



Landscape of Nurse Wellness: How Did We Get Here

Rick Allgeyer, PhD
Research Director





FRIDAY HUDDLE

CONVENE • CONNECT • COLLABORATE





OCN started looking into the state of the nursing workforce

Education Pipeline

Burnout & Stress

Migration to Practice



A chasm was developing between what an organization was offering and what nurses said they needed.



Congressional Directed Spending Request & Nurse Well-Being Program





“ *Being embedded in an organization and community is associated with reduced intent to leave and reduced actual leaving.*

–Mitchell et al. (2001)



HOW ARE OREGON'S NURSES?



The pandemic has impacted the well-being of registered nurses in Oregon. More than 5,000 nurses responded to the RN Well-Being Project survey to tell us how they were doing at the start of year.

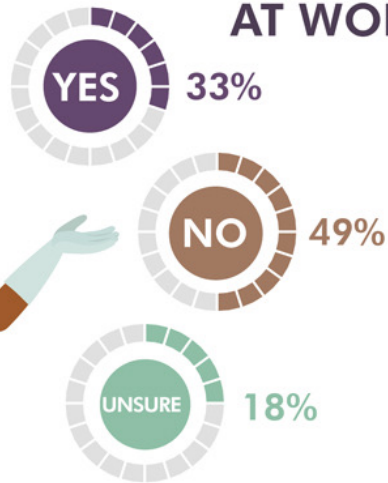
FEELINGS



*The highest reports of stress were reported in LTC, Home Health/Hospice, and Hospital settings.



EMOTIONAL SUPPORT AT WORK



SYMPTOMS



Nurses reporting a **WORK-RELATED STRESSOR**

97%

TOP WORK STRESSORS

1 heavy or increased workload

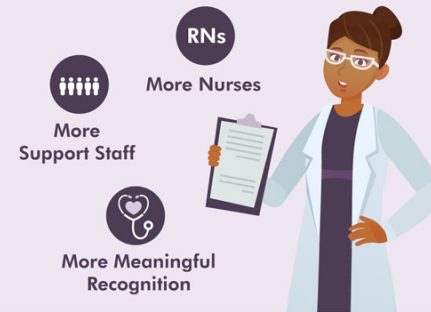
2 uncertainty about when things will settle down

3 burnout

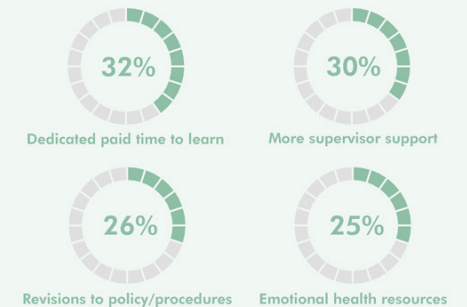
95:100

Nurses feel their **WORK ENVIRONMENTS** can **CHANGE** to support their well-being.

NURSES NEED...



NURSES WANT...



“

Organizational leadership's decisions on resources, constraints, incentives, and demand shape the work and the behavior of people in the organization.

-National Academy of Medicine



95% of nurses feel their work environments can change to support their well-being.

Thank you!

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Join us for our next Friday Huddle!

