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# A Perioperative Mentorship Program to Engage Clinical Nurses in Reaching Professional Development Goals

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## Background

- In September of 2023 the PACU had 39 nurses. Of those, 14 were charge nurses, 20 were preceptors, 16 had certifications, and 4 had Clinical Nurse III/IV (CNIII/IV) status.
- Baseline data gathered from PACU nurses assessed interest in creating a perioperative services mentorship program focused on professional development. The data showed that PACU nurses had a 55.6% satisfaction with their current level of professional development and a 73.9% interest in furthering their professional development.
- The literature demonstrated that mentorship programs cultivate professional growth, improve peer relationships, increase job satisfaction, and promote trust within work environments, all of which positively impact organizational culture.

## Methods

- The Lead and Co-Lead for the perioperative mentorship program assigned 4 mentor and mentee pairs. The pairs met initially to develop goals for the 6-month mentorship program contract. The pairs then met monthly for a minimum of 6 months to discuss successes and/or hardships the mentees had toward attaining their professional development goals.
- Qualitative and quantitative data from surveys at initiation, 3, 6, 9, and 12 months were assessed utilizing the Likert scale and a free-text box.

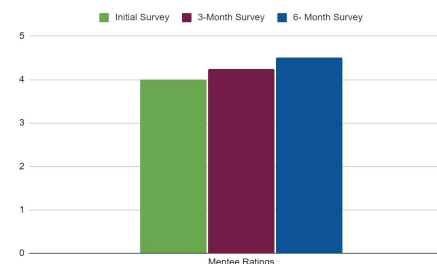
## Outcomes Assessed

- Mentees successfully achieved professional development goals (i.e., professional certification, clinical advancement, unit-based leadership) by the end of the 6-month mentorship contract.
- Mentors/mentees actively engaged in conversations regarding goal setting and progress at least once per month for the duration of the 6-month mentorship contract.
- Mentors/mentees created a culture of respectful learning, supportive relationship development, and professional growth for the duration of the 6-month mentorship contract.
- Mentees demonstrated higher rates of overall job satisfaction by the end of the 6-month mentorship contract.

## Results

- Based on the surveys at initiation, 3-months and 6-months, mentees experienced:
  - 75% of mentees met their intended professional development goal
  - 100% of mentees reported supportive relationships with their mentor
  - 100% of the mentees reported their mentors helped facilitate their professional development goals
  - 100% of mentees reported their mentors promoted an environment of trust

### Increased Job Satisfaction



	Sept. 2023	Sept. 2024
# of Nurses	39	42
Charge Nurse	14	14
Preceptors	20	15
CN III or CN IV	4	9
Certifications	16	20

- Based on the surveys at 9-months and 12-months, participants (mentors and mentees) experienced:
  - Participants reported increased job satisfaction and increased confidence
  - Participants reported the following positive outcomes: personal career satisfaction, resume building, improved knowledge and skills, empowered continued learning, and increased pay via advancement to CNIII or CNIV.

## Barriers

- 40% of the mentorship pairs reported there were no hardships to the mentorship program
- 60% of the mentorship pairs reported the following as hardships for their professional development:
  - Required work beyond scheduled hours
  - Felt they needed additional unit and leadership support
  - Mentorship pairs had difficulty meeting outside of the unit for monthly meetings

## Conclusions

- Mentors and mentees had increased job satisfaction after completing the mentorship program and meeting their professional development goals.
- The perioperative mentorship program successfully increased the number of RNs with CNIII/CNIV status and RNs with certifications.

## References

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