

**Evaluate factors that facilitate resiliency among nursing professionals**

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## **Introduction:**

In the fast-paced and frequently demanding setting of healthcare, nursing practitioners hold a pivotal position in delivering vital care to patients, families, and communities. Nevertheless, the requirements of the occupation can have a negative impact on the overall well-being of nurses, resulting in burnout, compassion fatigue, and reduced job satisfaction. Amidst these difficulties, the notion of resilience has become a crucial element in bolstering nurses' capacity to overcome adversity and flourish in their positions (Flaubert, et al.2021).

Resiliency, which refers to the ability to recover from difficulties, adjust to new circumstances, and preserve one's well-being despite stressful situations, is now widely acknowledged as a crucial characteristic for nursing professionals. Historically, the term "resilience" refers to both physiological and psychological components. The psychological aspect is specific to individuals, with certain individuals possessing more advanced tactics for personal resilience compared to others. Perceptions of resilience differ among different groups, situations, and societies. Some consider resilience to be an innate characteristic of one's nature, while others see it as a constantly changing process that falls on a spectrum between resilience and vulnerability (Flaubert, et al.2021).

Nurses face a multitude of stressors in their everyday work, including but not limited to, demanding workloads, time constraints, emotional requirements, and ethical quandaries. Workplace adversity, characterized by excessive workloads, heightened utilization of casual staff, less autonomy, instances of bullying and violence, and frequent organizational changes, has been associated with the creation of unfriendly, unrewarding, and potentially abusive work environments for nurses. The registered nurses may experience stress and burnout due to the necessity of meeting service expectations in highly pressurized and sometimes suboptimal and risky conditions, as well as the absence of a career structure or opportunities for advancement. Consequently, there has been a significant exodus of nurses from the industry precisely when their expertise, education, and dedication are most essential. Therefore, it is crucial for nurses to develop and maintain resilience in order to ensure their efficacy, job happiness, and general quality of life. In order to handle the complexity of the nursing profession efficiently, it is necessary to possess resilience, which is the ability to adapt and thrive in the face of adversity. Gaining insight into the elements that contribute to the development of resilience in nursing professionals is crucial for creating a work environment that provides support and enhances the overall well-being of nurses. This, in turn, leads to improved outcomes in patient care (Henshall, et al.2020).

### **☒ The challenges that can impact nurses' ability to maintain resilience:**

- ✓ **High Workload and Staffing Shortages:** Nursing professionals often work long hours and face heavy workloads, especially in understaffed healthcare facilities. The constant pressure to provide

quality care amidst staffing shortages can lead to exhaustion and burnout, undermining their resilience (Henshall, et al.2020).

- ✓ **Emotional Toll of Patient Care:** Nurses regularly witness human suffering, trauma, and death, which can take a significant emotional toll. Continuously managing their emotions in the face of such challenges can erode their resilience over time, leading to emotional exhaustion and compassion fatigue.
- ✓ **Lack of Resources and Support:** Limited resources, including time, staffing, and equipment, can hinder nurses' ability to deliver optimal care and contribute to feelings of frustration and helplessness. Additionally, inadequate support from supervisors or colleagues may leave nurses feeling isolated and unsupported, further diminishing their resilience.
- ✓ **Workplace Violence and Bullying:** Nursing professionals are at risk of experiencing workplace violence and bullying, whether from patients, visitors, or colleagues. Such incidents can cause psychological distress and trauma, undermining nurses' confidence and resilience in their roles (Al-Qadi, 2021).
- ✓ **Constant Change and Uncertainty:** The healthcare landscape is constantly evolving, with new technologies, protocols, and regulations emerging regularly. Nurses must adapt to these changes while maintaining the quality of care, which can be challenging and stressful, particularly for those who are resistant to change or feel overwhelmed by uncertainty (Henshall, et al.2020).
- ✓ **Personal and Professional Conflict:** Balancing personal and professional responsibilities can be challenging for nursing professionals, especially when faced with conflicting demands. Work-life imbalance and interpersonal conflicts can exacerbate stress and strain resilience, impacting both job satisfaction and overall well-being.
- ✓ **Lack of Recognition and Support:** Despite their critical role in healthcare delivery, nursing professionals may feel undervalued and underappreciated, both within their organizations and society at large. A lack of recognition and support can diminish morale and resilience, leading to feelings of disillusionment and disengagement (Moloney, et al.2020).

#### ☒ **Emotional Regulation:**

Emotional regulation is a cornerstone of resilience for nursing professionals.

- ✓ **Maintaining Composure:** In emotionally charged situations, such as witnessing patient suffering or dealing with high-stress emergencies, nurses must stay composed and focused to provide effective care. This requires them to regulate their own emotions, remain calm under pressure, and make sound decisions in the best interest of their patients.
- ✓ **Empathy without Absorption:** While empathy is essential for providing compassionate care, nurses must also prevent themselves from becoming overwhelmed or absorbed by the emotions of others. They balance empathy with professional detachment, allowing them to provide support and

comfort to patients and families without sacrificing their own emotional well-being (Skorpen Tarberg, et al.2020).

- ✓ **Coping with Loss and Grief:** Nursing professionals often experience loss and grief in their work, whether it's the death of a patient or the emotional toll of caring for those who are suffering. Emotional regulation allows them to process their own feelings of sadness, grief, or frustration in a healthy way, while still being present and supportive for others.
- ✓ **Managing Interpersonal Conflicts:** Nursing professionals may encounter interpersonal conflicts with colleagues or supervisors, which can be emotionally taxing. Resilient nurses are able to regulate their emotions and navigate these conflicts constructively, seeking resolution through open communication, compromise, and collaboration (Angelo, 2019).



#### ☒ **Social and Cultural Factors :**

Social and cultural factors play a significant role in shaping nurses' resilience, both within and outside the workplace. Here are some ways these factors influence nurses' resilience:

- ✓ **Cultural beliefs and values:** Cultural beliefs and values can influence how nurses perceive and cope with stress and adversity. In some cultures, there may be strong emphasis on collectivism and family support, which can provide a buffer against stress and promote resilience. Cultural norms around seeking help and expressing emotions may also impact how nurses navigate challenges in the workplace (Latif, 2020).
- ✓ **Social support networks:** Social support networks, including family, friends, and colleagues, are crucial for nurses' resilience. Strong social support can provide emotional validation, practical assistance, and a sense of belonging, all of which contribute to nurses' ability to cope with stress and adversity. Social support networks may vary depending on cultural norms and societal structures, but their importance remains universal in bolstering resilience (Morse, et al.2021) .
- ✓ **Community resources:** Access to community resources, such as counseling services, support groups, and recreational activities, can enhance nurses' resilience by providing additional sources of support and coping strategies. Community resources may vary depending on factors such as geographical location, socioeconomic status, and cultural context, but they can play a vital role in promoting nurses' well-being.

- ✓ **Societal attitudes towards healthcare professionals:** Societal attitudes towards healthcare professionals can impact nurses' resilience in various ways. Positive attitudes and recognition of the importance of nursing can boost nurses' morale and sense of professional identity, contributing to their resilience. Conversely, negative stereotypes or lack of appreciation for nursing may undermine nurses' sense of value and contribute to burnout and demoralization (Henshall, et al.2020).
- ✓ **Workplace culture and organizational norms:** The culture and norms within the workplace also influence nurses' resilience. A supportive and inclusive workplace culture that values collaboration, teamwork, and employee well-being fosters resilience among nurses. On the other hand, a toxic or unsupportive work environment can erode resilience and contribute to burnout and turnover.
- ✓ **Gender roles and expectations:** Gender roles and expectations may also shape nurses' experiences of resilience. Nursing has historically been a female-dominated profession, and societal expectations around gender roles may influence how nurses perceive and cope with challenges in the workplace. Addressing gender-related issues and promoting gender equity within the profession can enhance nurses' resilience and well-being (Kearns, & Mahon, 2021).
- ☒ **The individual coping mechanisms and strategies that nurses employ to navigate the challenges they face:**
- ✓ **Mindfulness and relaxation techniques:** Many nurses practice mindfulness meditation, deep breathing exercises, or progressive muscle relaxation to help alleviate stress and promote emotional well-being. These techniques can be done during breaks or even in the midst of a hectic shift to bring a sense of calm and focus (Ramalisa, et al.2018).
- ✓ **Self-care practices:** Nurses understand the importance of self-care and prioritize activities that promote physical and mental health. This can include regular exercise, getting enough sleep, maintaining a healthy diet, and engaging in hobbies or activities that bring joy and relaxation.
- ✓ **Seeking social support:** Building a strong support network among colleagues is crucial for nurses. They often lean on each other for emotional support, sharing experiences and offering empathy and understanding. Seeking support from friends and family outside of work can also provide a valuable outlet for processing emotions and seeking advice (Amarneh, 2017).
- ✓ **Maintaining boundaries:** Setting boundaries is essential for nurses to prevent burnout and maintain a healthy work-life balance. This may involve learning to say no to extra shifts or responsibilities when feeling overwhelmed, as well as carving out time for rest and relaxation outside of work hours.
- ✓ **Seeking professional help:** When coping mechanisms alone aren't enough, nurses may seek help from mental health professionals such as therapists or counselors. Talking to a professional can provide a safe space to explore feelings and develop strategies for coping with stress and emotional challenges (Betke, et al.2021).

- ✓ **Engaging in reflective practices:** Reflective practices, such as journaling or participating in group debriefings, allow nurses to process their experiences and emotions in a structured way. This can help them gain insight into their reactions and coping strategies, as well as identify areas for growth and improvement (Howatson-Jones, 2016).

#### ☒ **Professional Support Systems:**

The presence of support mechanisms in the workplace is vital for fostering the resilience and well-being of nurses (Henshall, et al.2020). The following are essential components of professional support systems that enhance the resilience of nurses:

- ✓ **Mentorship programs:** involve the pairing of seasoned nurses with less experienced colleagues, with the aim of offering guidance, support, and motivation. Mentors can provide guidance on how to navigate the difficulties of the profession, share their personal experiences, and act as examples of resilience and professional development (Hoover, et al.2020).
- ✓ **Peer support groups:** provide a platform for nurses to establish connections with colleagues who are encountering similar difficulties. These groups offer a secure environment for individuals to share their experiences, engage in discussions about their worries, and provide each other with mutual support and encouragement. Peer support can alleviate the sense of isolation and enhance the validation of nurses' experiences, so strengthening their resilience.
- ✓ **Access to counseling services:** Numerous healthcare institutions provide counseling services to promote the mental health and overall well-being of their workers. These services may encompass private therapy sessions with certified therapists or psychologists, along with tools for handling stress, anxiety, and other mental health issues. Accessing professional therapy can assist nurses in managing complex emotions, cultivating effective coping mechanisms, and sustaining their resilience when confronted with challenges.
- ✓ **Organizational policies and practices:** It is crucial to have organizational policies that give priority to the well-being of staff in order to promote resilience among nurses. This may encompass rules pertaining to the management of workload, flexibility in scheduling, and assistance in achieving work-life balance. In addition, businesses should adopt measures such as conducting frequent meetings with staff, providing avenues for feedback and input, and establishing recognition programs to highlight the valuable contributions of nurses and foster a conducive work atmosphere (Sparer,et al.2018).
- ✓ **Training and education:** Continual training and education can provide nurses with the necessary information and abilities to excel in their positions. This may involve instruction in stress management strategies, effective communication abilities, conflict resolution, and self-care routines.



Organizations exhibit their dedication to fostering nurses' resilience and advancement by investing in professional development (Mlambo, et al.2021).

- ✓ **Crisis intervention teams:** are highly beneficial in healthcare settings, since they provide essential support to nurses who may come across traumatic occurrences or crucial incidents. These teams are specifically prepared to offer prompt assistance and counseling after distressing incidents, aiding nurses in comprehending their encounters and lessening the negative effects of trauma on their overall health.

#### ☒ **Personal Values and Meaning:**

Nurses' personal values and sense of purpose are foundational elements that sustain their resilience in the face of adversity.

- ✓ **Alignment with Personal Values:** When nurses' actions and decisions align with their personal values, they experience a greater sense of authenticity and integrity in their work. For example, nurses who value compassion, empathy, and altruism find fulfillment in providing patient-centered care and advocating for their patients' well-being. This alignment with their values strengthens their commitment to their profession and enhances their resilience, as they feel a sense of purpose and fulfillment in their work (Henshall, et al.2020).
- ✓ **Sense of Meaning in Work:** Nurses derive meaning from their work through their ability to make a positive impact on the lives of others. Whether it's providing comfort to a patient in pain, offering support to a grieving family, or advocating for social justice and health equity, nurses find purpose in the meaningful connections they forge with patients and the difference they make in their lives. This sense of meaning transcends the challenges and hardships of their profession, fueling their resilience and commitment to their calling (Gómez-Salgado, et al.2019).
- ✓ **Strong Sense of Professional Identity:** Nursing is more than just a job; it's a profession deeply rooted in values, ethics, and a commitment to service. Nurses develop a strong sense of professional identity through their education, training, and experiences in the field. This professional identity serves as a source of strength and resilience, anchoring nurses in their roles and guiding their actions even in the face of adversity. It provides them with a sense of belonging to a community of caregivers who share common values and goals, fostering camaraderie and mutual support.
- ✓ **Intrinsic Motivation:** Nurses' resilience is often fueled by intrinsic motivation, driven by their passion for helping others and making a difference in the world. Unlike extrinsic motivators such as salary or recognition, intrinsic motivation is deeply personal and enduring, sustaining nurses through the challenges and setbacks they encounter in their profession. It empowers them to persevere in their commitment to providing high-quality care and advocating for the well-being of their patients, regardless of external rewards or recognition (Zeng, et al.2022).

**Conclusion:**

Resilience is a fundamental quality that sustains nurses in their demanding and often emotionally taxing profession. Nurses play a pivotal role in delivering essential care to individuals in need, but they also face numerous challenges that can impact their well-being and effectiveness. However, resilience serves as a powerful buffer against these challenges, enabling nurses to adapt, persevere, and thrive in the face of adversity. Understanding the factors that contribute to nurses' resilience is essential for creating supportive work environments and promoting their overall well-being. Personal values, sense of purpose, and professional identity provide nurses with a strong foundation for resilience, aligning their actions with their core beliefs and motivating them to make a meaningful difference in the lives of others. Additionally, access to job resources such as autonomy, social support, and adequate staffing, along with effective coping mechanisms and professional support systems, are critical for enhancing nurses' resilience and enabling them to navigate the complexities of their profession effectively. By recognizing the importance of resilience among nursing professionals and implementing strategies to support its development, healthcare organizations can foster a culture of well-being, compassion, and excellence in patient care.



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