

Title:

Exploring the Relationship Between Critical Care Work Environments and Professional Quality of Life

Marissa Monroe, DNP

School of Nursing, Belmont University, Nashville, TN, USA

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Abstract Summary:

The purpose of this project was to explore which of the AACN Healthy Work Environment standards have the strongest impact on professional quality of life.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Describe how professional quality of life may effect nursing performance.	Burnout can cause eexhaustion, depression, anger, and disengagement may all result from burnout. These symptoms can lead to poor attitudes and job detachment. Caregivers suffering from secondary trauma often experience fear, helplessness, confusion, and isolation in addition to re-experiencing the

	traumatic event and suffering from avoidance, numbing, and persistent arousal. Compassion satisfaction is the ability of effective caregivers to derive pleasure from their work. It refers to all the positive elements that nurses may experience caring for another person (Pro
Identify which environmental elements have the strongest impact on professional quality of life.	Authentic leadership, true collaboration, and effective decision making had the strongest impact on compassion satisfaction. Authentic leadership had the strongest impact on burnout. Authentic leadership, appropriate staffing, and meaningful recognition had the strongest impact on secondary traumatic stress.

Abstract Text:

Burnout and compassion fatigue among critical care nurses can affect individual patients, healthcare systems, and nurses' health as well as their wellbeing. Both burnout and compassion fatigue have been well described in the literature as key elements that contribute to a nurse's overall professional quality of life, and can be directly influenced by the health of the nurses' work environment. The American Association of Critical-Care Nurses defined six standards of a healthy work environment, which include skilled communication, true collaboration, effective decision-making, appropriate staffing, meaningful recognition, and authentic leadership. The purpose of this project is to explore which of the American Association of Critical-Care Nurse's Healthy Work Environment standards have the strongest impact on professional quality of life. This project was an exploratory, cross-sectional survey design completed by critical care nurses at the University of Tennessee Medical Center in Knoxville, Tennessee. The ProQOL questionnaire and American Association of Critical-Care Nurse's Healthy Work Environment Assessment tool were used to measure professional quality of life and adherence to the American Association of Critical-Care Nurse's Healthy Work Environment standards. The survey was created through Qualtrics and distributed through employer-based emails. The mean score for compassion satisfaction was average at 52.05, burnout was closer to high at 55.3, and secondary traumatic stress was high at 63. The composite average of all six American Association of Critical-Care Nurse's Healthy Work Environment standards was good at 3.5. A multiple regression analysis revealed true collaboration, effective decision-making, and authentic leadership as significant predictors of compassion satisfaction. Authentic leadership was the only predictor of burnout. Appropriate staffing, meaningful recognition, and authentic leadership were predictors of secondary traumatic stress. Authentic leadership was the strongest predictor of compassion satisfaction, burnout, and secondary traumatic stress. Therefore, improving leadership should be a priority in intensive care units that wish to improve nurses' professional quality of life.