CONCEPTUALISING INTENSIVE CARE NURSE WORK WELLBEING: A MIXED METHODS STUDY

Introduction: Intensive care nursing is a professionally challenging role. This is elucidated in the body of research focusing on nurses' illbeing, including aspects such as burnout. In contrast, little is known about intensive care nurse work wellbeing.

Objectives/Aims: The study aimed to conceptualise intensive care nurse wellbeing by identifying intensive care nurses' perspectives of work wellbeing and strategies that strengthen their work wellbeing.

Methods: Intensive care nurses' perspectives were sought in an online prototype analysis and a descriptive exploratory study. These mixed methods were synthesised to develop a framework to support organisational change.

Results: The prototype analysis found that 'support', 'work-life balance', and 'workload' were in the top five most frequently endorsed and in the top 12 most central to their conception of work wellbeing. The strengtheners identified by the nurses included actions such as simplifying their lives, giving and receiving team support, and accessing employee assistance programmes.

Conclusion(s): Work wellbeing was a multifaceted construct. Strengtheners of intensive care nurses' work wellbeing extended across personal, relational, and organisational resources. The research findings were synthesised into a framework for job crafting from a design thinking approach, which may inform future positive strategic work wellbeing programmes.

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Author/s:

Jarden, R;Sandham, M;Siegert, R;Koziol-McLain, J

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