

INTRODUCTION

COVID-19 has resulted in a high influx of patients, workforce challenges, and physical exhaustion. As healthcare leaders, nursing managers have been on the frontlines witnessing the chaos, managing staffing constraints, and supporting teams through uncertainty. All these factors resulting in 65% of nursing managers reporting feelings of burnout pre-intervention.

PURPOSE

The purpose of this Internal Review Board (IRB) approved research was to implement an evidence-based cognitive behavioral skills building program to reduce depressive symptoms, anxiety, and burnout.

DESIGN AND METHODS

One-group, quasi-experimental pilot study

- Participants=20 inpatient nursing managers with 24/7 responsibility
- The intervention was an evidence-based program called MindBodyStrong, facilitated by a trained healthcare provider over seven consecutive virtual sessions.
- Sessions focused on positive self-talk, stress and coping, nutrition, sleep, and setting goals
- Pre and Post quantitative evaluation tools: Anxiety GAD-7, Depression PHQ-2, and SBI Single Item Burnout.
- Outcome measures: depressive symptoms, anxiety, and burnout



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Implementation of a Cognitive Behavioral Skills Building Pilot Program for Nurse Managers

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65% of Nurse Managers report feelings of burnout. After program implementation participants experienced decreased depression, anxiety, and burnout



REFERENCES

RESULTS

Survey	Pre	Post	P-value
Anxiety GAD-7 (0-21)	7.7	4.0	0.02
Depression PHQ-2 (0-6)	1.1	0.7	0.38
Single Item Burnout SBI (1-5)	2.8	2.3	0.06

CONCLUSIONS

Post intervention the group showed statistically significant improvement in the anxiety measure and showed decreases in depression and burnout scores. The results demonstrated that MindBodyStrong is one evidence-based program that improves mental health and well-being of nursing managers.

IMPLICATIONS

Nursing managers experienced many challenges and stressors during the pandemic. These stressors and their daily roles resulted in feelings of depression, anxiety, and burnout. To reduce these symptoms and recover our workforce, organizations must invest time and resources for programs such as cognitive behavioral skill building for nursing managers.

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