

# Shifting the Paradigm Toward Intent to Stay: Creating a Nurse Career Crafting Program to Increase Nurse Engagement

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## INTRODUCTION

Over 50% of RNs report **decreased work engagement, job satisfaction, & burnout** during their career (Joint Commission. 2019).

**RN burnout:** associated with 2 themes:

- perception of *engagement in meaningful & motivating work*
- perception of *personal ability to disconnect & decompress* (Press Ganey, 2018).

This novel *Career Crafting Program for Nurses* is adapted to address the *task, cognitive, and relational* aspects of work by connecting RNs with job resources to:

- enhance learning and development
- achieve work-related goals
- reduce barriers to finding joy in work.

By **elevating targeted skills, activities & resources** RNs learn to **align strengths**, motives, & passions **within their roles & career path**, thus **improving work experience & engagement**.

## OBJECTIVES

### Goal

This DNP pilot project created a **Career Crafting Framework and Training Program for Nurses** in a large US urban teaching hospital.

### AIMS

1. To create a Career Crafting Framework and Training Program for RNs in a large US urban teaching hospital.
2. To implement and evaluate the Career Crafting Training Program.
3. To make recommendations for the scaling and sustainability of the program.

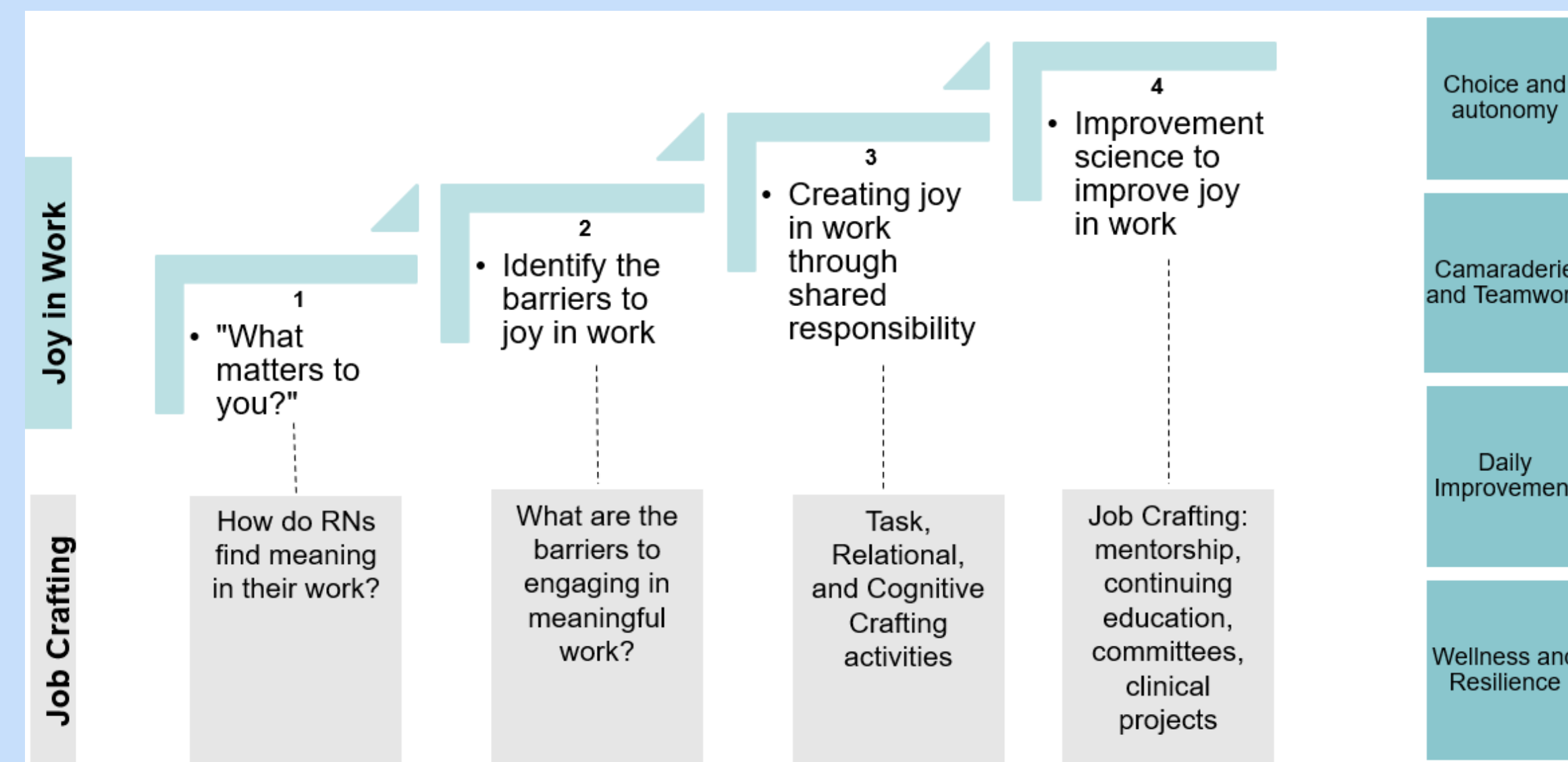
## METHODS

**Aim 1.** The Career Crafting Program was created by **adapting an evidence-based Job Crafting model & integrating selected healthcare contextual elements for RNs using the IHI Joy in Work Framework**. The program prototype, comprising 3 pre-recorded 20-minute virtual modules, was offered on-demand to RNs via the organization's online learning platform.

**Aim 2.** Completion of *pre-Job Crafting Questionnaire (JCQ)* was required before participants could access the cascading modules. JCQ assesses self-efficacy of task, cognitive, and relational crafting skills. *Completion of post-JCQ and Program Evaluation Survey* was required for CEUs. Evaluation utilized descriptive and bivariate statistics.

**Aim 3.** Based on results, recommendations were made for sustaining and scaling the program system-wide with potential for national scale.

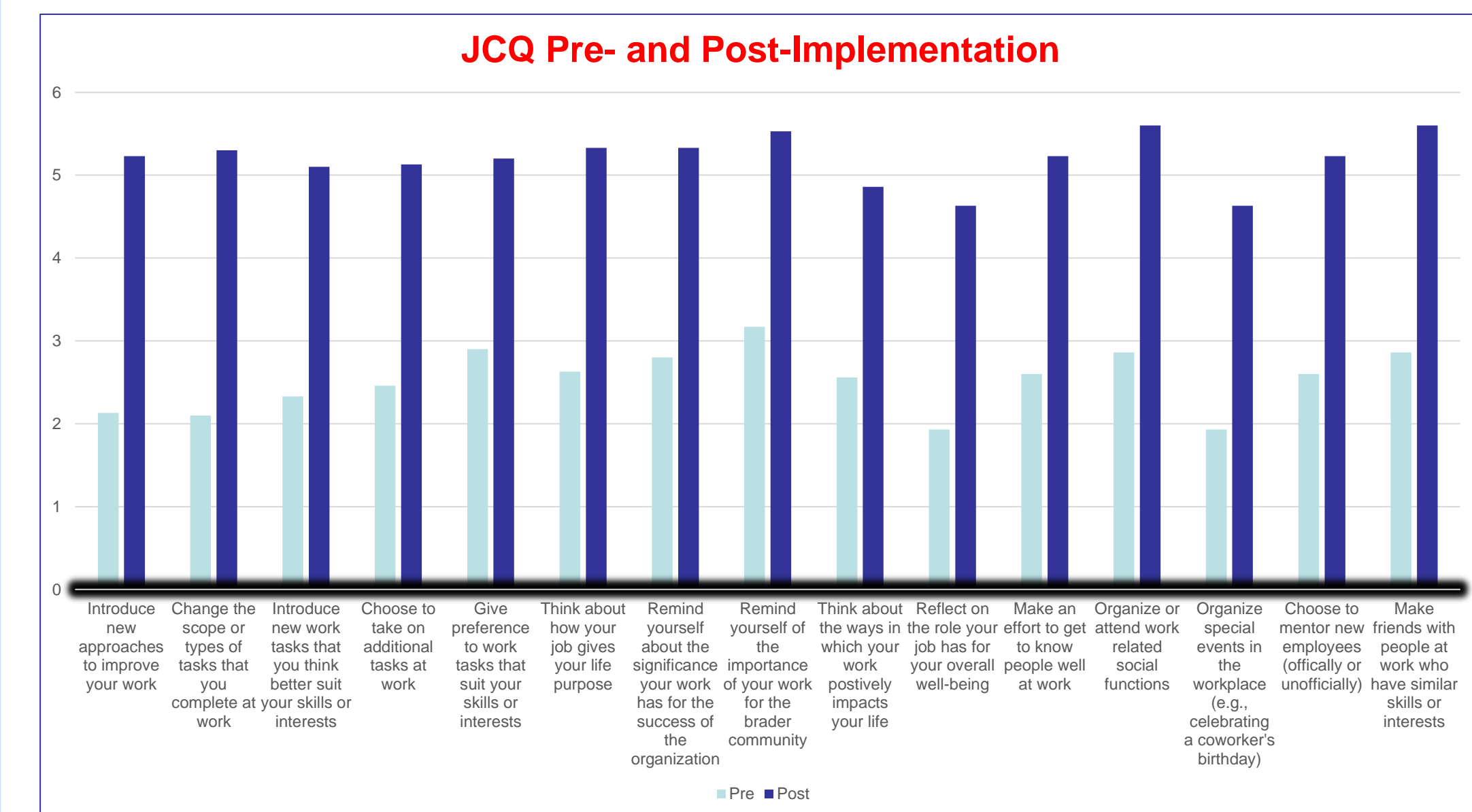
### Career Crafting Framework and Training Program



## RESULTS

JCQ: administered pre & post program via QR code/weblink to the 30 participants. Each item was compared using a paired T-test. **Results show JCQ post-program mean scores significantly higher across the board for each (p=<.0001) when compared to pre-program scores on all items.**

Post Program evaluation: Open-ended questions assessed participant satisfaction related to their intent to stay with the organization. **87% reported that the program positively influenced their decision to remain with the organization**, in stark contrast to pre-program satisfaction survey results and national trend data.



## REFERENCES

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