

Providence Benedictine Nursing Center Nursing Well-being Grant



ATA GLANCE

Providence Benedictine Nursing Center aimed for 15% annual gains in well-being and improved retention by combining “Five Ways” activities with culture and process changes. Mid-project, the team pivoted to practical stressor removal, new equipment and dedicated staff spaces, based on nurse feedback and feasibility.

Key Outcomes

The project led to measurable improvements in efficiency, equipment access, and staff morale. While physical and emotional demands remain high, the changes offered meaningful support to nurses in their day-to-day work.



65%

of staff reported improved efficiency taking patient vitals



56%

felt they had better access to needed equipment

CHALLENGES

Nurses faced high burnout and compassion fatigue in a long-term care setting with significant staffing shortages, high workload intensity, and emotional demands. The organization sought to address these pressures by strengthening well-being, improving staff satisfaction, and reducing stress in a high-acuity, resource-constrained environment.

SOLUTIONS

Project proposed a broad well-being initiative built around Providence’s “Five Ways to Well-Being” framework to strengthen physical, emotional, and relational support for nurses. The planned approach emphasized team-based activities, culture-building practices, and opportunities for staff to share ideas about their well-being needs. The project also included small wellness incentives, such as gym gift cards and recognition activities, to encourage participation and reinforce healthy habits. Staff engagement sessions and structured feedback opportunities were intended to guide ongoing well-being efforts and support day-to-day morale.



Wellness Incentives



Renovated Breakrooms



Engagement & Culture



Feedback Opportunities

LESSONS LEARNED

Early implementation showed that a broad well-being program was too diffuse for a high-acuity long-term care environment with limited staffing capacity. Staff consistently reported that practical barriers, especially access to equipment and functional break spaces, were more immediate stressors than wellness programming activities. In response, the team narrowed its focus to targeted stressor removal, investing in vital-signs monitors, resident-handling equipment, and renovated break areas. These changes were viewed as meaningful and directly supportive of day-to-day work, though heavy workload often limited use of the new spaces.

Even small changes, when they were based on what staff told us they needed, made the biggest difference in how supported they felt.

Workplace Well-Being and Safety Infrastructure