

BACKGROUND

Many nurses have left their positions and moved to outpatient clinics or home care because of the increased risk of exposure, inexperienced nurses giving care in specialties where they lack experience, and senior nurses experiencing significant burnout (Health, 2020) When faced with stress, hardship, or trauma, a person might remain functioning physically and psychologically while still feeling their anger, grief, and pain. However, resilience isn't about enduring a challenging situation, remaining stoic, or coming up with a solution on your own. In actuality, a crucial component of resilience is the capacity to ask for help from others (Staff, 2022). The health care industry demands their employees to be resilient. Being able to handle stressful events that affect both doctors, nurses, and the rest of the personnel becomes essential in such environments because they deal with stressful conditions on a daily basis and health professionals frequently feeling burnt out.

Professionals who are resilient at work are more likely to grow from stress than shrink. But first, it's crucial to create an environment where workers believe their importance and wellbeing matter.

Doctors or other medical professionals who regard their employment as a means of guiding patients toward health rather than as a means of treating patients' problems are some instances of resilience at work in the health industry. This is one of medicine's useful focuses (Resilience in Healthcare, n.d.)

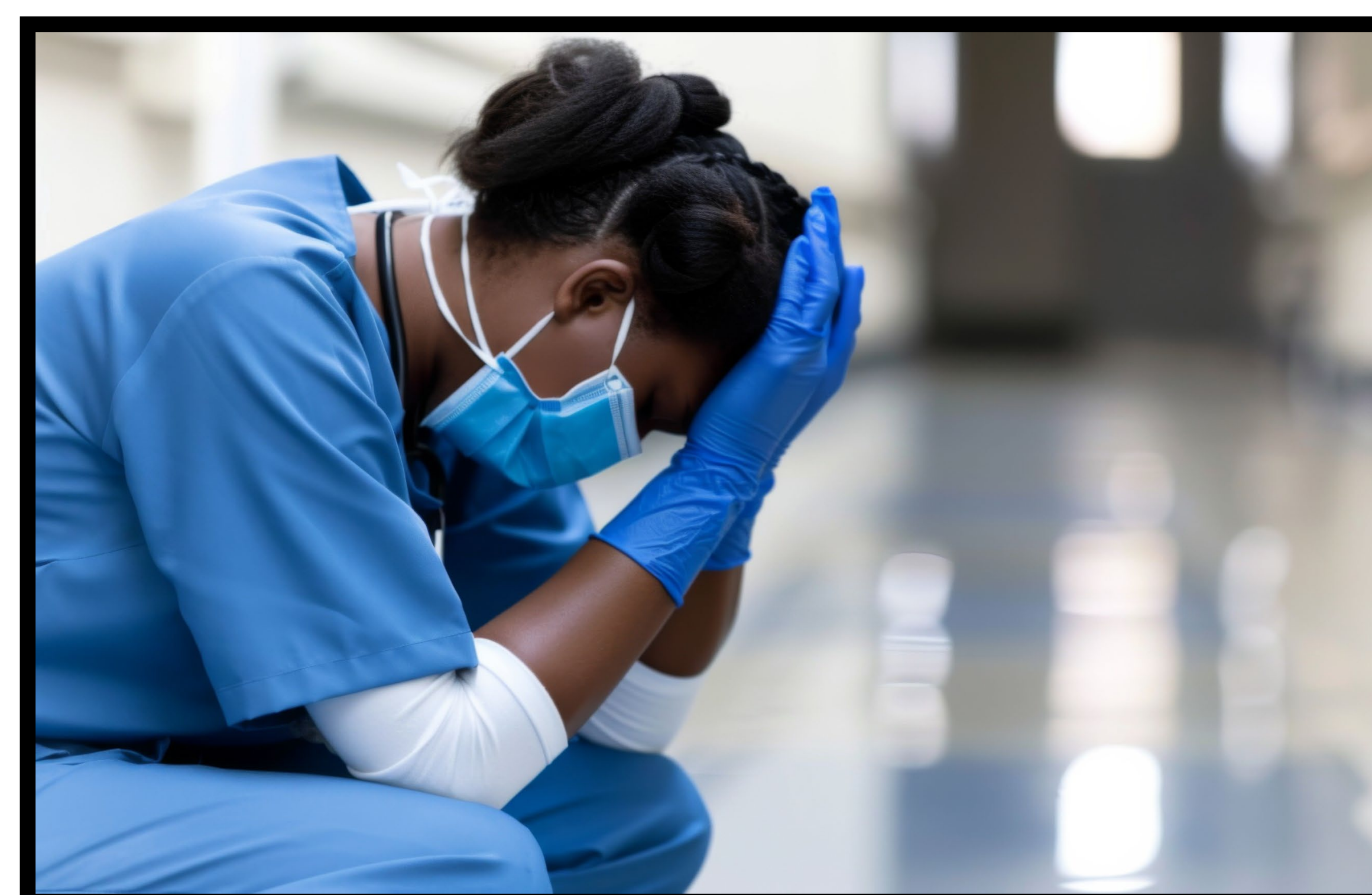
Although systemic changes are undoubtedly required to combat burnout and foster resilience, people must be given the tools they need to deal skillfully with the demands of their employment or personal lives in the immediate term. As hospitals fill up, the risk of burnout and losing highly qualified personnel rises. To keep these important professionals, both individually and as a system, much resilience is necessary.

PURPOSE

1. Help bedside clinical staff/employees alleviate burn out, anxiety, and address mental health needs;
2. Help create financial efficiency for UMC in mitigating productivity versus call offs due to different presenting staff reasons;
3. Create and provide new resilience platform to increase work-life balance, retention rates, job satisfaction, and cultural wellness.

METHODS

Qualitative research methodology will be used for this study. This methodology is going to be used for this study as data from previous employee satisfaction surveys as well as HCAHPS (Hospital Consumer Assessment of Healthcare Providers and Systems) in the hospital for the last 2 years will be compared to the effects of resiliency strategies utilization of nursing staff in impacting the quality of patient care provided (Imed Bouchrika, 2022).



CONCLUSIONS

In conclusion, the research highlights the immense stress and challenges faced by healthcare workers during the COVID-19 pandemic. The psychological effects of the epidemic, coupled with personal and professional difficulties, make healthcare personnel particularly vulnerable to burnout and other negative outcomes. Resilience emerges as a crucial factor in effectively navigating the constantly changing medical industry and addressing the demanding environment. The study emphasizes the need for a shift in mentality towards resilience, focusing on the ability to recover from difficult circumstances rather than simply enduring pressure. Developing emotional intelligence, listening to one's body, and engaging in practices like deep breathing and meditation are highlighted as effective ways to foster resilience. Additionally, social participation and support systems play a vital role in enhancing co-regulation and self-regulation, ultimately contributing to increased resilience in healthcare workers.

While systemic changes are necessary to combat burnout and promote resilience in the healthcare industry, providing individuals with the tools and support they need in the immediate term is crucial. By prioritizing the well-being of healthcare professionals and creating environments where their importance and well-being are valued, organizations can help retain highly qualified personnel and cultivate a resilient workforce capable of overcoming challenges both personally and professionally.



REFERENCES

See Poster Author for references

