

**Matching Learning Styles:
A Visual Method of Teaching Staffing Practice Recommendations**

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Abstract Background Information: The PACU and Phase II staff were not adhering to staffing practice recommendations and an educational gap was identified.

Objectives of Project: A 2025 goal for staff was to improve knowledge and adherence to ASPAN staffing practice recommendations.

Process of Implementation:

- A magnetic poster of the unit was created with magnets representing staff members and patients.
- Scenarios were designed and presented to the staff in groups of 5-10 to identify violations of ASPAN staffing recommendations.
- Violation cards with the correct practice recommendation were created for staff to identify what was wrong with the situation and what proper staffing should be.

Statement of Successful Practice:

- Staff are able to picture and articulate what safe staffing practices are in a variety of scenarios.
- Staff are encouraged to collaborate with other areas to ensure safe staffing practices are followed.
- Staff are more confident holding each other accountable because the staffing practice standards become common knowledge.

Implications for Advancing the Practice of Perianesthesia Nursing:

- Using a visual approach tailored to a specific unit ensures staffing scenarios are easier to picture and illustrate the importance of proximity.
- Scenarios illustrate common staffing challenges and promote group problem solving.
- Management has the opportunity to voice support for the nurses in following these standards despite pressure from other providers.
- Repetition of reading the violation cards promotes retention of the recommendations made by ASPAN for staffing.