

2022–2025

Oregon's Nurse Well-Being

THE CRISIS MAY HAVE PASSED, BUT THE STRAIN REMAINS.

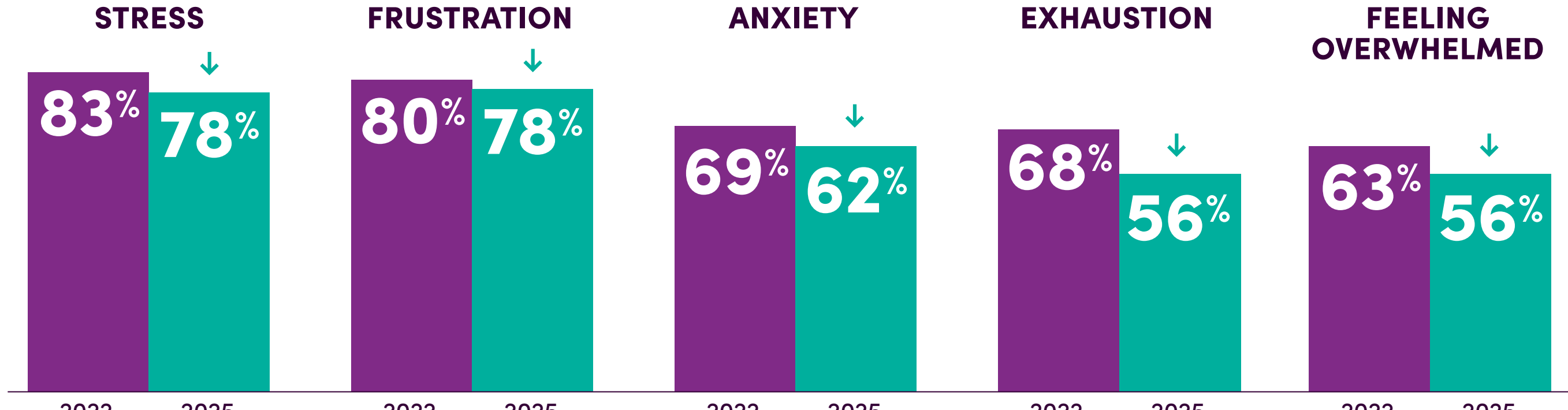


OCN surveyed nurses statewide in 2022, at the tailend of the pandemic, and again in 2025 to understand their well-being and how it has changed over time. While nurses are no longer in crisis mode, persistent day-to-day strain and high workload pressures continue to significantly impact the profession.



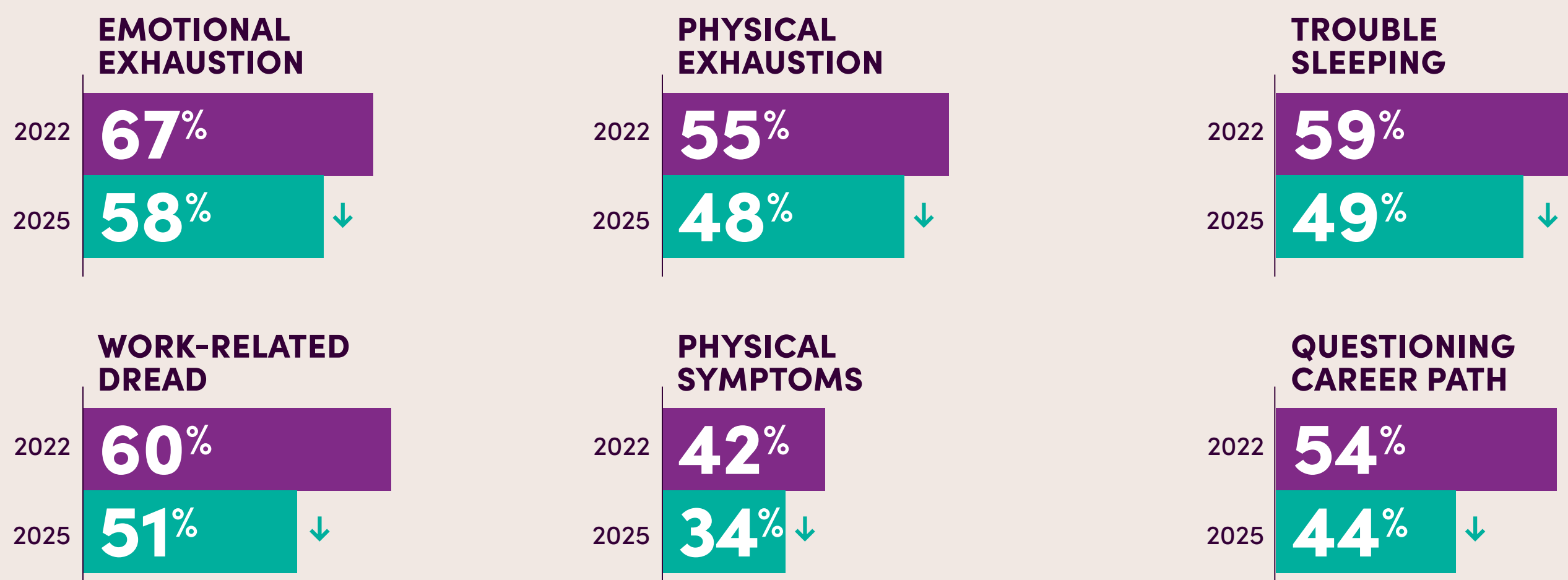
Negative Emotions Still Pervasive Among Nurses

THERE'S BEEN SOME IMPROVEMENT, BUT NOT AS MUCH AS ANTICIPATED



Top Symptoms Remain Common

RATES HAVE DECLINED, BUT IT'S CLEAR NURSES ARE STILL STRUGGLING



Nurses Needs Have Stayed the Same

BUT THEIR HIGHEST PRIORITY IS NOW MORE SUPPORT STAFF



Workload Still Top Stressor

EVEN AS THE IMPACT OF OTHER STRESSORS FOR NURSES STAYS THE SAME



1. Heavy or increased workload
2. Burnout
3. Compassion fatigue
4. Vicarious/secondary trauma
5. Moral/ethical misalignment
6. Concern about getting sick or injured



Nurses Seek Out Their Own Mental Health Support

MOST DON'T USE EMPLOYER-PROVIDED RESOURCES



30%
of nurses use a personal
provider or therapist



ONLY 7%
use a work-provided employee
assistance plan (EAP)



What This Means for Oregon

- The emotional emergency of 2022 has eased.
- Workloads remain a persistent source of strain.
- Organizational support remains limited.
- Nurses continue seeking mental health care independently.
- Sustained improvement requires system-level changes.



OCN has built a library of evidence-based resources to help nurse employers improve their employees' well-being.

Visit the microsite: WellBeing.OregonCenterForNursing.org

SURVEY METHODOLOGY

2022 survey: $n = 5,501$ (4,356 adjusted for residency and practice)
2025 survey: $n = 2,575$ (2,303 adjusted for residency and practice)
All of our analyses are based on the adjusted number.

Source: Oregon Center for Nursing. RN Well-Being Mental Health Survey, 2025. ©2025 Oregon Center for Nursing

