

REVOLUTIONIZING NURSE WELLNESS & RESILIENCE

A unique solution is showing statistically relevant results for reducing stress in healthcare

Finding a solution to lower burnout rates and reduce under staffing among nurses remains a persistent challenge for the healthcare industry.

Now a groundbreaking program, rooted in the best practices of wellness education, has emerged to deliver promising results and holds the potential to bolster retention, attract talent, and foster a culture conducive to organizational initiatives.

This virtual training course has been meticulously crafted to equip nurses with tailored wellness tools, adept at managing the unique stressors and demands of their profession.

Additionally, it aims to enhance teamwork, patient relations, and has yielded documented successes in collaborative studies with leading universities.

Even participants with limited prior experience or knowledge report newfound motivation for self-care and reduced stress levels, facilitated by the user-friendly interface of the virtual platform.

Tailored to address specific challenges encountered in nursing, the course offers practical strategies that can be readily applied in the workplace to promote personal well-being and cultivate healthier relationships with colleagues and patients alike.

What's most encouraging is that this program is currently accessible for organizations to implement, offering leadership the chance to proactively support nurses in mitigating the primary stressors contributing to burnout.

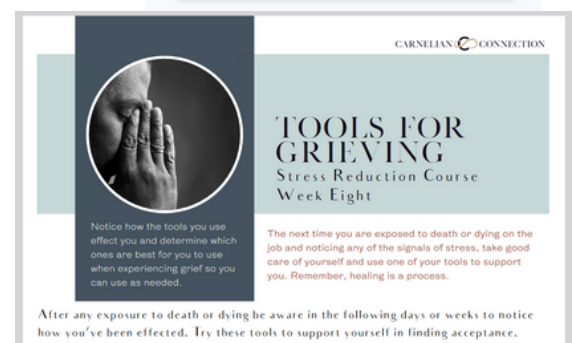


TABLE OF CONTENTS

Introduction	2
Empowering Nurses	3
Beyond Burnout	5
Leading Change	7
About the Author	BACK COVER
Bibliography	BACK COVER



INTRODUCTION

An innovative intervention in the healthcare industry offers a distinctive strategy with the potential to significantly reduce stress, regardless of the prevailing environmental challenges.

The state of well-being in our healthcare sector is at a standstill, posing potentially negative consequences. Even after the pandemic, the demanding and unique pressures in the industry persist, underscoring the urgent need for improved support for clinicians and leaders. With understaffing and turnover reaching unprecedented levels during the pandemic, workforce sustainability has emerged as a critical concern for the healthcare industry. "Although many organizations have taken steps to address the challenges facing the nursing workforce, findings from the joint American Nurses Foundation and McKinsey survey from May 2023 indicate that continued action is required." (1).

Addressing these primary healthcare industry concerns while also maintaining high rates in patient satisfaction and high standards for quality control in patient care, requires a unique solution with a different approach.

Methods that can effectively support healthcare workers in privately managing their mental health in relationship to the specific stressors that they face, while also having the ability to enhance job satisfaction is what this new intervention offers.

An investment for healthcare organizations that empowers clinicians and leaders with practical evidence-based tools showing statistically relevant results by leading university studies to reduce stress, enhance well-being, and improve patient care and satisfaction.

"As a caregiver, it is so important to make sure that my own emotional and physical energy stores are full so that I can continue to give to others. I collaborated with Christina for my doctoral nursing program where we looked at the effects of her meditations on staff reported levels of stress. I am happy to say that we found a statistically significant reduction in stress after just 6 weeks! I highly recommend her programs."

KRISTIN GAJEWSKI, PHD
Principal Investigator
University of Wisconsin School of Nursing



EMPOWERING NURSES:

THE SCIENCE BEHIND A VIRTUAL COURSE SUPPORTING NURSES IN MANAGING STRESS

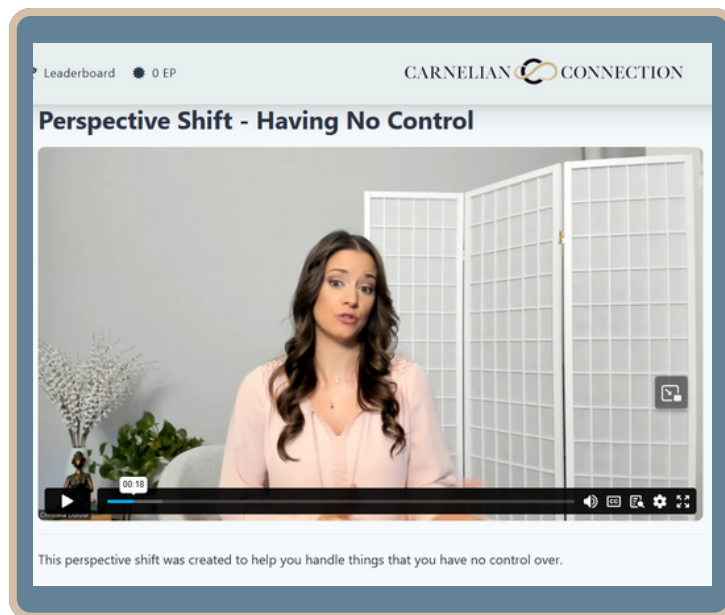
The Carnelian Connection LLC, with expert training and coaching aimed at enhancing both professional and personal growth, has been assisting organizations with wellness initiatives for nearly a decade. Working with renowned companies like Mars, KIND Snacks, and Cannondale Sports, among others, the company consistently delivers results-driven well-being programs.

Christina Dufour, the Founder and President, leverages her unique blend of wellness and business expertise to craft customized training programs.

These programs strategically educate individuals on applying specific wellness tools tailored to address the unique stressors of their job function, industry, and environment. Christina's inspiration to extend her expertise to the healthcare industry stemmed from witnessing the profound impact of the COVID-19 pandemic on healthcare workers, including those within her own family. All ancient traditions of self-mastery know that gaining control over our inner world empowers a person to experience greater well-being and relate better with others, regardless of the conditions or environment.

Taking her intimate knowledge of the healthcare worker's environment and their unique stressors, Christina created a 6-week self-guided virtual course designed to support nurses in developing positive self-care habits, strengthening resilience, learning how to manage stress, reduce burnout and combat compassion fatigue while using mindfulness practices and philosophies.

In 2020 The University of Wisconsin-Milwaukee Institutional Review Board (IRB) granted approval for this virtual course program to be used within a quality improvement project in a single outpatient hemodialysis clinic in Wisconsin with seventeen adult healthcare workers who all followed the project out to its completion.



PARTICIPANT OUTCOMES



98%

Overall Improvement



99%

Reduction in feelings of nervousness and stress



96%

Improvement in feeling able to "stay on top of things"

The statistical analysis of the self-reported PSS-10 survey data shows a statistically significant decrease in clinic average stress scores mid-way through the intervention and after its conclusion.

98% of participants showed an overall improvement in stress levels, 99% showed a reduction in feelings of nervousness and stress, while 96% showed improvement in feeling able to 'stay on top of things.'

This project led to further research and analysis in a Nurse Resiliency study collaborating with researchers at Columbia University, New York - Presbyterian Hospital, and The Johns Hopkins Hospital.

Researchers identified three primary stressors for nurses that included dealing with death and dying, managing things outside of your control (ex. understaffing), and making meaningful connections in the workplace. Christina enhanced the course to include practical tools that can be applied on the job addressing these unique stressors and

expanded it to 9-weeks while maintaining the self-guided virtual delivery. This intervention has four main learning objectives for participants that include: Nervous System Regulation, Self-esteem Skills, Mindfulness and Stress Reduction, and Positive Relational Skills. This study is currently underway with results soon to be delivered and anticipated enterprise level extension.

Responses from Columbia course participants within the lessons and modules indicate many positive effects from engaging in the coursework, as well as inspiration to apply the stress reduction techniques on the job while seeing results.

How do you think this exercise from week four will help you?

"I think it will better organize my emotions and separate myself from self-judgement and blaming myself for not having enough staff"

- RN in Columbia Study

BEYOND BURNOUT: THE NEED FOR TAILORED WELLNESS EDUCATION WITH SPECIFIC SOLUTIONS IN HEALTHCARE

"In our joint survey, 56 percent of nurses reported experiencing symptoms of burnout, such as emotional exhaustion. More than half (64 percent) indicated they feel "a great deal of stress" because of their jobs." (1). When researchers look more closely at the causes for low mental health rates among healthcare workers a number of structural issues arise including inefficient process and operating models, understaffing, lack of control over workload, providing flexible work options, or reducing the administrative burdens, among other concerns. (1).

What insights came to you from practicing this week two exercise?

"This practice allowed me to recognize the 'triggers' that elicit such emotions. Understanding what causes me to feel anxious in a situation can help me to manage it - ie: avoid it, or (the right thing to do) process it and potentially handle the situation differently."

- RN in Columbia Study

Many healthcare organizations have taken steps to address structural issues, but institutionalizing effective processes often faces obstacles and delays, making immediate implementation extremely challenging.

While the focus tends to be on external stressors, viewing these conditions through a wellness framework presents an opportunity for healthcare workers to discover internal strength and solutions.

The healthcare industry, like other sectors, has its unique stressors that significantly impact the well-being of its workforce. These inherent stressors profoundly affect the mind-body well-being of those working within the industry. In situations where altering the prevailing conditions poses challenges, exploring the nature of stress itself can offer immediate insights and potential solutions. "Although there have been slight improvements year over year in respondents' reports of stress, anxiety, and feeling overwhelmed, reports of positive emotions such as feeling empowered, grateful, and confident have declined." (1).

Delivering patient-centered care is an important component of a high-quality health care system. (2).



THE NEED FOR TAILORED WELLNESS EDUCATION WITH SPECIFIC SOLUTIONS IN HEALTHCARE CONTINUED...

Stress - related burnout and compassion fatigue rates correlate with reduced job satisfaction, higher absenteeism, and increased turnover, all of which negatively impact patient satisfaction and quality outcomes.

While structural systems may take more time to change, immediate tailored solutions that directly address the unique well-being needs of healthcare clinicians and leaders can be put into place.

Empowering nurses and leaders to manage these unique external stressors with specific results-based tools, would be the start to creating healthier environments for both healthcare workers and patients.

Study Participant Response

Week one helped me realize how often I am stressed, and how little time it takes for meditation for a long-lasting effect. Even if I use the technique from the guided mediation without being near a computer, I still instantly become more relaxed."

- RN Columbia Study

What was the most helpful insight you received from week four?

"Creating my own form of relaxation is attainable, and is beneficial state to be in for overall mental and physical health. This should become a priority for myself as I admit to be lacking true 'relaxation'."

- RN in Columbia Study



LEADING CHANGE:

IMPLEMENTING THE CARNELIAN CONNECTION RESULTS-DRIVEN STRESS REDUCTION INITIATIVES

Healthcare leadership can be at the forefront of transformational change by empowering nurses with these groundbreaking programs, rooted in the best practices of wellness education.

Immediate implementation is available for the Carnelian Connection's six and nine-week self-guided virtual stress reduction courses.

Starting in 2024, hospitals, nursing homes, and other healthcare organizations have the opportunity to benefit from these results-based solutions.

Integration offers many options to support sustainability, such as incorporating these courses into orientation training programs for nurses or healthcare workers in the industry.

Additionally, healthcare organizations can benefit from expert consultation with Christina Dufour through the Carnelian Connection. This may involve enhancing a virtual course to align with your organization's core values, mission, and vision.

Collaboration with leadership ensures tailored implementation to support the organization most effectively.

Complimentary services, including virtual or in-person workshops, training, speaking engagements, or individual personalized support, offer flexibility in crafting a strategy that meets the organization's unique needs.

Study Participant Response

"In the nursing profession, fostering non-attachment involves balancing empathy with emotional resilience. This week I will practice mindfulness, set boundaries, and reflect on experiences to maintain a compassionate yet detached approach, allowing me to provide care without absorbing every emotional burden." - RN Columbia Study

[CONTACT US](#)



ABOUT THE AUTHOR



Leading with well-being for over a decade and using practical tools that get results.

Christina Dufour, Founder and President of The Carnelian Connection, has a background in finance and brings over a decade of experience in business development to her mission of specializing well-being in the workplace. With a degree in Business Management and Organization, Christina integrates well-being and performance practices into corporate settings, collaborating with esteemed organizations and executives.



While working in business, Christina has developed an expertise in well-being for 13+ years teaching meditative modalities. Christina supports individuals at all levels to overcome their unique challenges, foster inner balance, find confidence, and more effectively manage stress. She has studied with many expert teachers and a Buddhist Monk, holds 3 certifications in Mindfulness Meditation and is additionally certified in multiple other introspective and expressive modalities.

Christina's Native American heritage fuels her commitment to diversity and inclusion. As the first woman in her family to attend college, she champions women's leadership and well-being, leading Confidence Club programs for young women and offering individual personalized support to executives in presentation, communication, and leadership skills. She also provides programs for the Women in Asset Management (WAI) initiative.

Christina leverages her unique blend of wellness and business expertise to craft customized programs that provide results-based tailored solutions for industry-specific stressors. Through corporate programs, keynote speaking engagements, and 1:1 personalized support for executives, she helps clients achieve their goals while prioritizing well-being.

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(2) "Patient Satisfaction and Quality of Surgical Care in US Hospitals." *National Library of Medicine*, January 2016, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4248016/#R1>