

# Promoting Wellness Early: Shifting the Culture to Embrace Self-Care in Nursing

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Creating Healthy Work Environments  
2024



- “Education is the kindling of a flame, not the filling of a vessel”
- “The mind is everything; what you think you become”

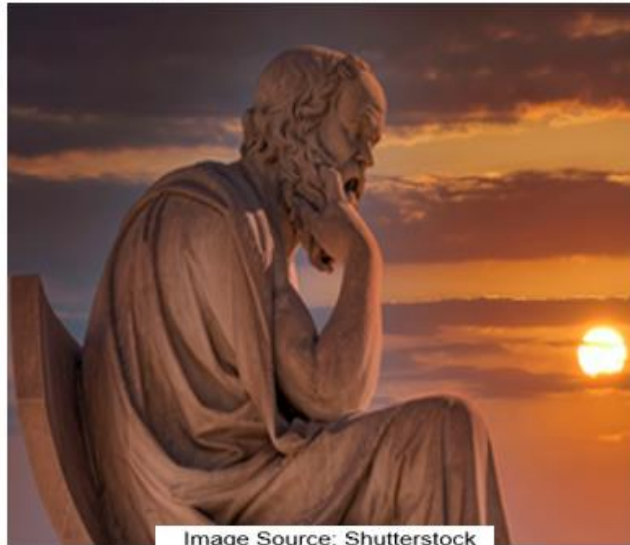


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- Socrates

# Aim:

- To promote an environment to embrace wellness and self-care.
  - Does early education promote participation in self – care behaviors?

# Background:

- ANA, self-care is an ethical responsibility of all nurses.
  - Provision 5: “ The nurse owes the same duties to self as to others, including the responsibility to promote health.” <sup>(2015)</sup>
- ANA's Healthy Nurse Survey, 70% of nurses reported that they put their patients' health, safety, and wellness before their own.
- Nurses leaving the bedside due to burn out.
- Nurses that possess the knowledge and tools to practice self-care activities while developing their professional identity are more likely to endure the physical and mental demands of the profession.

*National Academies of Sciences, Engineering, and Medicine 2021. The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25982>.*



American Association  
of Colleges of Nursing

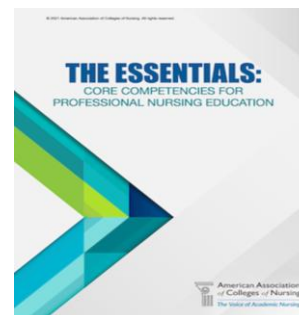
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*“Preparing nurses with the skills needed to foster wellness, self-care, and resilience in themselves and others is imminently important in today’s healthcare system,”*

Dr. Deborah Trautman, AACN President and Chief Executive Office

# AACN Selects 10 Nursing Schools to Pilot Learning Strategies to Build Leadership and Resilience Skills in New Nurses

- WASHINGTON, DC, December 15, 2022 – The American Association of Colleges of Nursing (AACN) is pleased to announce that 10 schools of nursing have been selected to participate in a national initiative designed to prepare the next generation of nurses with strong skills in the areas of leadership, resilience, self-care, and well-being.
- With funding provided by Johnson & Johnson, AACN announced a new initiative in March 2022 titled [A Competency-Based Approach to Leadership Development and Resilience for Student Nurses](#). To advance this work, AACN worked to identify a diverse set of nursing schools able to integrate new learning strategies into curriculum that meet expectations outlined in [The Essentials: Core Competencies for Professional Nursing Education](#).
- AACN issued a call for pilot schools in September 2022, which netted 122 applications from nursing schools nationwide. AACN's Leadership, Resilience, and Well-Being [Advisory Group](#) identified the [pilot schools](#) using a blind review process. Schools selected to participate in this groundbreaking effort include:
  - **Adelphi University (NY)**
  - California State University-Chico
  - Fayetteville State University (NC)
  - Georgia State University
  - Mount Carmel College of Nursing (OH)
  - Nevada State College
  - Rutgers University – Camden (NJ)
  - Samuel Merritt University (CA)
  - University of Minnesota
  - University of Texas Health Science Center-San Antonio



# Make Changes to Embrace Self-Care:

- ***“Culture is like the wind. It is invisible, yet its effect can be seen and felt.”***
- ***“Culture change can’t be achieved through top-down mandate. It lives in the collective hearts and habits of people and their shared perception of “how things are done around here.”*** B. Walker, Harvard Business review

• <https://hbr.org/2017/06/changing-company-culture-requires-a-movement-not-a-mandate>

## How to Change Your Organizational Culture in 5 Steps

- Determine your culture goals.
- Assess your current culture.
- Revisit and define core values ( AACN Nursing Essentials and ANA Code of Ethics )
- Map out a plan with benchmarks.
- Evaluate your progress.

• <https://corporatesolutions.johnmaxwell.com/blog/how-to-fix-your-company-culture/>

# Methods & Procedures

- Developed self-care modules, standardized for Nursing Intro Course
- Engaged Faculty “Buy in”
- Wellness team
- Integrated self-care/wellness breaks into classes
  - Traditional and clinical courses
- Engaged practice partners
- Self-Care theme for Nurses Week
- Guest Lectures
- Shared initiatives campus wide
  
- **Changes made to program & curriculum**
  - Students :
    - Developed an self-care plan in Intro to Nursing course
    - Downloaded the “calm” app
    - Wellness volunteer in each class
    - Joined ANA Healthy Nurse Healthy Nation
    - Designed a resilience plan prior to graduation
    - Prior to exams, Music in classrooms/ 5 minute meditation/ relaxation
    - Participated in case studies related to resilience
    - Availability of lavender patches for stress reduction





# Results:

sample 90 undergraduate nursing student

- **Qualitative Analysis** (reflection):
  - Theme 1: Participants experienced gaining new knowledge/ strategies related to self-care practices early in nursing curriculum.
  - Theme 2: Participants reported understanding of the importance of self care to reduce stress and avoid burn out
  - Theme 3: Participants reported the need be accountability to promote self-care practices as part of their professional responsibility and develop resilience
- **Quantitative analysis** (survey):
  - 96% of participants changed behaviors after participating in some form of self-care weekly activity / modules
  - 100% of participants found the wellness breaks restorative and improved focus in class.
  - Educational modules, weekly participation in self-care activities varied from 93% to 100%

# Weekly self-care survey

## self care goal

Check off what best describes you:

\_\_\_\_\_ 1. I attempted to meditate immediately following the week of the class presentation on Meditation and was successful

\_\_\_\_\_ 2. I attempted to meditate following the week of the class presentation and was **unsuccessful**

\_\_\_\_\_ 3. I did not attempt meditation after this week's presentation .

Check all that apply:

\_\_\_\_\_ I used a meditation app \_\_\_\_\_ (name of app)

\_\_\_\_\_ I did breathing exercises

\_\_\_\_\_ I used a guided meditation

# Encouraging “Wellness Breaks” in the Classroom

Shared with all faculty and University Senate to encourage a culture shift campus wide..



# How to get started..

- Commit to how often you want to have a break in your class. Every hour works well, this depends on the length of your class.
- Decide on how much time 1min to 5 min breaks.
- Ask for a student volunteer to remind the instructor that it is time for the “wellness break”.
- Have students decide what activity the class will participate in for the “wellness break.” Examples include deep breathing, standing, stretching and or hydrating.
- These “wellness breaks” will become reminders for students to focus on self care.

# Add a slide to your presentation: One Minute wellness break.. 4 deep breaths...



Image Source: D. Ambrosio

**One minute Wellness Break...**  
**Take 4 deep breaths, stretch, stand up,**  
**take a hydration break...**



Image Source: D. Ambrosio

# Making the shift.. Promoting Wellness

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College of Nursing and Public Health

**CNPH 2023 NURSES WEEK**

"CULTIVATING KINDNESS: THE IMPORTANCE OF CARING SCIENCE IN NURSING"



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MONDAY APRIL 24TH 4PM MEN IN NURSING CHAPTER OPEN HOUSE - NEXUS 274 OR ZOOM

WEDNESDAY APRIL 26TH 11AM - 3PM EST FREE 15 MINUTE CHAIR MESSAGES - UC BALLROOM 201

THURSDAY APRIL 27TH NURSING JOB EXPO 4:30PM - 7:30PM CAMPBELL L LOUNGES - ADELPHI CRS

FRIDAY APRIL 28TH 2PM-3PM YOGA FOR NURSING STUDENTS UC BUILDING - MINDFULNESS CENTER WITH PROFESSOR CONSTANCE MCKNIGHT

WEDNESDAY APRIL 26TH 3PM - 4:30PM EST - VIRTUAL PRESENTATION FEATURING DR. JEAN WATSON

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**2023 CNPH NURSES WEEK EVENT**

Featuring internationally renowned Nursing Science theorist, Jean Watson, PhD, RN, AHN-BC, FAAN, LL (AAN)

Virtual Presentation - "Caring Science: Universals of Human Caring - Foundation of Nursing Discipline"

Wednesday, April 26th  
3:00 PM EST to 4:30 PM EST



SCAN ME

Dr. Jean Watson is Distinguished Professor and Dean Emerita, University of Colorado Denver, College of Nursing Anschutz Medical Center campus, where she held the nation's first endowed Chair in Caring Science for 16 years. She is founder of the original Center for Human Caring in Colorado and is a Fellow of the American Academy of Nursing; past President of the National League for Nursing; founding member of International Association in Human Caring and International Caritas Consortium. She is Founder and Director of the non-profit foundation, Watson Caring Science Institute ([www.watsoncaringscience.org](http://www.watsoncaringscience.org)). In 2013 Dr. Watson was inducted as a Living Legend by the American Academy of Nursing, its highest honor.

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JOIN PROFESSOR CONSTANCE MCKNIGHT FOR A YOGA CLASS & YUMMY YOGURTINI!

**Friday, April 28th**  
Mindfulness Center  
Room 324, UC  
2pm - 3pm

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# Questions?



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