Objective & Aims

The purpose of this project is to evaluate a 6 month peer mentor initiative on two intensive care units. The project aims to determine if additional peer mentor support will help improve nursing satisfaction, reduce turnover, and overall lead to a higher quality of care.

Results

Aim 1: Show an improvement in at least 1 of the 10 ANA/ANCC Nurse Satisfaction Indicators

Aim 2: Report an improvement in peer networking, socializing, and retention after involvement in the peer program.

Discussion & Conclusion

Discussion

- NGN’s reported an improvement in their overall experience, finding enjoyment in the work, and feeling more connected with unit culture.
- Enhanced emotional and social support programs can increase NGN satisfaction.

Strength and Limitations

- Leadership buy-in with nurse educators and managers.
- EBPI fellowship resources.
- Limited sample size of 5 RNs.
- Lack of peer champion engagement.
- Scheduling conflicts for interventions.

Sustainability

- Monthly Preceptor Committees to assign peer mentors.
- Unit Based Council focus groups
- Expand to include new to ICU staff members.