

## Towards a Less Stressful Nursing Workplace: Get the Tools

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Nursing is considered as one of the most stressful professions, due to work in a fast-paced work environment. Literature was reviewed for the related keywords from 2008 to 2015. Most of the studies in the nursing literature focused on stress response, work-related stressors, and the effects of stress. Lesser studies discussed stress management and stress reduction techniques. Stress response mechanism was explained by Hans Selye through "GAS Model". It was clear that stress has negative consequences on physical, behavioral, psychological and emotional aspects of nurses' health. As a result, nurses with chronic stress have had more sick leaves, absenteeism, lower job satisfaction, lower productivity, and higher turnover. Therefore, patients' safety and quality of care will be threatened. Preventive measures included managing staffing ratios, modification of workload, clear job descriptions, open-communication channels, involving nurses in decision-making, high-performance rewards, balancing break times with working hours. Providing relaxation, massage and music therapy was suggested as well. In times when work-related stressors are inevitable, coping strategies are recommended. Time management skills, early preparation and checking prior to procedures and operations, improving staff own knowledge and brain-storming skills have formed literature-supported strategies. As proved in the Noble Qur'an, Spiritual practices and religiousness such as prayer provide an invaluable, great support to believers. Physical exercise, Meditation, Yoga, Aromatherapy, Massage Therapy and other relaxation techniques were suggested with suitable Gyms and Spa. In conclusion, organizations and institutions need to involve nurses in stress prevention and management programs and initiatives. Nursing managers and leaders are responsible of insuring the application of a holistic workplace improvement. Nurses are advised to balance their work-related demands with their personal and home issues. Therefore, a state of equilibrium to maintain nurses' physical and psychological well-being is realistically attainable.

### Biography:

Shahrazad Ghuzlaan is a Nurse Trainer at JET. Prior to working at JET, Ghuzlaan worked as a CRN at SFH-Saudi Arabia, and as an RN at KHCC-Jordan.

Ghuzlaan graduated in 2008 from JUST, honored by the president of JNC for being the first among her batch. Ghuzlaan achieved her Master's degree in Critical Care Nursing in 2012, and worked for a total of 7 years in Nursing Education and Clinical Nursing, has one published article in SFH Nursing Magazine in 2015, has become a certified AHA-ACLS Instructor in 2016, and recently submitted a paper for publication.