

**ONL NJ Nurse Leader & Emerging Nurse Leaders
Workshop:
The Future of Nursing: Leading Change, Advancing
Health**

**Building Nurse Resilience
in a Palliative and Hospice Care Environment**

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Disclosure

The presenters of this presentation have disclosed there is
no conflict of interest related to this topic.



Morristown Medical Center Atlantic Health System



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Atlantic Health System




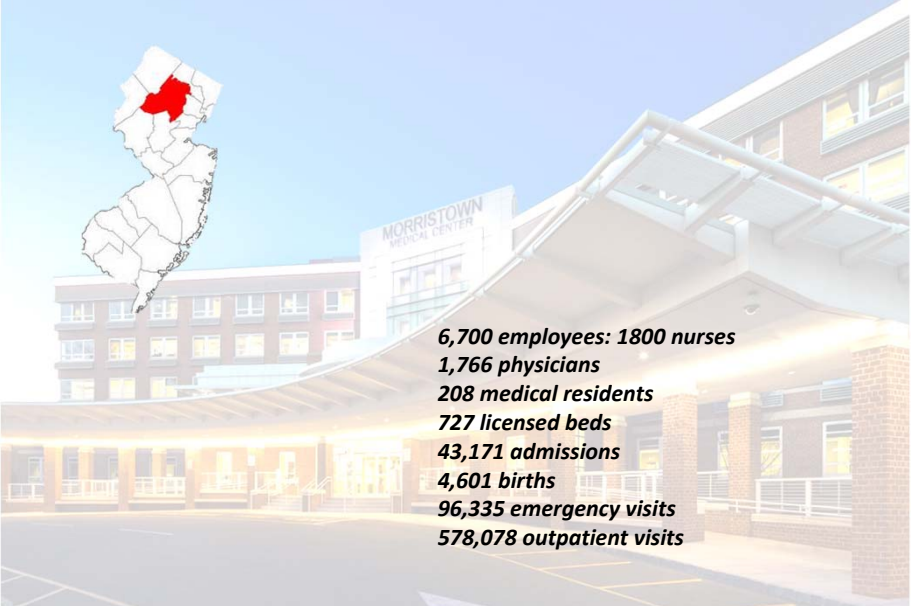
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Morristown Medical Center Morristown, NJ





6,700 employees: 1800 nurses
1,766 physicians
208 medical residents
727 licensed beds
43,171 admissions
4,601 births
96,335 emergency visits
578,078 outpatient visits

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ANCC Magnet Recognition® at Morristown Medical Center



In 1983, MMC was one of 41 original hospitals in the US recognized by the American Academy of Nursing as a top hospital for recruiting and retaining well qualified nurses, a precursor to the Magnet designation.

May, 2001-First ANCC Magnet Recognition

June, 2005 – ANCC Magnet Recognition

November, 2009 – ANCC Magnet Recognition

June, 2014 – ANCC Magnet Recognition

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Recent Recognitions

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Our Story: The Skippy & Nancy Weinstein Hospice & Palliative Care Center

- 11 bed inpatient Palliative Care & Hospice Unit
- Located within the hospital as a separate wing
- Established December 2015
- Nurse Resilience: Envisioned by nursing, supported by nursing leadership, and financially supported by the Foundation for Morristown Medical Center


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Resilience Matters:


- To cope with stress and adversity
- To maintain a positive attitude
- To regulate emotions and maintain compassion
- To bounce back from a negative experience



Definition of a Nurse:

An individual who dares to go the **EXTRA MILE** and is **resilient** enough to do it again tomorrow.

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The Goal

To build resilience specific to Palliative Care and Hospice nurses, to address the cumulative effect of exposure to death and dying.



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Characteristics of Resilience

- Purpose
- Authenticity
- Equanimity
- Self Reliance
- Perseverance





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Our Story continued....

- 16 Registered Nurses
- 3 MSN, 7 BSN, 6 AD
- 12 hour shifts
- 1 male and 13 females



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The Resilience Project

A proactive project designed to reduce vulnerability through targeted therapeutic interventions



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Targeted Therapeutic Interventions

Onsite:

- Psycho-geometric exercises
- Yoga and Jin Shin Jyutsu

Offsite:

- Creative teambuilding experiences
- Painting class
- Glass making
- Pottery painting
- Wood sign making shop



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Psycho-Geometrics

Pablo Picasso – Weeping woman
1937



What do you feel?



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Geometric Expressionism

*Do shapes affect us in a
universal or subjective way?*



What is your favourite shape?



Box



Squiggle



Rectangle



Circle



Triangle

16 What is the affect of geometry on the emotions of an audience?

16

What Shape do you like?



17 Seated Woman by Pablo Picasso, 1937

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Guided Conversations

- Team leader facilitated
- Positive topics
- Honoring the need to hold space
- Avoid the retelling of old war stories
- Emphasis on what worked



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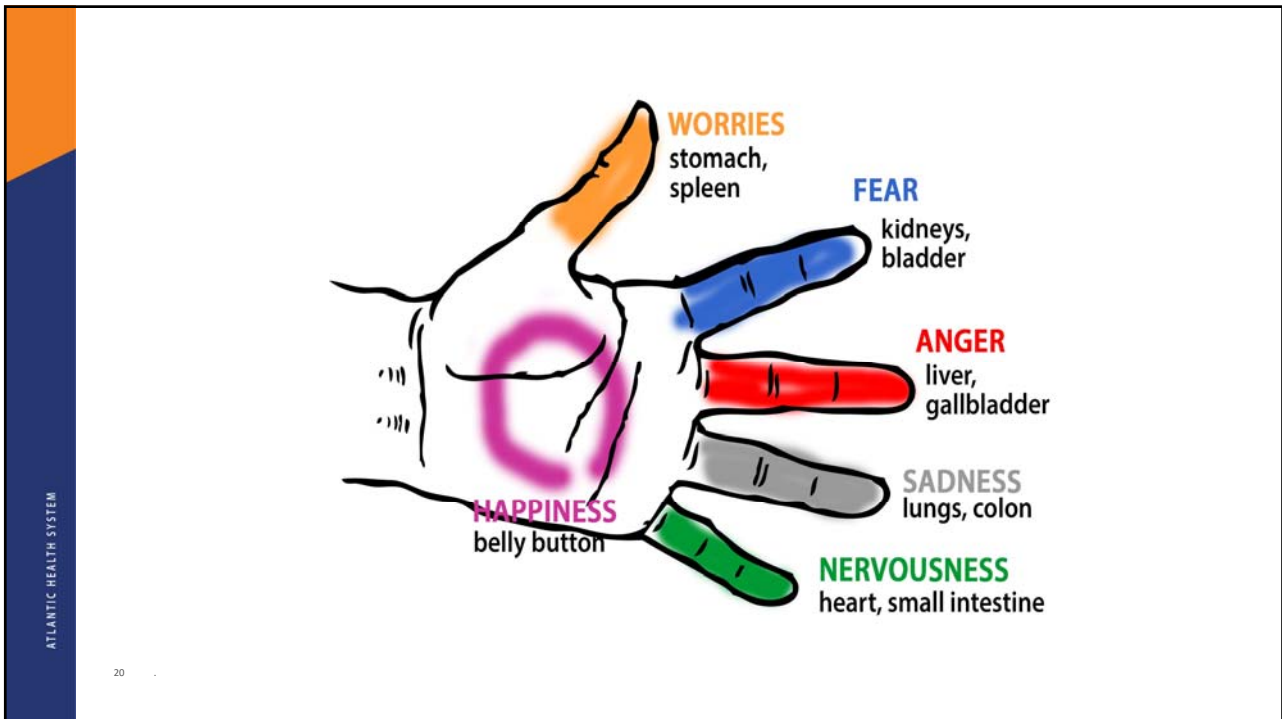
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RESILIENCE


Measuring Outcomes

Utilized the TRUE Resilience Core tool pre and post therapeutic interventions

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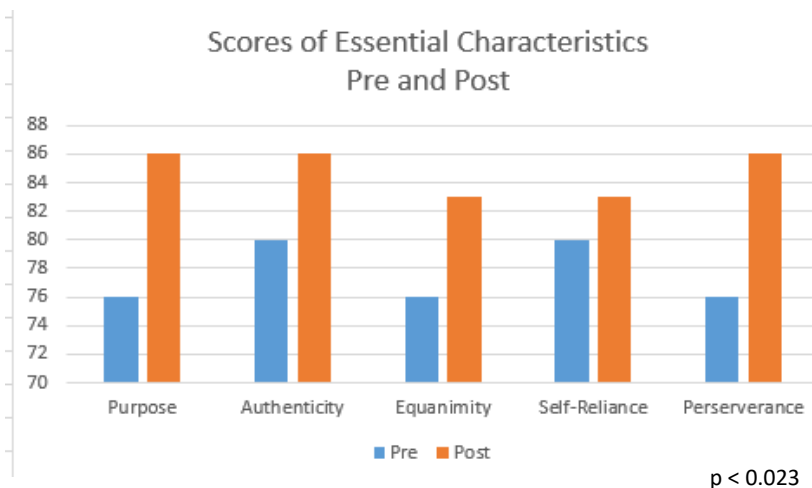


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Results

Scores of Essential Characteristics Pre and Post




Characteristic	Pre	Post
Purpose	76	86
Authenticity	80	86
Equanimity	76	83
Self-Reliance	80	83
Perseverance	76	86

■ Pre ■ Post

p < 0.023

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Implications for Practice

- Increased understanding of evidence based interactions that positively affect nurses resilience
- Targeted Interventions support resilience and growth for nurses working in palliative care
- Combining onsite and offsite experiences is beneficial
- Maintaining and continuing to grow our Resiliency
- The association of age and education needs further exploration

I Can Fix It!

 I'm a NurSe!

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24 NAME OF PRE

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Resilience: The Future

- Expand research along life continuum
- Partner with Pediatric Oncology Nurses
- Communicate and connect Resiliency beyond ourselves to other acute care nursing groups



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