Stop the Revolving Door
“Dissatisfaction with the work environment is the most commonly cited reason for leaving.” (Dempsey 2018)

Predictors of Intent to Stay
Praise
Recognition
Joy in Work

Turnover Rates of Newly Licensed RNs
Who Leave First Nursing Jobs

<table>
<thead>
<tr>
<th>Leave within the first year.</th>
<th>Leave within two years.</th>
<th>Leave within eight years.</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>33%</td>
<td>60%</td>
</tr>
</tbody>
</table>


NURSES’ REASONS FOR PLANNING TO LEAVE JOBS IN THE NEXT YEAR BY AGE

<table>
<thead>
<tr>
<th>Change in nursing career</th>
<th>Dissatisfaction with work environment</th>
<th>Home/personal life</th>
</tr>
</thead>
<tbody>
<tr>
<td>25.7</td>
<td>21.1</td>
<td>23.2</td>
</tr>
<tr>
<td>26.4</td>
<td>23.4</td>
<td>19.8</td>
</tr>
<tr>
<td>20.7</td>
<td>19.4</td>
<td>16.4</td>
</tr>
<tr>
<td>20.3</td>
<td>16.6</td>
<td>16.7</td>
</tr>
</tbody>
</table>


Social Connections
Nurse Rounding.
Celebrate often.
Communal meals.

Ending with Gratitude
“This positive thing is really working. It is even influencing my home life.”

What is one thing you’re grateful for today?

What makes a good day for you?

Creating a Positive Work Environment
Buena Vista Regional Medical Center
Medical Surgical Department
April 2019

“What Matters to Me” Conversations
Rounding Questions:
Please bring a picture of what “Joy” looks like to you.
What makes a good day for you?
What gets in the way of you having a good day?

Results:

Joy in Work

Psychological Safety

Positive Psychology Interventions & Wellness

Random Acts of Kindness:
“Doing a kindness produces the single most reliable momentary increase in well-being of any exercise that has been tested.”
- Mary Seligman, 2011

Staff Challenged to Perform Deeds:
105 Random Acts of Kindness completed in first 6 weeks.
• Employee to co-worker = 49
• Employee to community = 46

Gratitude:
• Positive thoughts and recognition added to end of huddle.
• Gratitude board.
• Leader thank you notes.

9 dimensions of wellness
By Bernadette Mazurek Meunier, PhD, RN, CPHN/PMHN, FAANP, FNP/APAAN, and Susan Neave, MFA
Your health and well-being isn’t just about nutrition and exercise.

Increase: Empathy, gratitude, job satisfaction, subjective well-being.
Decrease: Stress, burnout, negative thoughts, errors.

Culture of Growth and Development

Signature Strengths
THE POWER OF CHARACTER STRENGTHS