

Reducing Nurse Stressors and Improving Well- Being



AT A GLANCE

Avamere convened nurses through two summits and monthly virtual sessions to build soft skills, strengthen clinical confidence, and expand peer support. The project met targets in soft skills and peer connections but fell short on clinical confidence, job satisfaction, and work-life balance; ERG rollout was dropped, and staffing/workload limited sustained gains.

CHALLENGES

High stress, weak peer connection, and gaps in clinical/soft skills undermined work-life balance, job satisfaction, and retention. Engagement during work hours was limited; staff cited survey/email fatigue and ERG leadership burdens.

SOLUTIONS

This project sought to enhance nurse well-being through clinical training, stress reduction, and mindfulness, supported by ongoing engagement and program content shaped by nurse feedback. This intervention included:



Peer Learning Sessions



Statewide Nurse Summits



Monthly Office Hours



Skills Training

“Where leadership showed up, people stayed engaged.”

Key Outcomes

The project improved nurses' confidence in soft skills, clinical confidence, and peer-to-peer connections. In contrast, work-life balance showed only modest improvement, with many nurses pointing to staffing levels, patient ratios, and benefits as the real levers for lasting change.



23%

Increase in soft skill confidence



10%

Increase in work-life balance

LESSONS LEARNED

Participation was strongest early in the project but declined as staffing shortages and workload pressures limited nurses' ability to attend sessions during work hours. Units where managers actively encouraged involvement saw higher engagement, while inconsistent leadership participation contributed to uneven momentum across sites. The ERG component added responsibilities for staff already managing high workloads and was ultimately discontinued. The team noted that sustained progress would require workload-neutral engagement opportunities and more visible, unit-level leadership support to maintain participation and reinforce skill application.