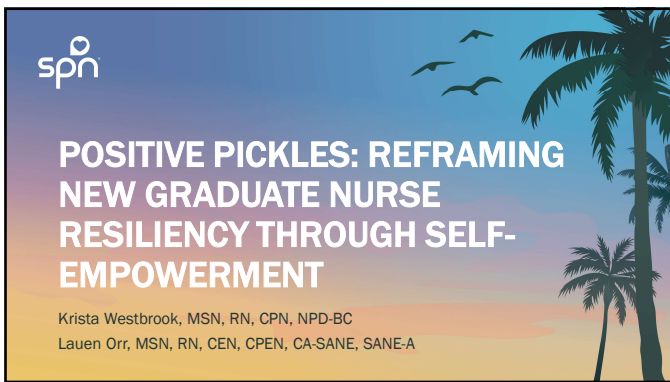
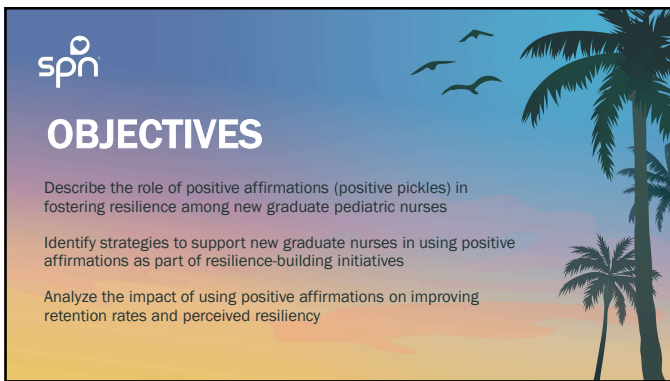





1



2



3




Children's Health System of Texas

top pediatric health system

- More than 110-year history providing care to children from birth to adulthood.
- More than 3,200 nurses across the system.
- Two world-class hospitals (488 licensed beds in Dallas, 212 in Plano) and 50+ locations offering specialty care in North Texas.
- Magnet Recognized, first achieved in 2006, with redesignations in 2013, 2018, and 2023.
- More than 11,000 team members care for nearly 370,000 children a year.
- Two academic research partners and joint pediatric enterprise affiliation to UT Southwestern Medical Center.

4



Nurse Residency

- #4 Ranked 4th in the nation for nurse residency programs by Vizient and University of Kansas
- 10 year CCNE designation as of 2022
- 94% Residency retention rate, exceeding national benchmarks
- 183 nurse residents started in the organization
- 8% percentage of nurse residents represented in Nursing Professional Governance overall membership

5



Clinical Resource Team

75 CCS Nurses

30 weeks

- Units
- CICU
- NICU
- TICU
- PICU
- ED


160 ACS Nurses

19 weeks

- Units
- Gen peds
- Surgery/Trauma
- Renal
- Hem/Onc
- Cardiology
- GI
- Pulmonary
- Neuro/Neurosurgery




6

spn 


The ability of something to return to its original size and shape after being compressed or deformed

An ability to recover from or adjust easily to adversity or change



Resiliency

7


spn 

"Preventing burnout. Preventing hating your job"

"Sometimes showing up really sucks, and I don't want to, but I do"

"Continuing to show up"

"Persevering through hardships or like situations even when they are hard"



Resiliency

8

spn 

Trend of poor resiliency leads to feelings of perceived burnout

Background

9

spn

Trend of poor resiliency leads to feelings of perceived burnout

Resilient nurses can adapt

Background

10

spn

Trend of poor resiliency leads to feelings of perceived burnout

Resilient nurses can adapt

Literature supports interventions aimed at burnout, but few show programs aimed at supporting resiliency

Background

11

spn

Trend of poor resiliency leads to feelings of perceived burnout

Resilient nurses can adapt

Literature supports interventions aimed at burnout, but few show programs aimed at supporting resiliency

New graduate nurses defined as nurse with less than 2 years of experience

Background

12

spn

- Trend of poor resiliency leads to feelings of perceived burnout
- Resilient nurses can adapt
- Literature supports interventions aimed at burnout, but few show programs aimed at supporting resiliency
- New graduate nurses defined as nurse with less than 2 years of experience
- New graduates leaving bedside for "soft" nursing position within first 2 years of practice

Background

13

spn

Could improving resiliency help new grads cope with or eliminate feelings of burnout?

Could a simple tool that nurse leaders or educators use alongside existing organization resources exist?

Background

14


spn

Average Cohort Size

- ACS
 - 4-10
- CCS
 - 2-4

Background

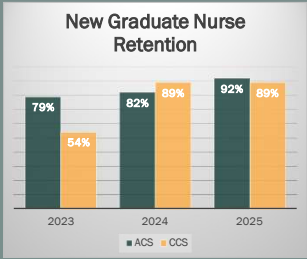
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Average Cohort Size


- ACS • 4-10
- CCS • 2-4

Background




Year	ACS (%)	CCS (%)
2023	79%	54%
2024	82%	89%
2025	92%	89%


16



Retention increasing but continue to hear about feeling "burned out" or "over it"



Continue connections during reflection and incorporate resiliency strategies into existing programs addressing burnout



Implementation

17




POSITIVE PICKLES

- Fun way to give a physical and visual reminder of resiliency
- Drives conversations about personal resiliency strategies
- Easy to replicate
- Inexpensive
- Catchy & contagious



Implementation

18


spn 

How do you measure resiliency?

Brief Resiliency Scale


- Reliable, validated tool that measures the ability to bounce back from stress
- Short - 6 questions

Brief Resilience Scale (BRS)-SPN



Implementation

19

spn 

Brief Resilience Scale (BRS)

Respond to each statement below by circling ONE answer.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
				5
				4
				3
				2
				1

BRS Score	Interpretation
1.00 - 2.99	Low resilience
3.00 - 4.30	Normal resilience
4.31 - 5.00	High resilience

Smith, B.W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P. and Bernard, J. (2008). The Brief Resilience Scale: Assessing the Ability to Bounce Back. *International Journal of Behavioral Medicine*, 15, 194-200.

Implementation

20

spn 




Positive Pickles




Implementation

21




Brief Resiliency Scale

- Encouraged but not required to complete survey
- 3 Full cohorts
- 22 Nurses

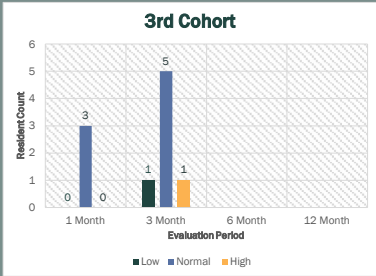


Results

22




- ACS track recently off orientation
- CCS nearly complete
- 5 total residents
- No turnover

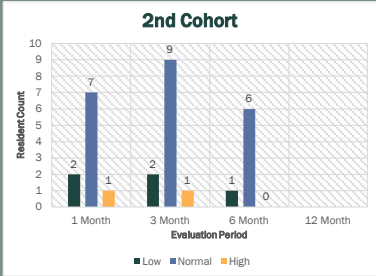


Results

23




- All residents off orientation
- Inconsistent population
- 9 Total resident
- 1 Departure



Results

24




- Initial survey at month 3
- Consistent sample size

Results

1st Cohort

Evaluation Period	Low	Normal	High
1 Month	0	0	0
3 Month	4	4	0
6 Month	3	5	0
12 Month	1	7	0

25



How has your definition of resiliency changed?


Showing up

Quickly recovering

Realizing you can leave things at the door and be home and you don't have to complete it


Less anxious about coming to work

It's hard to figure it out




Results

26

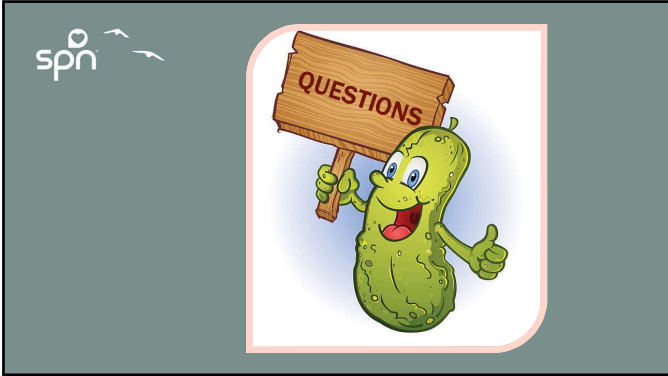


- Improvement In Brief Resiliency Scale scores
- Increased retention
- Pickle distribution continues
- Pause in collecting data




Results

27



28

References 

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