



---

# **Nurse Well-Being: Building Peer & Leadership Support**

---

Implementation Guide

Rev. 8/30/2024

## Contents

Introduction .....	3
Benefits of Implementation .....	3
Methods of Implementation .....	4
Overview of the Implementation Plan .....	4
1. Request Implementation Guide .....	4
2. Identify Program Goals/Masurement Methods .....	5
3. Obtain leader buy-in/program approval .....	5
4. Determine initial units/participants .....	6
5. Identify/Onboard Champions and Facilitators .....	6
6. Develop training and evaluation plan .....	7
Curriculum Resources .....	7
Curriculum Formats .....	8
Additional Program Resources .....	9
Nurse Well-Being Website .....	9
Implementation Aids .....	9
“Let’s Grow the Green” Giveaways .....	9
Stress Level Indicators .....	11
Decompression Spaces .....	11
Conclusion .....	12

## Introduction

As part of its mission, the American Nurses Foundation delivers programs to enable better health outcomes for patients and the nurses who care for them. *The Nurse Well-Being: Building Peer and Leadership Support Program* was developed to offer nurses evidence-based tools and resources to support a nurse's experience with stress and burnout. Through a generous grant from the United Health Foundation, the Foundation partnered with four pilot sites to adapt the curriculum from Stress First Aid—initially developed for military and first responders—to be a comprehensive and actionable program for nurses by nurses. This program implementation guide incorporates learnings from the pilot sites, focus groups, and surveys.

The full curriculum for Nurse Well-Being is now available for free to all nurses through the American Nurses Association's Learning Management System: [Nurse Well-Being – Training | ANA \(nursingworld.org\)](https://nursingworld.org/nurse-well-being-training)

## Benefits of Implementation

The *Nurse Well-Being* program supports nurses by defining stress injuries and helping them notice signs and symptoms in themselves and their peers. This program also teaches nurses to express their experiences with stress by adopting a common language and implementing techniques to reduce the impact of stress injuries. They will also learn to navigate difficult conversations and identify local resources for additional mental health and well-being support.

Because the program is designed to be implemented at the unit level, leaders will gain valuable insights from their teams about the common stressors and how they can support their teams on a path to optimal well-being. These insights may also provide opportunities to create a healthier workplace and positively influence recruitment, engagement, and retention. A supplemental training module for nurse leaders is also available through this curriculum.

## Methods of Implementation

The Nurse Well-Being: Providing Peer & Leadership Support program implementation is very flexible and can be arranged to meet your organization's needs. We've created an overall plan that includes key activities for successful implementation. You can modify this plan to meet your organization's specific needs.

### **Overview of the Implementation Plan**

The following plan outlines high-level steps to help you implement the Nurse Well-Being program. While each organization will adapt the program differently based on unique needs and challenges, these six steps will guide you in getting started.

#### 1. Request Implementation Guide

If you received this Implementation Guide from someone else, visit <https://www.nursingworld.org/foundation/programs/nurse-wellbeing/> to request a new copy. Along with the most current version of the guide, you will receive the curriculum materials for teaching the Nurse Well-Being courses.

## 2. Identify Program Goals/Measurement Methods

Clearly defining your program goals is crucial to addressing your organization's needs. Consider the following:

- Does this program fit with other goals your organization has adopted? If so, partner with those responsible to understand how your efforts can be combined to support both initiatives.
- Does this program conflict with existing goals, such as scheduling conflicts with other required training programs?
- Are the program's goals achievable within the allocated timeframe?
- Do the goals meet the SMART criteria?
  - *Specific: Clear and unambiguous.*
  - *Measurable: Quantifiable and trackable.*
  - *Achievable: Realistic and attainable.*
  - *Relevant: Contributes to the organization's larger goals and enhances employee wellness.*
  - *Time-bound: Defined timeframe for completion.*
- Engage the proper resources to develop and deploy an accurate measurement tool. A well-crafted survey, created by someone with expertise in measurement and data collection, can often suffice to measure employee well-being.

## 3. Obtain leader buy-in/approval

The materials you receive with your Implementation Guide include the Awareness Brief. The Awareness Brief is a PowerPoint presentation designed to help secure approval from executives and leaders. It highlights how the program might benefit your organization and includes a high-level review of the main concepts. You may wish to add slides to this presentation that will address your organization's specific needs.

#### 4. Determine initial units/participants

Consider launching the program with a select group of units or specific participants. This approach provides the opportunity to tailor the program to your organization's specific needs. Collect feedback from the initial participants to:

- Identify and address everyday stressors unique to your organization.
- Uncover and resolve any resistance or obstacles to the program's adoption.
- Address systemic or cultural barriers that contribute to employee stress and injury.

#### 5. Identify/Onboard Champions and Facilitators

Champions and Facilitators are essential to the success of any Nurse Well-Being program. Create clear expectations outlining their responsibilities and the expected time commitments.

*Champions:* Champions represent specific subsections of Nurse Well-Being participants. There may be one Champion per unit, or a Champion may be responsible for several units. Champions first complete the full Nurse Well-Being training course and become well-versed in the program. This role also includes:

- Frequently interacting with Nurse Well-Being participants to ensure the program is being properly implemented daily in the units.
- Coaching leaders and participants to navigate difficult situations and advise on adequately implementing the Nurse Well-Being concepts.
- Sharing feedback and experience about the program with other Champions and updating the curriculum to better address the participant's needs.

*Facilitators:* As experts in the Nurse Wellbeing Program, Facilitators became adept at implementing the techniques featured in this curriculum. They are comfortable speaking in front of their peers and are seen as trusted individuals among employees.

## 6. Develop a training and evaluation plan

Your training plan should align with your organization's unique needs and may vary across units.

For example, some Nurse Well-Being Pilot sites found that conducting their training off-site, where participants can focus on learning content without getting pulled away from regular duties was beneficial. Other sites found that participants could not be pulled away from their units for more than 30 minutes so they held frequent, short training sessions. Consider what will work best for your participants, realizing that this may vary from unit to unit.

Some additional considerations include:

### *Training Plan Considerations*

- Should trainings be held offsite or onsite?
- How much time can participants spend away from their jobs?
- How often can participants attend training?
- Should leaders and employees be trained separately to improve engagement?
- How will new employees be trained?
- What time of year is best for training? Is there a threat of hospital overpopulation during that time?

### *Evaluation Plan Considerations*

- What metrics do you expect to improve?
- How much improvement is anticipated?
- How will you measure success in each area of improvement?
- What timeframes will be used to assess progress?

## Curriculum Resources

The Nurse Well-Being: Building Peer & Leadership Support program is made up of several training courses:

### Nurses Training

The core training module and covers all the concepts included in the program. Everyone should take this module.

### Leadership Training

Anyone who is leading a team that practices Nurse Well-Being will take this module.

### Facilitator Training

Anyone who will teach the Nurse Well-Being program in a live, facilitator-led format will take this module.

## Curriculum Formats

The Nurse Well-Being training modules are available in three training formats:



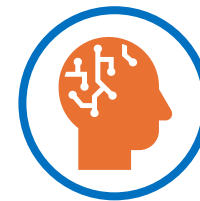
### Instructor-Led Course Materials

- PowerPoint Slides
- Instructor Guide (in PP Notes)
- \*Participant Workbook



### Video Short Materials

- Videos for each section
- Facilitator Guide
- \*Participant Workbook



### LMS Materials

- eLearning Modules
- Activities included in modules

\*There is one Participant Workbook that works with both the Instructor-Led Course Materials and the Video Short formats.



## Additional Program Resources

### Nurse Well-Being Website

Resources to help both administrators and participants of the Nurse Well-Being: Providing Peer & Leadership Support program are available at <https://www.nursingworld.org/foundation/programs/nurse-wellbeing/>. This website is maintained by the American Nurses Foundation and is updated regularly.

### Implementation Aids

All sites in the pilot program for the Nurse Well-Being Program independently sourced and implemented various aids to encourage program use. Examples are shown below:

#### “Let’s Grow the Green” Giveaways

Organizations are encouraged to develop fun engagement activities and reminders to support optimal well-being represented by the green section of the Stress Continuum. These “Let’s Grow the Green” giveaways sport a catchphrase several sites used to remind people to check on their stress levels. Useful items such as lip balm or pens, or items that keep the phrase in view such as wristbands are ideal.



Rev. 8/30/2024

### Fun Activities and Worksheets

Create fun activities like challenges, word search games, or crossword puzzles like the one pictured below to encourage engagement and reduce stress. Offer incentives via random selection to employees who participate. Incentives need not cost much and may include time off, scheduling priority, or assignment choice.

### Stress First Aid

**Down:**

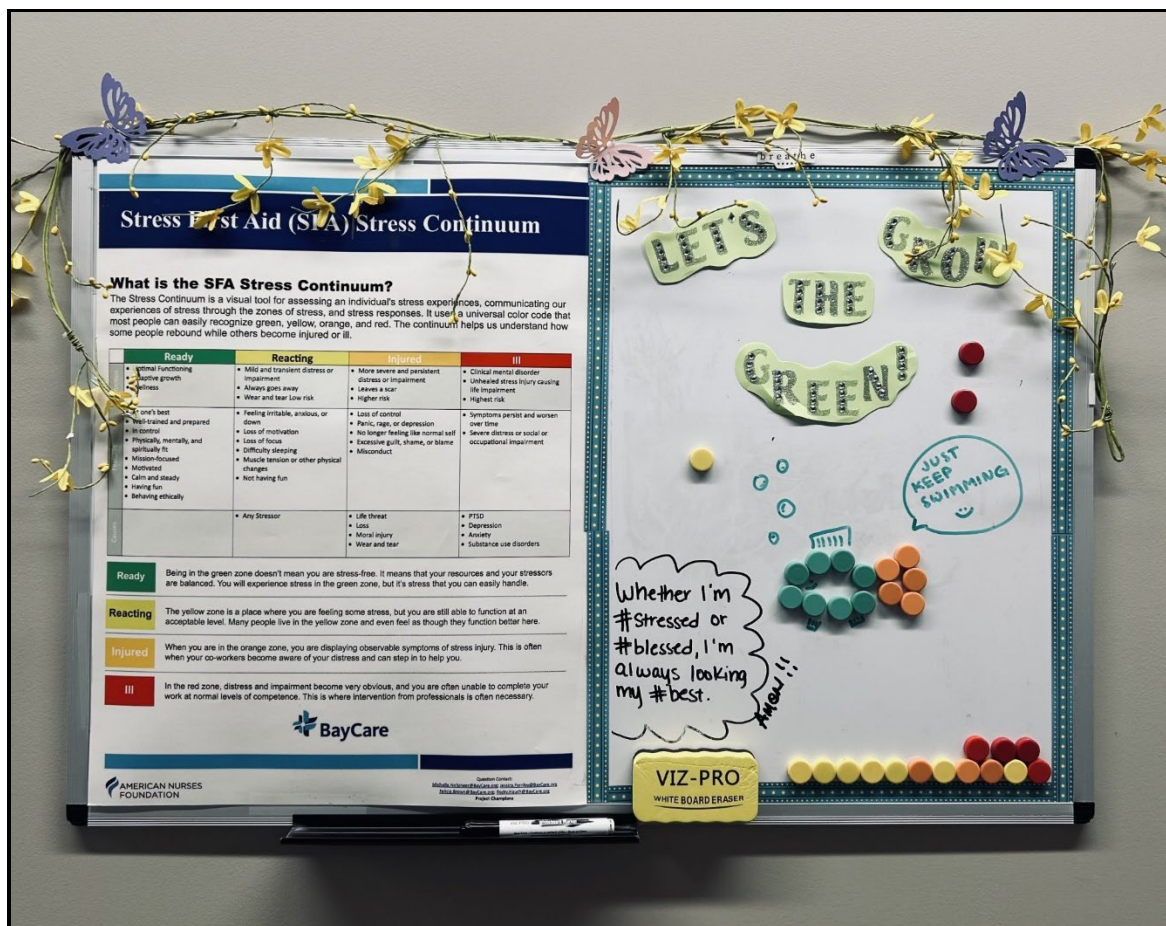
1. necessary skills and resources to meet the stress demands
2. sense of community, support
3. obtain other needed sources of help or care, inform those who need to know
4. due to behaviors or the witnessing of behaviors that violate deeply held beliefs or moral values
5. injured
6. effective stress management
8. reduced heart rate and over-vigilance
11. promote a sense of safety

**Across:**

7. hope in the futures, sense of meaning and purpose
9. accumulation of stress from all sources over time without sufficient rest and recovery
10. ill
12. reacting
13. due to the loss of cherished people, things, or parts of oneself
14. loss of function, statements of distress, exposure to trauma, life threat, major event

## Stress Level Indicators

One key to a successful program implementation is allowing participants to communicate stress levels to their teammates easily. One Nurse Well-Being pilot site used a board to indicate stress levels. Each team member chose a magnet for the color of their stress zone during that shift. When someone moves into orange, their co-workers know they need more support that day.



## Decompression Spaces

Having a place away from the unit to calm down and decompress can help maintain lower stress levels. Find a quiet corner or a window space like this "Grow the Green" garden. If you can find a space with a door, create a "Decompression Room" where participants can relax. One of the pilot sites even placed a massage chair in their Decompression Room!

Rev. 8/30/2024



## Conclusion

Creating healthier workplaces for nurses leads to increased job satisfaction and boosts professional morale while also improving outcomes for patients and their communities. Through the Nurse Well-Being program, nurses are leading the way in addressing burnout and developing a culture of well-being through peer and leadership support. To learn more about the program and access the new training modules, visit <https://www.nursingworld.org/foundation/programs/nurse-wellbeing/>.