



# RESILIENCY TOWARDS STRESS IN EARLY CAREER NURSES

**THE  
NUTSHELL  
PROJECT.** 

> WHY WE  
NEED TO  
KNOW MORE

> RESEARCH  
AIMS

> HYPOTHESES  
& APPLICATION

> METHODS

> BENEFITS  
OF RESEARCH

*University of*  
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# Why we need to know more about Early Career Nurses (ECNs)

**Safeguard the retention of nurses in the NHS to prevent staff shortages.**

(Health and Social Care Committee Workforce Inquiry, 2022; Poole, 2022; Pressley & Garside, 2023)

**Over half a million days of sickness absences taken in 2022 due to mental health issues such as stress and anxiety.**

(NHS Long Term Workforce Plan, 2023)

**Imbalances in the ability to cope with stress are reported in novice nurses and post-pandemic nursing students.**

(Aloufi et al., 2021; Gadi et al., 2022; Hather, 2022; Pressley & Garside, 2023; Zheng et al., 2022)

**ECNs at high risk of psychological harm from perceptions of stress whilst transitioning into occupational roles.**

(Pressley & Garside, 2023)

**Understudied group despite the concerns about their well-being and retention.**

(Pressley & Garside, 2023)

> CURRENT CHALLENGES



## Current Challenges in Supporting ECNs

Increased daily exposure to workplace stressors, low resilience & self-efficacy.

Learned psychological competency in the ability to cope and adapt to stress can vary.

Difficulty in mastering professional challenges and occupational environments.

Inadequate adaptation skills to cope with demands and pressures in healthcare.

Low levels of well-being and psychological safety effects fitness to practice and patient safety.

Organisational challenges in scaling up and delivering increased and impactful coping support.

(Abdollahi et al., 2021; Green & Kinchen, 2021; Hall et al., 2016; Kotera et al., 2021; McGowan et al., 2006; Pressley & Garside, 2023; Rogers et al., 2022; Tabur et al., 2022; Zheng et al., 2022)





## Research Aims to:

Boost resilience through intervention, which promotes change in coping behaviour towards stress to support the well-being and retention of early-career nurses by...



### **1. Exploring interrelationships between resilience, coping patterns, and psychological balance of well-being in ECNs.**

Considering the resulting concepts of stress management and burnout types.

### **2. Developing a new theoretical model informing increased understanding of stress management in ECNs.**

It will also provide the content design of a digital resilience skill boosting intervention.

### **3. Designing and piloting a new resilience-boosting digital intervention for ECNs.**

Establishing whether resilience learning and positive repeated priming improves resilience skills, promoting adaptive coping to maintain the psychological balance of well-being over-time in ECNs.

**> CONSTRUCTS  
OF INTEREST**





# Research Constructs of Interest



## Primary Constructs

### 1. Resilience

Cognitive ability to appraise stressful events effectively, and evaluate own capabilities to cope with them. Promotes flexible thinking and behaviour to help problem solve to adapt to stress.

### 2. Coping Patterns

Strategies used to manage and minimise the effects of stress. Resulting in positive or negative behaviours used in response to reducing perceived stress in ourselves, and depicts how we behave towards others.

### 3. Psychological Balance of Well-being

Cognitive ability to manage values and meaningful goals, and to adjust them to cope with changes in life, by enabling positive thinking and behaviours to support ourselves and others in response to change.

## Resulting Concepts

### Stress

The discomfort felt when emotional demands are higher than the resources/capabilities we have available to reduce them.

### Burnout

Mental and physical exhaustion from high emotional demands, like stress, compassion fatigue, and lack of autonomy.



# Hypotheses

1. High resilience levels will predict higher levels of positive coping.
2. High resilience levels will predict increased psychological balance of well-being.
3. Resilience mediates the relationship between positive coping patterns and the psychological balance of well-being, decreasing levels of perceived stress.
4. Resilience mediates the relationship between positive coping patterns and the psychological balance of well-being, decreasing the risk of burnout.

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**Tested in two phases**  
with applied application

**> APPLIED  
APPLICATION**



# Applied Application Working in Collaboration with NHS Trusts



## Trusts (to-date)

**Sheffield Children's  
NHS Foundation Trust**

## ECN Participants

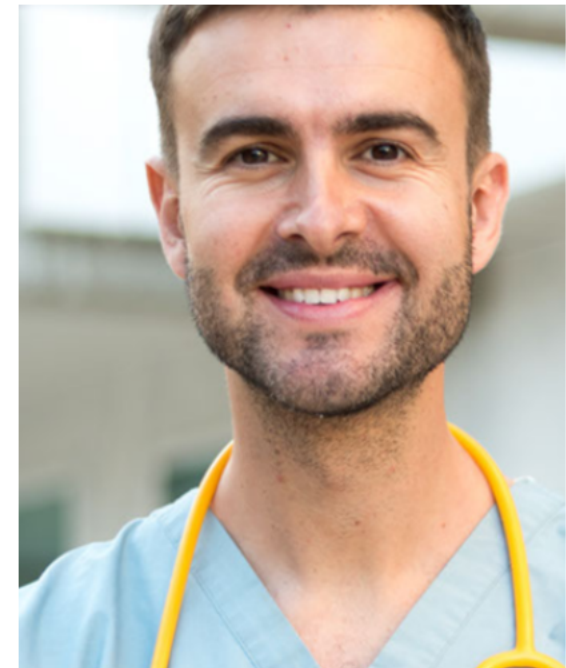
**Supports 36 months since  
NMC registration**

## Supports

**Ecological validity  
Experimental methods  
Applied aspect of research  
Professional & lived nursing  
knowledge/experience  
Disseminates information**

## Applied Advisory Group

**NHS England Retention  
Practice Education  
Service Improvement  
Preceptorship  
Professional Nurse Advocates  
(PNAs)  
Staff & Student  
Well-being Support  
ECNs' Views**





# Research Methods:



PHASE ONE

UK Wide Online Survey

Currently live

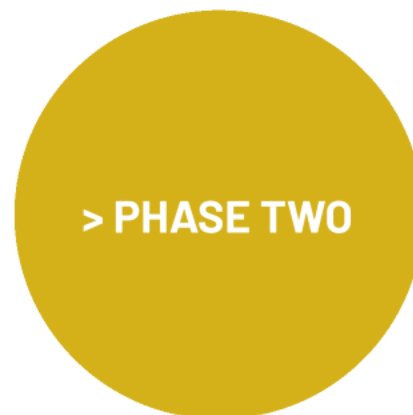
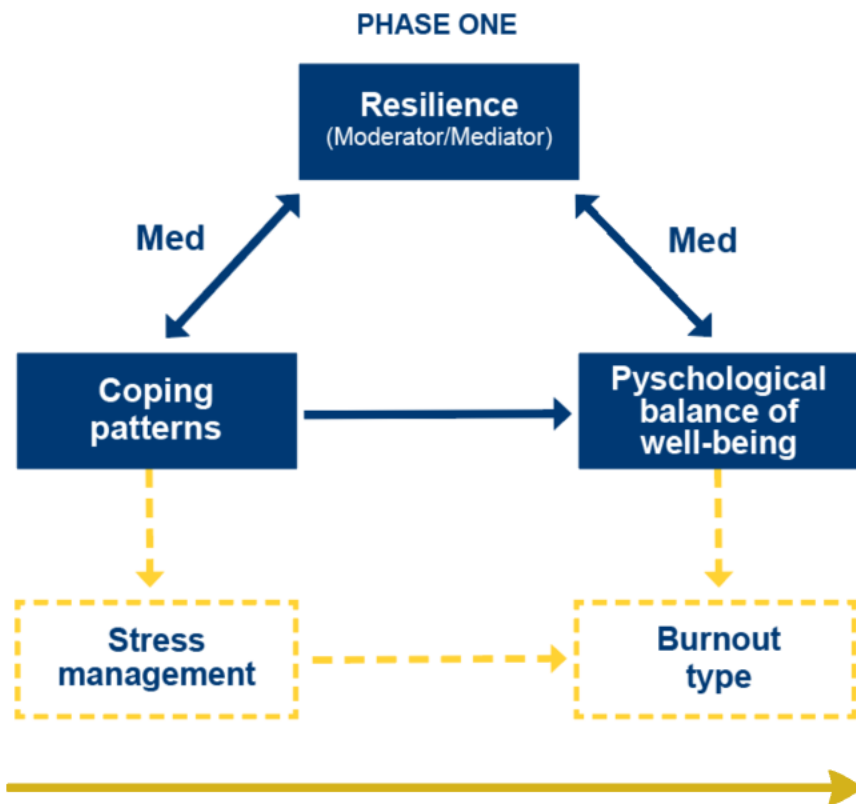
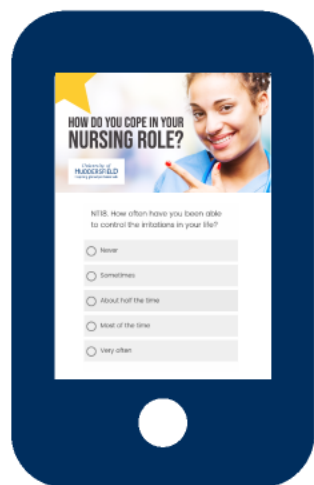


Figure 1. Moderation Mediation of the Relationship Between Coping Patterns and Psychological Balance of Well-being by Resilience supporting the Intervention Design.

Note: Solid lines = main constructs.  
Dotted lines = concepts contributing or resulting from resilience.



## Research Methods:



### PHASE TWO

## Digital Intervention Piloted with ECNs in NHS Trusts

Two-way WhatsApp Messaging taking 54 minutes spread over an 8 week period



#### DOSE ONE = 2 WEEKS

Multimedia bite sized and Interactive learning in Resilience, Stress types, Coping behaviours, Well-being in Occupational contexts with Interactive responses

#### INCREASED KNOWLEDGE

Resiliency thinking  
Adaptive skill learning  
promoting Adaptive coping behaviours

#### DOSE TWO = 6 WEEKS

Resilience priming  
via multimedia  
Reinforcement cues  
to access learnt  
Resilience knowledge  
affecting positive  
thinking and behaviour

#### IMPROVED RESOURCES

Utilising Adaptive skills  
and Positive coping  
behaviours supporting  
Psychological balance  
and Reducing stress  
to improve Well-being



# Benefits of Research

**Person-centred support solutions for ECNs to complement existing nursing support pathways (Preceptorships/PNAs) without geographical restrictions, offering:**

## **1. Preventative and Protective Resilience Intervention for ECNs:**

- supports understanding the signs and impacts of stress on self and others
- provides opportunities to learn resilience knowledge and adaptive skills
- promotes positive coping skills to help manage stressful events
- increases resources to better cope in occupational roles
- encourages self-trust and confidence to manage stressful occupational experiences
- reduces stress and enhances well-being
- improves fitness to practise to maintain patient safety.

## **2. Profiling of Risk and Resiliency Towards Stress in ECNs:**

- supports increased understanding of everyday stress management
- offers identification of negative coping behaviours and risk of burnout types
- enables staff earlier opportunities to intervene to retain ECNs at risk of attrition.

## **3. Education and Awareness of Resilience and Psychological Well-being in ECN roles:**

- improves resilience and well-being knowledge
- supports transitioning into occupational roles
- enables mastering healthcare challenges and environments more effectively
- up-skills the nursing workforce
- strengthens occupational support systems
- improves retention rates to support the future of the NHS nursing workforce.



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THANKS FOR YOUR TIME TODAY!

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