

Problem & PURPOSE

Problem: Nurses represent the largest portion of the healthcare workforce; yet burnout remains an issue. This presents a threat to workforce stability and patient care outcomes.

PURPOSE: The purpose of this project was to develop and apply an evidence-based educational tool to improve nurses' knowledge on burnout and enhance nurses' self-help seeking behaviors.

Available Knowledge & Rationale

Consequences of nurse burnout:

- Increased medication errors, falls, and hospital-acquired infections (Batalha et al., 2019; Soosava, 2021)
- Higher rates of moral distress, depression, anxiety, and suicidal ideation (Baker, 2025; Mazurek Melynk et al., 2025)
- Increased staff turnover and workforce instability (Galanis et al., 2024; Perez, 2025)

Usefulness of education in mitigating burnout:

- Associated with improving coping skills and resilience (Perrella, 2017; Shoptaugh et al., 2025)
- Print is preferred by learners due to accessibility, affordability, and favorable learning outcomes (Perella, 2017; Shoptaugh et al., 2025; Zarifsanaiey et al., 2024)

Measuring nurse burnout:

- The Maslach Burnout Inventory (MBI) is the gold standard for measuring burnout Williamson et al., 2018)
- Targeted interventions should be used to improve nurse well-being (Baker, 2025; Butler, 2025)

Methods

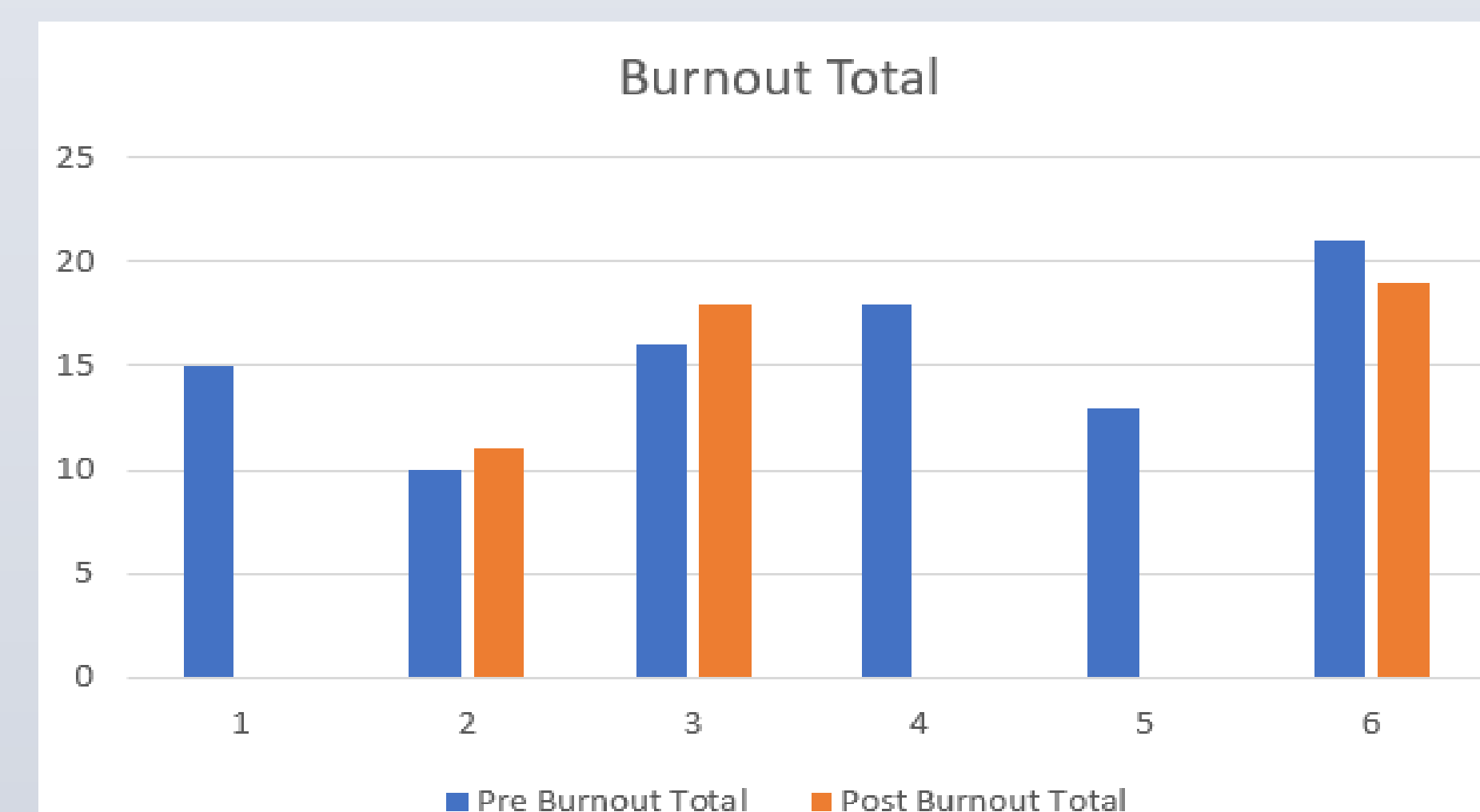
- **Context:** Conducted at a surgical services department of a Midwestern urban hospital. The project focused on its 27 nurses whose demographics vary.
- **Intervention:** Pamphlet-based educational intervention aimed at reducing burnout by increasing nurses' knowledge of burnout, and self-help seeking behaviors
- **Study of Intervention:** Pre-test/post-test evaluation of pamphlet-based educational intervention
 - ✓ Timeline: Pre-test (baseline, 2 weeks), educational pamphlet (4 weeks), post-test (2 weeks)
- **Measure:** Researcher developed 12-item pre- and post-test survey (with 4-questions for each outcome)
 - ✓ **Outcomes assessed:** Burnout levels, burnout knowledge, self-help seeking behaviors
 - ✓ **Burnout awareness:** Measured based on number of correct responses
 - ✓ **Burnout and self-help seeking behaviors:** Measured using a 7-point Likert scale (1=Never, 7=Always)
 - ✓ **Questionnaire development:** Guided by Maslach Burnout Inventory (MBI) and General Help Seeking Questionnaire (GSHQ), with original wording used

Data Analysis

- **Quantitative analysis:** Performed using Microsoft Excel
- **Statistical methods:** Descriptive statistics (mean and standard deviation)
- **Outcomes assessed:** Burnout levels, burnout knowledge, self-help seeking behaviors
- **Coding:**
 - ✓ Burnout/help-seeking: 7-point Likert scale
 - ✓ Knowledge questions: Dichotomous scoring (correct/incorrect)
- **Assessment:** Group-level data comparisons of pre-and post-test
- **Data integrity:** Double data entry and cross-checking

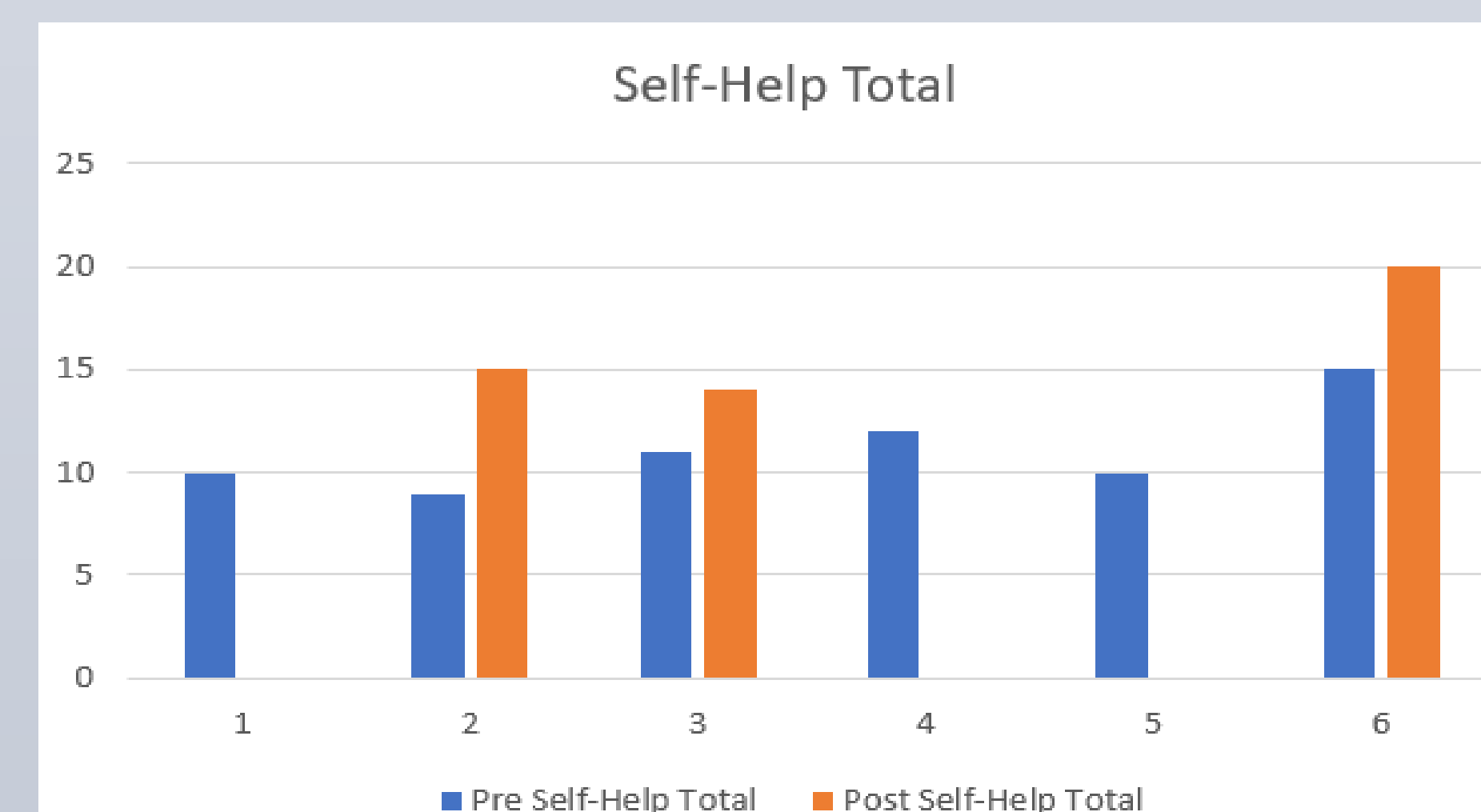
Results

Outcome 1: Burnout Levels



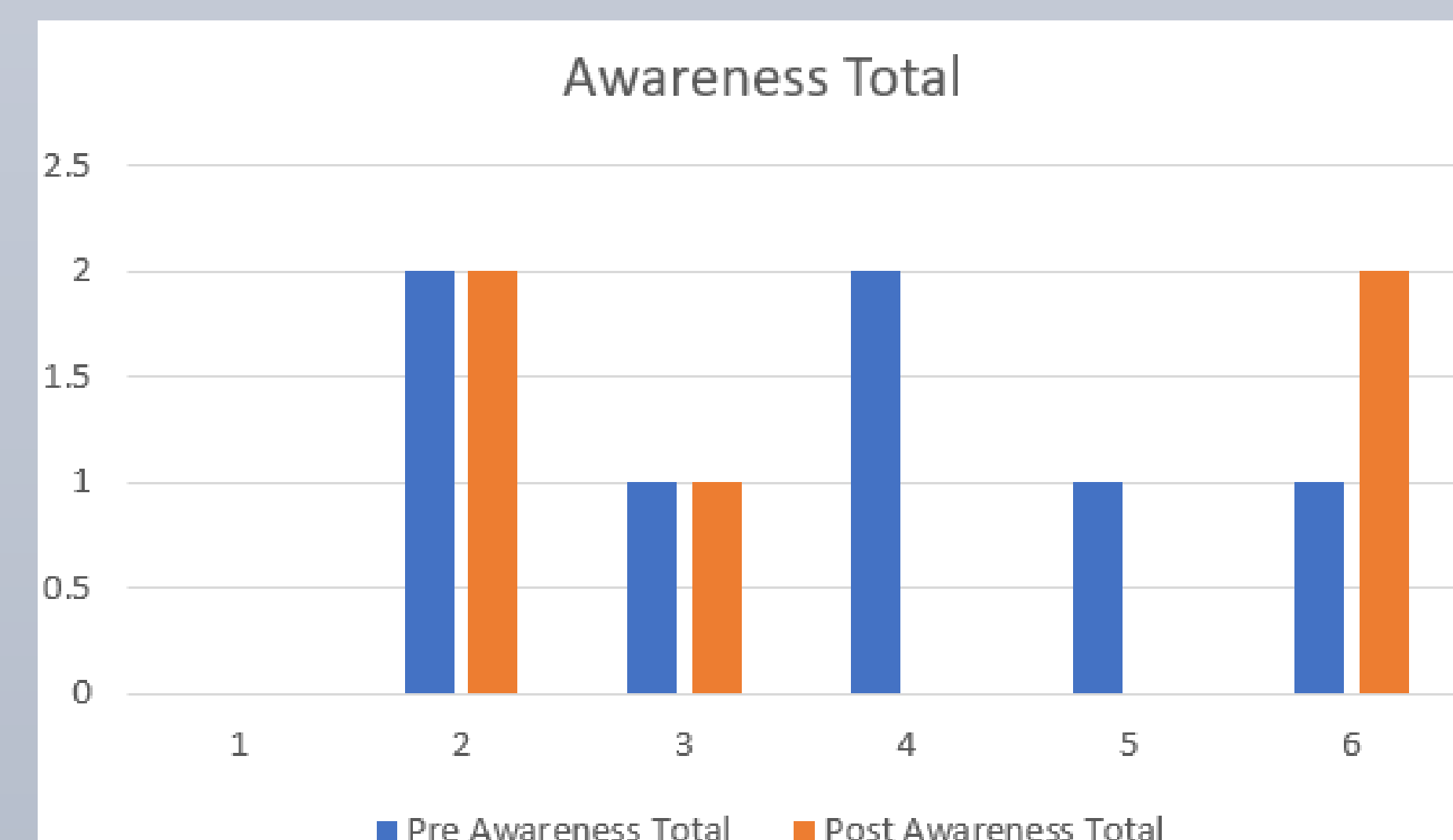
Slight Increase:
($M = 15.5$, $SD = 3.83$ to $M = 16.0$, $SD = 4.36$)

Outcome 2: Self-Help Seeking Behaviors



Increased:
($M = 11.17$, $SD = 2.14$ to $M = 16.33$, $SD = 3.21$)

Outcome 3: Burnout Awareness



Increased:
($M = 1.17$, $SD = 0.75$ to $M = 1.67$, $SD = 0.58$)

Discussion

Study Findings:

- Greatest improvement was in self-help seeking scores ($M = 11.17$ to $M = 16.33$)
- Only minor changes were seen in burnout levels and burnout awareness

Clinical Significance:

- Supports existing evidence that educational-based interventions promote well-being
- Encourages greater use of current well-being resources

Strengths:

- Anonymous data collection (de-identification numbers)
- Identical pre- and post-tests
- Low-cost, easy-to-implement

Limitations:

- Small sample size ($N = 6$)
- Incomplete pre- and post-surveys ($n = 3$)
- Scope (single Surgical unit)

Conclusions

The pamphlet-based educational intervention is a low cost, effective method:

- Increasing nurse burnout awareness and self-help seeking behaviors
 - ✓ Greater utilization of both internal and external wellness resources

The greatest improvement seen was in self-help-seeking behaviors

- Signifying the importance of targeted burnout education in supporting nurse well-being
- Expanding similar educational interventions across units and healthcare organizations may help raise well-being cultures and decrease long-term burnout

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