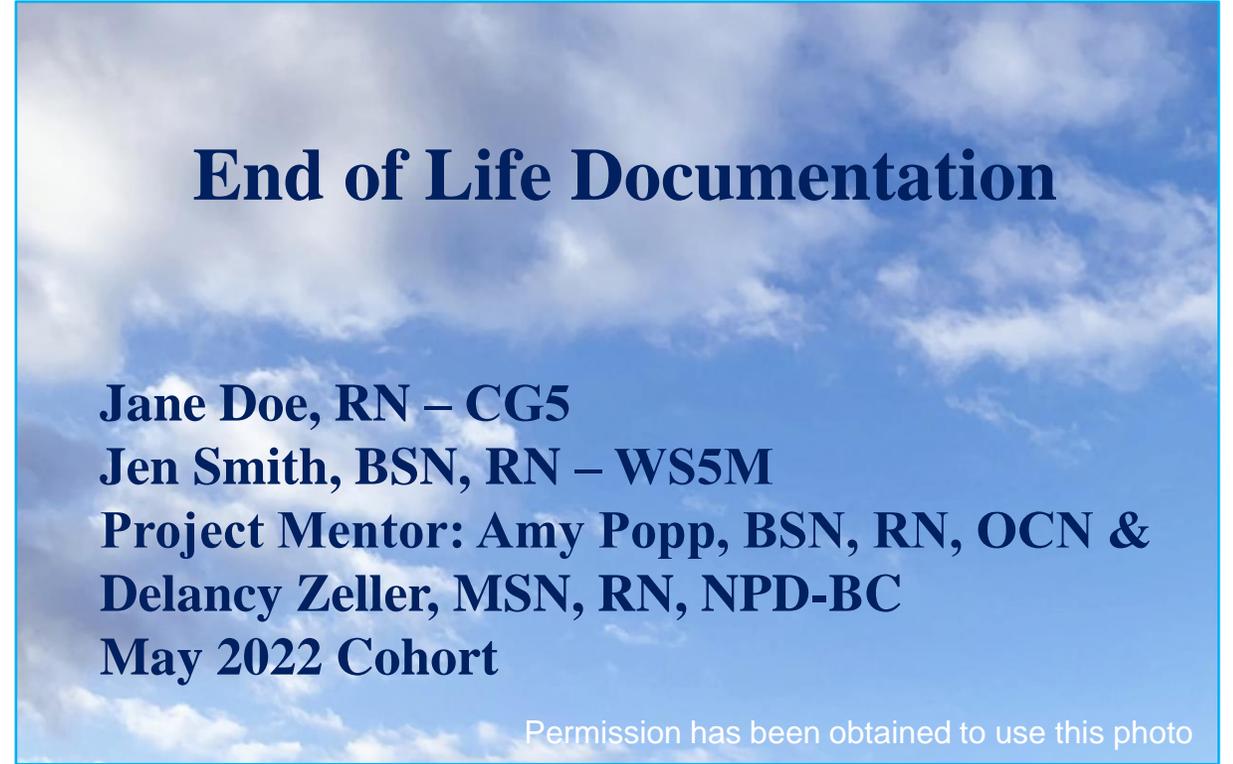
*End of Life Documentation: Improvement
for Nurse Workflow*

Jane Doe – CG5

Jen Smith – WS5M

Project Mentor: Amy Popp & Delancy Zeller

May 2022 Cohort



End of Life Documentation

Jane Doe, RN – CG5

Jen Smith, BSN, RN – WS5M

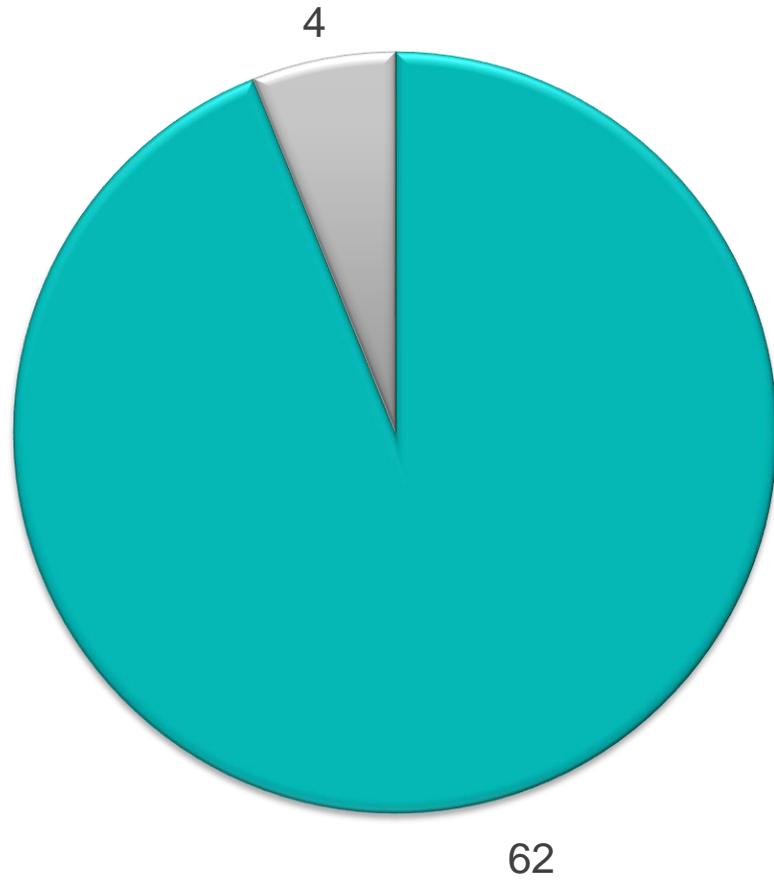
**Project Mentor: Amy Popp, BSN, RN, OCN &
Delancy Zeller, MSN, RN, NPD-BC**

May 2022 Cohort

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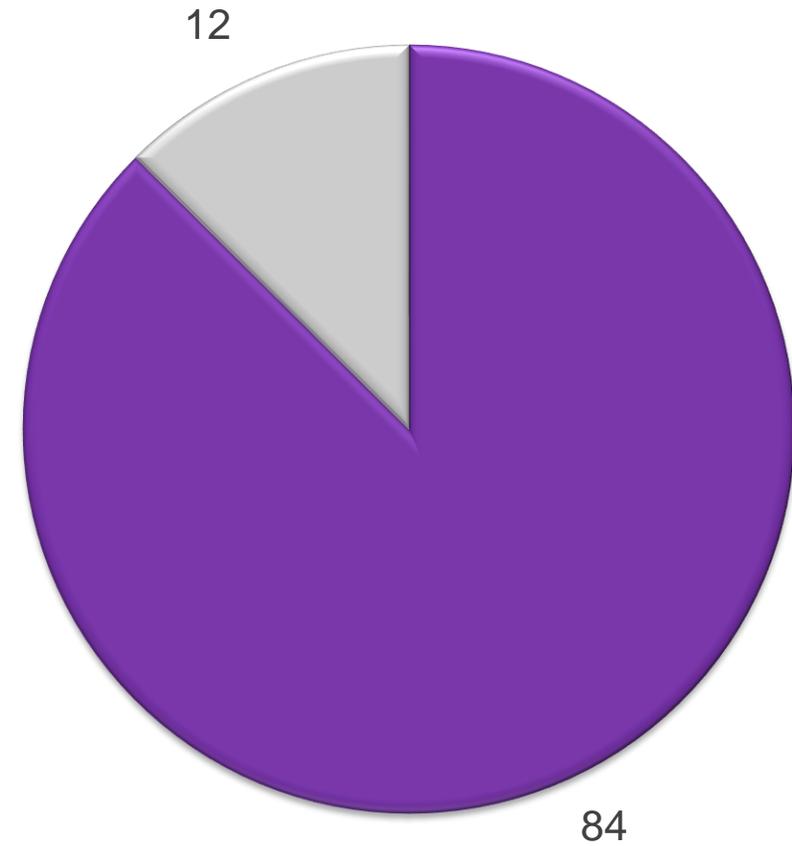
SHIP Results

2020



■ Projects Presented ■ Moved to Implementation

2022



■ Projects Presented ■ Moved to Implementation



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Lessons Learned-Smooth Sailing

References

American Nurses Association. (2015). Code of ethics for nurses. American Nurses Publishing.

Royer, H. R., Crary, P., Fayram, E., & Heidrich, S. M. (2018). Five-year program evaluation of an evidence-based practice scholars program. *Journal of Continuing Education in Nursing*, 49(12), 547–554. <https://doi.org/10.3928/00220124-20181116-05>



Resident self-care: It's a personal choice!

Deborah Lidey, MSN, RN
UPMC Western Psychiatric
Courtney Nyoh, DNP, RN, CCRN-K, NPD-BC
UPMC Presbyterian

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Disclosure information

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Learning objectives

1

Identify the benefits of offering self-care electives in a nurse residency setting.

Discuss innovative techniques for implementing self-care electives in a virtual nurse residency setting.

2

UPMC Presbyterian



<https://www.upmc.com/locations/hospitals/presbyterian>

Greetings from

Pittsburgh

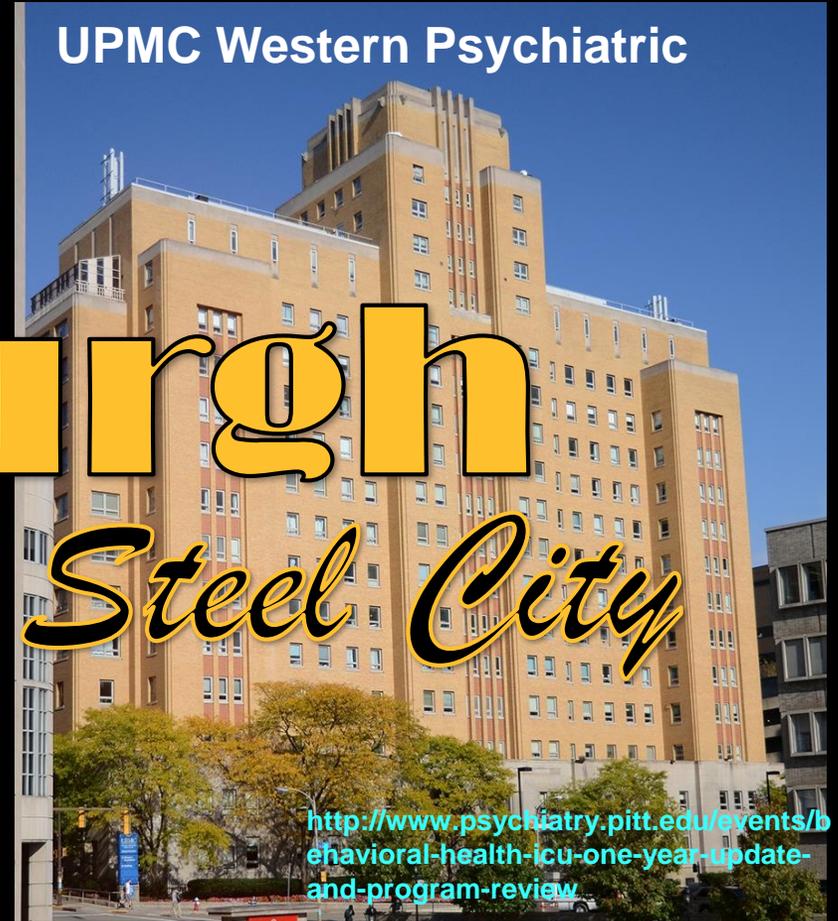
UPMC Shadyside



<https://www.upmc.com/locations/hospitals/shadyside>

The Steel City

UPMC Western Psychiatric



<http://www.psychiatry.pitt.edu/events/behavioral-health-icu-one-year-update-and-program-review>

Team Members

Cathy Witsberger,
DNP, RN, NPD-BC

- Residency Coordinator
- UPMC Presbyterian

Nancy Miller, MSN,
RN, ONC

- Residency Coordinator
- UPMC Shadyside

Linda Lakdawala,
DNP, RN, CPAN

- Residency Coordinator
- UPMC Shadyside

Tiffany Conlin, MSN,
RN, CMSRN, NPD-
BC

- Residency Coordinator
- UPMC Presbyterian

Kelly Sines, MSN,
RN, CPPS, CMSRN

- Residency Coordinator
- UPMC Shadyside

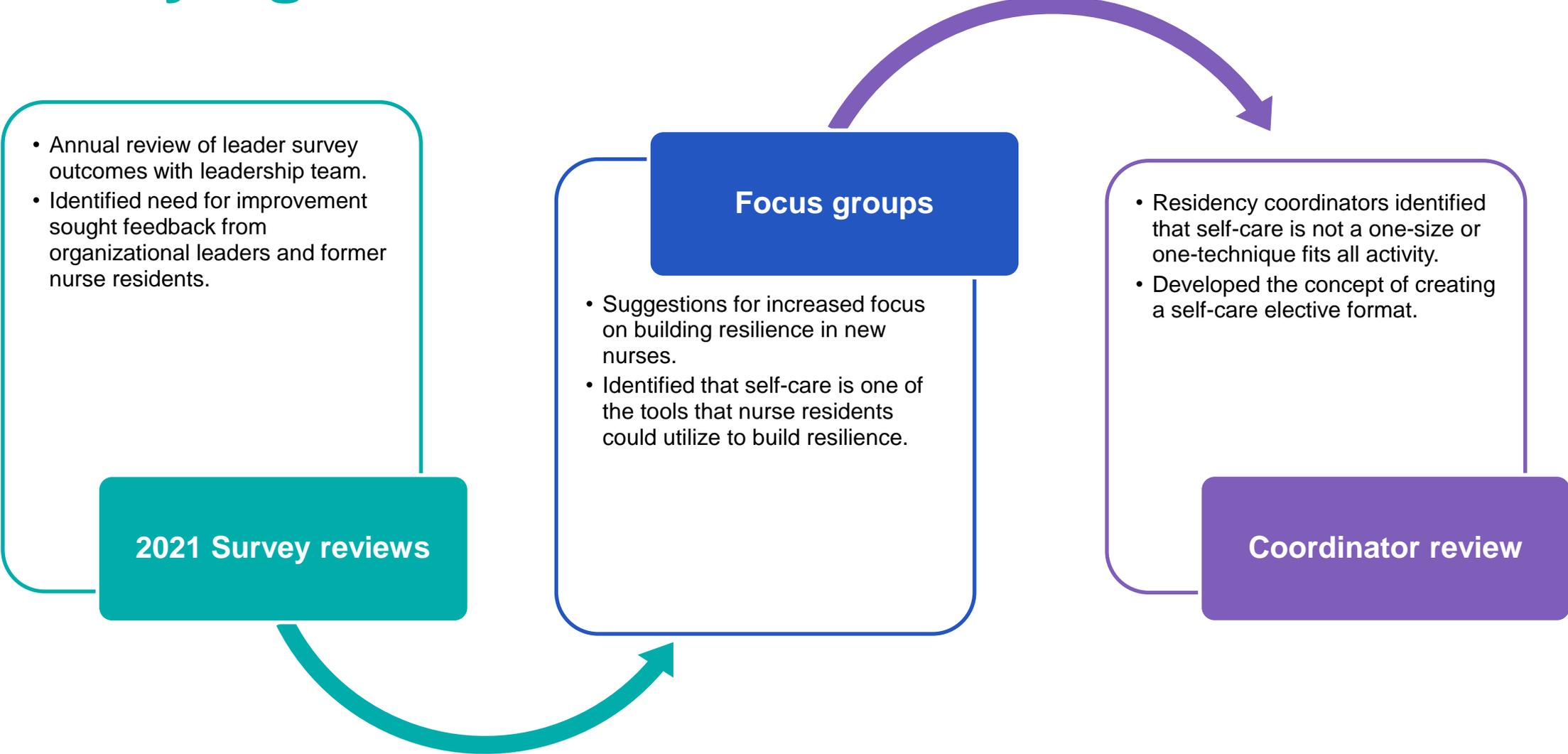
Why Self-Care?

Nurse self-care is recognized as a professional responsibility in the nursing Code of Ethics and has never been more important than in today's healthcare setting.

Practicing self-care and helping new nurses build resilience is a core theme of the Vizient residency program.

For nurse residents to participate in and benefit from self-care, they need to value these activities.

Identifying the Need for Self-Care Electives



Creating Self-Care Electives

Identified monthly self-care themes related to the pillars of wellness

- Several months/sessions support multiple pillars

Divided the content among coordinators

Explored content through numerous sites and individuals identified as content experts

- Greater Good Science Center
- LifeSolutions
- Infonet
- YouTube
- Scholarly articles
- Encourage connecting with nature

Self-Care Elective Implementation

Email Confirmations

Hello! We look forward to reconnecting with you on Tuesday 12/6/22 for residency session 6.

Here is our agenda. Please note that we will be spending most of our morning together discussing *your EBP idea for improving practice in your area*.

- If you aren't yet certain of an idea for improving practice, you can revisit our idea generating activity from session 3 (also attached here)
- If you need further guidance, please check with your department/unit leadership... tackling a problem that is a priority for your unit can be a win-win effort!

The self-care theme for session 6 will be incorporating humor for stress relief and wellness. Links to the electives are below.

SESSION 6: HUMOR

Choose one of the following activities for the independent self-care learning time today:

- LAUGH OUT LOUD!! [SBAR Nursing Follies, I Mean Foley. - Bing video](#) funny 2+ minute video on poor SBAR—hysterical!! AND [CPR Fail - The Office - Bing video](#) hilarious 2.5 minute video
- Laughter Yoga Video: [Laughter yoga lowers stress, boosts mood, fosters social connection - Bing video](#) 5+ minute video on the benefits of lower stress, boost mood, and foster social connections
- Mayo Clinic Website about laughter for stress relief: [Stress relief from laughter? It's no joke - Mayo Clinic](#) quick read on evidence of benefits of laughter.
- [Check it out! Laughter Yoga International - Health, Happiness and World Peace](#) group supporting global happiness for health, happiness, and peace.
- [How a Little Humor Can Improve Your Work Life \(berkeley.edu\)](#) great 5-minute read on how laughter and jokes can make us happier and more productive on the job

Our meeting link is also included below and can be found on your Outlook calendar.

See you on Tuesday!

Permission granted

Session Presentations

HUMOR electives for today

your choice!

Laughter Yoga International - Health, Happiness and World Peace



HUMOR electives for today

your choice!

Laughter yoga lowers stress, boosts mood, fosters social connection - YouTube



HUMOR electives for today

your choice!

Stress relief from laughter? It's no joke - Mayo Clinic



HUMOR electives for today

your choice!
2 short videos!

SBAR Nursing Follies, I Mean Foley. - Bing video

CPR Fail - The Office - Bing video



HUMOR electives for today

your choice!

How a Little Humor Can Improve Your Work Life (berkeley.edu)



Permission granted

Self-Care Menu Development

My Nursing Residence SELF CARE MENU MENU



APPETIZERS

8 DIMENSIONS OF WELLNESS

- ✓ https://youtu.be/2NR4_5dt7IA

REFLECTIVE QUIZZES

- ✓ <https://greatergood.berkeley.edu/quizzes>

SELF CARE PLANNING

- ✓ https://greatergood.berkeley.edu/happiness_calendar/ics receive calendar reminders for simple activities to enhance your happiness and well-being
- ✓ <https://doi.org/10.1016/j.jradnu.2021.11.001> (article: Self-care in nurses)
- ✓ [Keener: The Self-Care App for Nurses \(keenerapp.com\)](https://www.keenerapp.com) Keener App- Prioritize your own well-being with Keener, the free self-care app for nurses.

PRESCRIPTION FOR SELF CARE

- ✓ [Varsha Singh DNP, APN, CT-CP, NEA-BC, FAHA, FAANP - Healthy Nurse, Healthy Nation™ \(healthnursehealthyNation.org\)](https://www.healthnurse.org)

MAIN COURSE

SESSION 1:

PHYSICAL ACTIVITY
(A blend of various exercises and activities sprinkled with an awareness to physical needs)

Choose one of the following activities for the independent self-care learning time today:

- ✓ [Fun 15 minute low impact no equipment cardio/resistance home workout- YouTube](#) get ready to bust some moves with this upbeat duo moving to snappy music! Enjoy!
- ✓ [Walk 15 Rocky STRONG | 15 Minute Walking Workout- YouTube](#) motivational indoor walking video! Cover one mile in 15 minutes!
- ✓ [Easy 10 Minute Goat Yoga Video- Flow, Breathe, Repeat- YouTube](#) yoga is really nothing more than stretching. Join this 10 minute yoga session to get your blood pumping, your breath centered, and your body invigorated. Fun bonus—goats included (although you don't need them to enjoy this session!)
- ✓ TWO articles (quick read; please review them both):
 - [Exercise for Nurses: The Ultimate Workout - Healthcare Worker Fitness](#) focuses on maintaining fitness to reduce injury
 - [7 easy exercises nurses can do at work how to fit exercise into your life!](#)
- ✓ [The Science of Synchronized Movement \(The Science of Happiness podcast\) \(18:17 minutes\)](#)

SESSION 2:

MANAGING STRESS AND ANXIETY
(A mixture of life's events, in a blend of environmental pieces, sifted through various motions)

Choose one of the following activities for the independent self-care learning time today:

- [How to Deal with Everyday Anxiety & Stress | MedCircle - YouTube](#), 11 minute video on dealing with everyday stress and anxiety through 5 small but consistent changes you can implement each day.
- **TWO VIDEOS:**
 - [Effects and Symptoms of Stress - YouTube](#) 4 minute video on effects and symptoms of stress
 - [How To Stress Less: Dr. Deepak Chopra's Tips To Ease Anxiety | TODAY - YouTube](#), 7 minute video with Dr. Deepak Chopra on how to stress less
- [How To Deal With High Stress Situations As A Nurse - YouTube](#), 12 minute video on how to deal with high stress situations as a nurse
- https://www.your.vibe.com/watch?v=Hmly8RtH_vQ, 18 minute video survival guide for new nurses dealing with anxiety
- [Tap It Out: facial tapping to relieve stress and anxiety 9 minute video demonstrating this Emotional Freedom Technique. Access this recording through your TEAM's page at <https://web.mirocos.offstream.com/video/4b-d55a7b-8ac3-4f54-889a-8d8-d6d67a7127> \(channel id:4b5e2f123-8307-459f-8631-0e6e6d477804\)](#)
- [How to Recover from Work Stress, According to Science \(hbr.org\)](#), this quick READ (5 minutes) highlights 5 important but simple strategies for recovering from stress at work (then GO OUTSIDE for 10 minutes to take in some nature!)
- [Stress and Anxiety Quiz | Greater Good \(berkeley.edu\)](#) Take this 21 question quiz, and when you're done, you'll get your score, along with resources for combating stress. Great web site for resources and the science of feeling good.
- [Happiness Break: Six Minutes to Connect with Your Body \(berkeley.edu\)](#) This 7+ minute podcast will help you tune into your body to better handle the stresses of daily life.
- [How to Get Comfortable With Uncertainty and Change \(berkeley.edu\)](#), This quick read article (5 – 10 minutes) explains how practicing mental agility can help build resilience.
- [Episode 176: How to Focus Under Pressure](#) (19:35 podcast)
- [Effects of Music on wellbeing \(Video 4:48\) https://youtu.be/Z1QMwEdP40s](#)
- [Take Time to Focus on Your Mental Health \(listing of UPMC Resources\) https://upmchs.sharepoint.com/sites/infonet/UPMCH%20pers%20NewsPublications/NewsPublications/2022May13-Take-Time-to-Focus-on-Your-Mental-Health.aspx](#)

SESSION 12:

GRATITUDE
(A mellow mix of awareness and appreciation marinated to a full-bodied sense of renewal and happiness)

Choose one of the following activities for the independent self-care learning time today:

- [How to Practice Gratitude When You're Not Feeling Thankful \(The Science of Happiness podcast\) \(Podcast 17:04\)](#)
- [How gratitude renews us- \(podcast 19:33\) https://greatergood.berkeley.edu/podcasts/item/how-gratitude-renews-us](#)
- [Six New Studies That Can Help You Rediscover Gratitude \(Article\)](#)
- [Can Gratitude Reduce Your Stress at Work? \(Article\)](#)

DESSERT
(Delightfully satisfying rewards to sweeten your journey towards being a confident and resilient nurse)

LIFE SOLUTIONS Personal Advantage - A complete selection of wellness resources
[UHSC-UPMC Home \(personaladvantage.com\)](https://www.uhsc-upmc.com/personaladvantage.com)

The Active&Fit Direct website - (Discounted gym memberships) <https://www.activeandfitdirect.com/fitness/wellness>

The ChooseHealthy website - Save More. Live Better - (Discounted health products)
<https://www.choosehealthy.com/UPMC>

Watch Your Well-Being Year Round- (UPMC Resources) <https://upmchs.sharepoint.com/sites/infonet/UPMCEXperience/NewsPublications/Pages/2022Nov29-Watch-Your-Well-Being-Year-Round.aspx>

Mental and Behavioral support For YOU (UPMC Resources)-
<https://upmchs.sharepoint.com/sites/infonet/UPMCEXperience/NewsPublications/Pages/2022Jul28-Mental-and-Behavioral-Health-Support-For-You.aspx>

Growing New Nurses (app to support new nurses with podcasts, books, articles, and courses)
<https://www.freshm.com/>



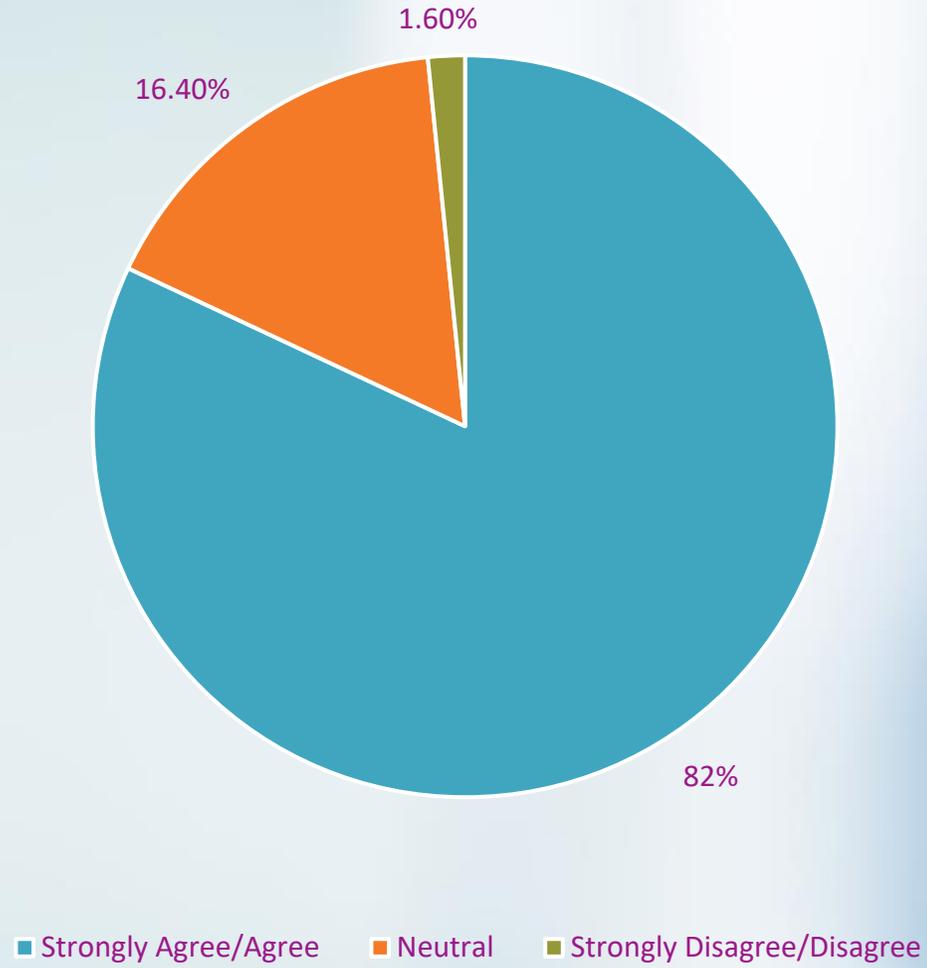
Because:

When health is absent, wisdom cannot reveal itself, art cannot manifest, strength cannot fight, wealth becomes useless, and intelligence cannot be applied. - Herophilus

Permission granted

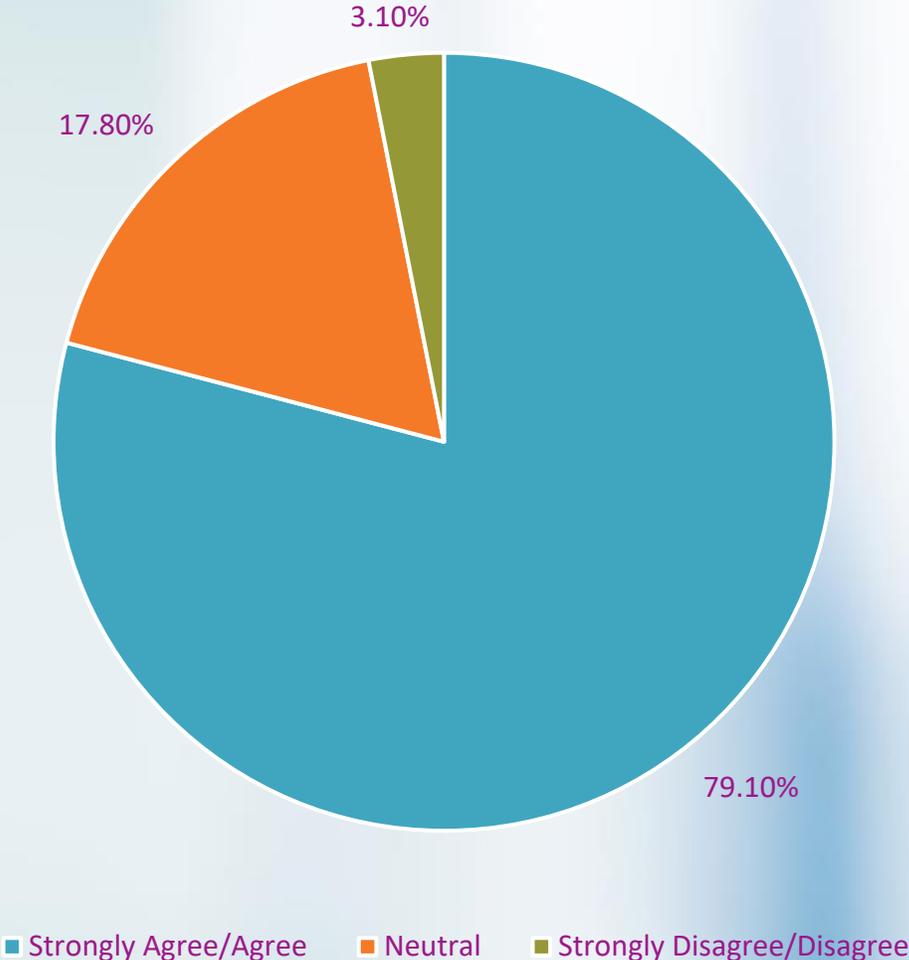
It Felt Good Completing the Self-Care Activity (n=556)

Self-Care Elective Evaluation Data



Internal Survey

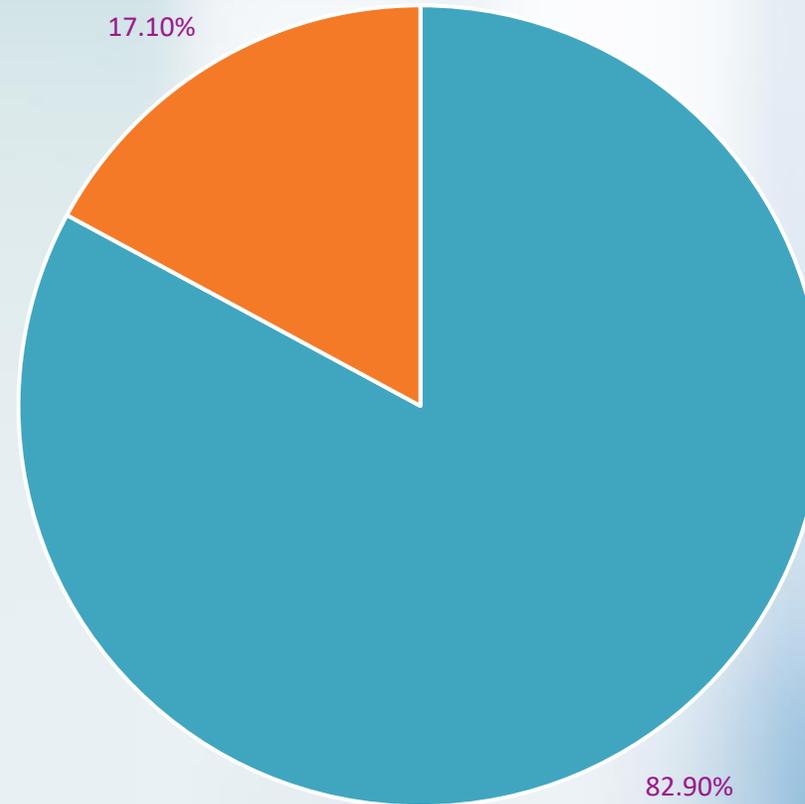
Self-Care Elective Evaluation Data



Internal Survey

Self-Care Elective Evaluation Data

My preference for self-care in residency
(n= 316)



■ I prefer to choose and independently explore a self-care activity

■ I prefer to follow a self-care activity with the entire group

Internal Survey

Self-Care Elective Feedback

Residents

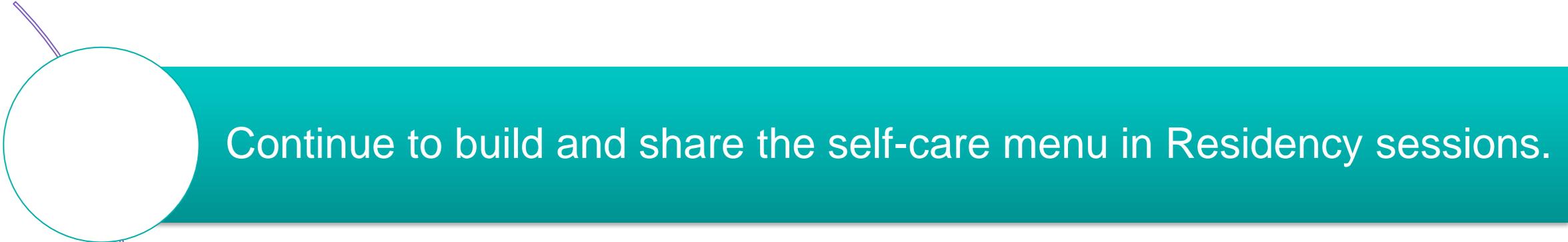
- “I enjoy the different topics every month and different media options provided.”
- “I like how we are getting exposed to new practices each time.”
- “I love this part of every residency session!”
- “I like having multiple options.”
- “I love this emphasis on self-care!”

Facilitators

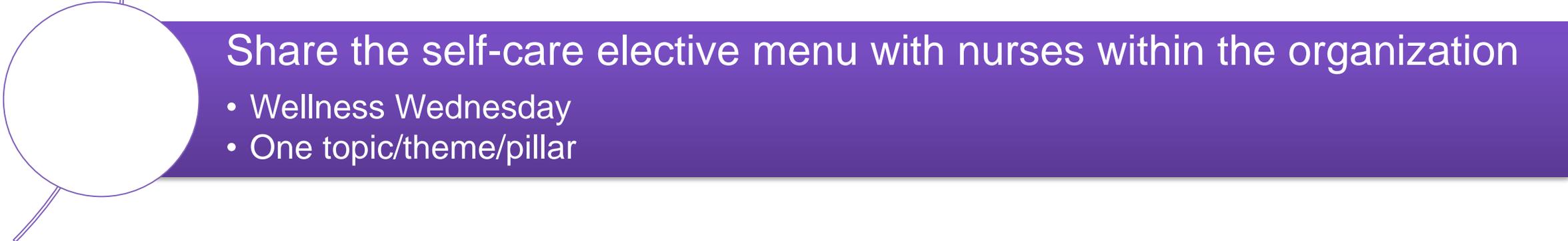
- Reported residents like the different self-care options.
- Opens up self-care to a wide variety of learners.
- Everyone can find something.
- Best to incorporate this strategy while shaping nurses of the future.

Internal Survey

What's Next?



Continue to build and share the self-care menu in Residency sessions.



Share the self-care elective menu with nurses within the organization

- Wellness Wednesday
- One topic/theme/pillar

References

- American Nurses Association (2015). Code of ethics for nurses with interpretive statements. Silver Spring, MD: Retrieved from <https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/coe-view-only/>
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- Stanz, L., & Weber, R. J. (2021). Leadership Approaches to Staff Health and Wellness During COVID-19 Pandemic. *Hospital Pharmacy*, 56(6), 635–639. <https://doi.org/10.1177/0018578720936589>

What do you do to encourage self-care participation with your residents?

Let's work together

vizient®

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Closing

Amy H. Ricords, MEd, BSN, RN, NPD-BC

PA-AC Director of Nursing Professional Advancement



Evaluations



COMPLETE YOUR
EVALUATION BEFORE
FRIDAY JULY 7TH



PLEASE PROVIDE ANY
COMMENTS/QUARTERLY
CONTENT TOPIC IDEAS!



EVALUATION LINK WILL BE
EMAILED THIS
AFTERNOON.



Mark Your Calendars!

Thursday September 28th

7am-10:30am

Harrisburg Hilton

Annual Summit: Quantifying the ROI of Nurse Residency

Registration is open!

In conjunction with the PONL Annual Conference September 28th and 29th



Thank you!

Speakers
Steering Committee
To our members and your
commitment to making
Nurse Residency AWESOME!

Committee Role	2022-2023 Term
Chair	Tiffany Conlin (UPMC Magee)
Co-Chair	Elizabeth Holbert (Penn State Hershey Medical Center)
Past Chair	Jeanette Palermo (Thomas Jefferson)
Director Member	Lindsey Ford (Geisinger Medical)
System Coordinator Member	Teddi Porter (Excelsa Health)
New to Vizient Member	Cindy Liberi & Lisa Sheehan (UPMC)
Networking Lead	Janice Gibson (Jefferson Health, Northeast)
Academic Partner	Brianna Blackburn (Penn State College of Nursing)

Thank YOU!

A special thank you to
Tiffany and Jeanette!

Connect with us!



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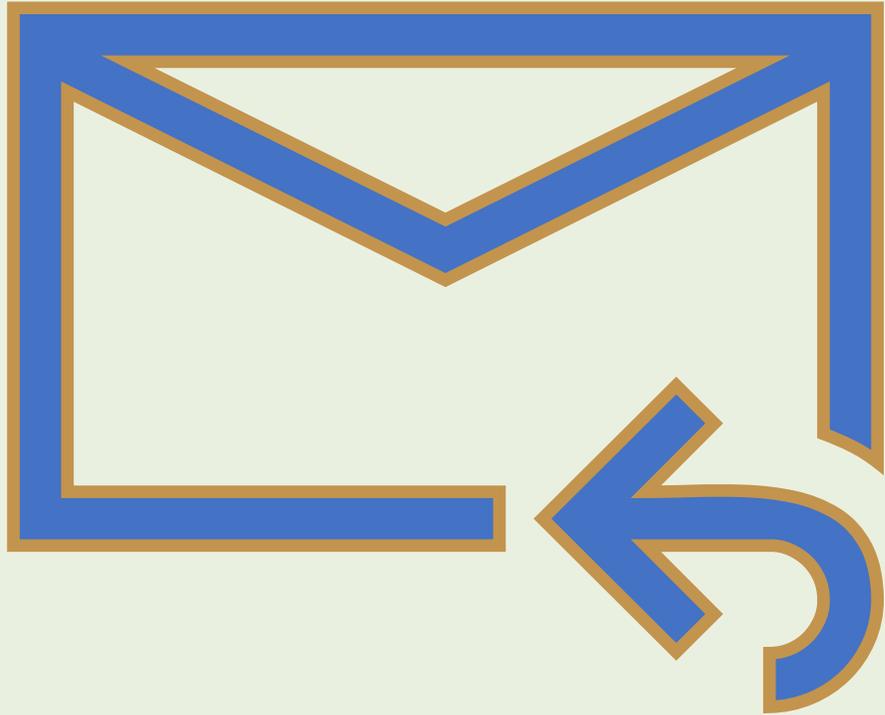
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How Can We
Support You?

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