

Abstract

Background and Purpose: Nurse turnover has worsened with the COVID-19 pandemic in the United States. A primary indicator of nurse turnover is nurse job satisfaction. Many factors contribute to job satisfaction, including work environment and communication satisfaction. The Huddle is a validated tool shown to improve safety, communication, and team cohesion. The purpose of this quality improvement project was to implement a twice-daily Huddle to improve nurse job satisfaction on a 6-bed labor, delivery, recovery, and postpartum unit. **Methods:** This project utilized a pre- and post-test design comparing scores of two validated teamwork and nurse job satisfaction questionnaires. The intervention was a twice-daily interdisciplinary Huddle on a small labor and delivery unit in a medium-sized critical access hospital. **Results:** A total of 31 nurses and nurse-midwives participated in the quality improvement project. 16 remained unmatched from pre- to posttest analysis. Statistically significant improvements (25.68 vs 24.05, $p = .018$) in job satisfaction were demonstrated. Improvements in the teamwork components were also found (66 vs 50, $p = .006$), however, there was no statistically significant improvement in the component of Communication (13 vs 9, $p = .106$). Attendance and Huddle component completion were more consistent on the day shift rather than on the night shift. **Conclusions:** Findings suggest that nurse job satisfaction can be improved by the implementation of an interdisciplinary daily huddle, regardless of improvement in communication scores. **Implications:** More studies are needed to evaluate if these results could be replicated in larger units or outpatient settings. **Keywords:** *Huddle, nursing, job satisfaction, communication, labor, and delivery*