



HEALTHY NURSE
HEALTHY NATION

leading the way to better health

Year One Highlights 2017-2018

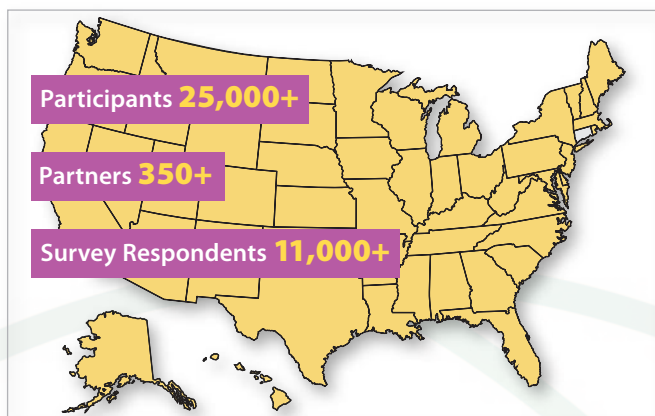
ANA  ENTERPRISE

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Year in review

On May 1, 2017, ANA Enterprise launched a bold initiative—Healthy Nurse, Healthy Nation™ (HNHN) Grand Challenge—to transform the health of our nation by first improving the health of its 4 million RNs. In just over a year, more than 25,000 individuals and 350 partner organizations have joined this exciting movement.

HNHN is made possible, in part, by the generosity of the American Nurses Foundation, Sodexo, and Stryker.



What is HNHN? Grand challenges embrace beneficial goals addressing systemic and embedded social problems through collaboration and joint leadership. Past examples include campaigns to stop littering and to encourage seatbelt use. This grand challenge focuses on improving the health, safety, and wellness of nurses and nursing students, leading them to be more effective role models, advocates, and educators. HNHN:

- connects and engages individuals and organizations to take action within five domains: physical activity, sleep, nutrition, quality of life, and safety
- provides a web platform to inspire action, cultivate friendly competition, provide content and resources, gather data, and connect nurses, employers, and organizations.

When participants join, they create a profile page, make a health commitment, join challenges, engage in discussion, access resources and blogs, and take a health-risk appraisal (HealthyNurse® Survey)—all available on the interactive HNHN Connect platform.

A private Facebook community and text-to-join option are available. Nurses and nursing students are chosen for a biweekly #healthynurse spotlight showcasing their wellness journey in blog, social media, and newsletter content. Contests for health and wellness prizes are offered. Our first year's most popular challenge, *Curb Your Sweet Tooth*, urged participants to decrease sugar in their diet.

The year in review

This report summarizes statistical analyses of nurse and student nurse respondents' data related to the five domains as part of the HealthyNurse® Survey. This electronic survey fo-

cuses on nurse health, safety, and wellness risks. Question categories include demographics, occupational health, employee and personal wellness, individual safety, and overall health. The IRB (Institutional Review Board)-approved survey takes about 15 minutes to complete. Participants receive their confidential results immediately as an interactive heat graph. Participants can link to the national average, ideal standard, and resources for most questions. HNHN's inaugural year saw about 11,000 participants take the survey. The results in this report are based on data received between February 2, 2017, and May 18, 2018, for a total of 9,117 completed survey responses with invalid responses removed.

This year in review also includes success stories, as well as tips for each domain that you can apply in your own life.

Participating in HNHN

Participating organizations can join the initiative at three different levels: Connectors, Collaborators, and Champions. All levels agree to share information about HNHN with their employees, and encourage nurses to join; in return, organizations are recognized on hnhn.org. A fourth category, Catalyst, is available by invitation only.

At the highest level of engagement, Champions are asked to make a specific commitment to their nurses and set metrics for success. They submit quarterly progress reports and engage in the web platform. Their successes are highlighted in blogs, social media, and the HNHN newsletter.

Collaborators and Champions can receive quarterly organization-specific data reports. These data are pulled from participants' HealthyNurse® Survey results (de-identified) affiliated with their organization. At least 25 participants from the affiliated organization must take the survey to ensure anonymity of the aggregated, de-identified data. Awards programs also are offered.

Although HNHN is designed predominately for nurses, it's open to everyone, free of charge. HNHN can be found on social media, including:

- Twitter: @HealthyNurseUSA
- Instagram: HealthyNurse
- Pinterest: HealthyNurse
- Facebook: Healthy Nurse, Healthy Nation

Join us at hnhn.org today!



ANA President Pamela Cipriano says, "Healthy Nurse, Healthy Nation is a grand challenge intended to make major social change in the country. We believe that by improving the health of nurses, we will improve the health of the nation. That's a long-term, audacious goal."

The first year in highlights

Among the American Nurses Association's (ANA's) top goals are promoting a safe and ethical work environment, ensuring optimal nurse staffing for safe and high-quality patient care, preventing workplace violence in healthcare, and improving the health and wellness of nurses. Current research, including ANA's own recent findings, demonstrates that these issues continue to be of concern for the nursing profession. Additionally, literature and data indicate that nurses are often less healthy in certain domains, such as rest, stress levels, exercise, and nutrition.

The Healthy Nurse, Healthy Nation™ (HNHN) Grand Challenge aims to improve the health of the nation's 4 million nurses. HNHN succeeds due to individual participants and organizational partners. Here are some highlights from our first year.

HNHN is made possible, in part, by the generosity of the American Nurses Foundation, Sodexo, and Stryker. These partners help make HNHN's challenges, blogs, and other content possible.



Our partners

Annually, partners report back to HNHN about their progress on their commitments to nurses. Most reports include specific events and healthier food options at conferences and meetings and in cafeterias and vending machines. Here's a sampling of our amazing Champion reports and spotlights.

Healthcare Organizations and Schools of Nursing

- Bayhealth Medical Center's offerings include free monthly exercise classes, nutrition discussions, and the Bayhealth Nurse on the Run 5K.
- Children's Hospital Los Angeles uses innovative approaches to employee health, including pop-up wellness workshops on nursing units, healthy cafeteria food options, a weekly farmer's market, tai chi, yoga, massage therapy, and quarterly shape-up challenges.
- Mayo Clinic Arizona (MCA) hosted a million-step challenge during National Nurses Week and blew their quota away with 1.6 million steps posted. They reported a 50% increase in nurse wellness champions. Their most exciting contribution to date was an original music video of MCA's HNHN program, available on YouTube ([youtube.com/watch?v=Z6YqHBQsAXE](https://www.youtube.com/watch?v=Z6YqHBQsAXE).)
- NewYork-Presbyterian Hospital has a Healthy Beverage Initiative where sugar-sweetened beverages are not sold on site. They offer employees healthy online recipes, discounted health club memberships, bike racks, walking trails, and an onsite fitness center.

- The Ohio State University College of Nursing helps faculty, staff, and student nurses thrive with their nine dimensions of wellness: emotional, career, social, intellectual, spiritual, physical, financial, creative, and environmental. (Read more about the dimensions at tinyurl.com/y7rwdhsf.)
- Penn State University College of Nursing improves nursing student wellness with increased HNHN participation, campus-wide step challenges, and other fun programs and activities, like lunchtime yoga.

ANA Constituent/State Nurses Associations

- Kentucky Nurses Association agreed to serve healthy meals at conferences; they note, "We even marked calorie counts on the foods we served."
- Montana Nurses Association held webinars that coordinated with ANA's Year of the Healthy Nurse topics throughout 2017.
- New Hampshire Nurses Association held their inaugural Healthy Nurse Scholarship 5K & Health Fair on September 24, 2017. They had a wonderful turnout and will repeat the event in 2018.
- New Mexico Nurses Association developed its own Healthy Nurse, Healthy New Mexico Special Interest Group. They told us that "[building an] environment for walking, honoring the nutritious foods from Native American and Hispanic cultures, and building a relationship-based culture of civility have been among the initiatives taken up by communities across the state." They received a Best Business award from the mayor of Santa Fe for their health, well-being, and advocacy work.
- South Carolina Nurses Association reported, "Our commitment was to have HNHN activities at our convention as well as only having healthy options for all meals and breaks, and went so far as to remove soft drinks from our menus."
- Texas Nurses Association achieved one of the highest nurse participation rates in our HealthyNurse® Survey by using targeted promotion practices.
- Virginia Nurses Association created and shared their own Take 5 Challenge, which encourages participants to take 5 minutes daily to make a healthy change in activity, nutrition, rest, safety, or quality of life. A handy tracking log is included.
- Wisconsin Nurses Association held the Healthy Nurses for Wisconsin Conference 2018. Sessions included an HNHN

In March 2018, Children's Hospital Los Angeles was awarded HNHN's Partners All In Contest prize of \$5,000 for recruiting the highest number of participants in a specified period. They are investing the prize in a walking route with exercise stations to assist nurses in increasing physical activity throughout the workday.

overview, holistic medicine, physical activities, mindfulness, and how organizations can support nurse health.

ANA Organizational Affiliates

- Oncology Nursing Society actively publicizes HNNH to nurses via frequent Twitter and Facebook postings. Their e-newsletter also features HNNH. At their Annual Congress, 1,282 participants learned about HNNH via various programmatic HNNH inclusions. By tracking their steps, participants “walked” 11,030 miles.
- International Nurses Society on Addictions inspires and assists their conference attendees to have better health through guided yoga poses, walking mini-retreats, exercises, and more.
- American Holistic Nurses Association offers regional nurse self-care conferences and online resources. Annual conference features include tai chi, laughter yoga, dreamwork, and reflective time.

UC Irvine Health's UCI Wellness Ambassador Program uses ambassadors to be the voice of staff wellness and engagement to help build a culture of health among their peers at the unit or department level. Ambassadors encourage staff to take steps in their daily lives to live healthier.

Our participants

Here's a snapshot of how nurses are participating in HNNH.

Overheard in the HNNH Community

- “Employers need to invest more in the mental health and welfare of their employees. The EAP (Employee Assistance Program) is a start, but only a Band-aid when it comes to getting employees the mental help needed for a balanced life.”
- “Reading about others’ efforts and empathy [has] fortified me! Best wishes to you all as we proceed on this awesome journey to health!”
- “So my challenge is to get the physical activity into my life on a daily basis and put myself first. It’s a struggle, but I see the need for it in my life.”
- “The best thing we can do is to surround ourselves with

healthy foods and put barriers between us and the foods or situations that are challenging.”

- “I’m fairly new to this site and am excited by beginning with sleep.... I’m enjoying reading everyone’s thoughts, especially about daytime activity (which I find helpful).”

Super Star Badges

The outstanding nurses who go above and beyond on challenges can earn a Super Star Badge. Here’s a sampling of first-year challenges and Super Stars.

- **Put the Brakes on the Drive Thru Challenge:** TH and LB shared healthier fast food ideas and inspired us to “just say no” to the drive thru.
- **What’s Your Resolution? Challenge:** NM posted her food tracking goals and encouraged other nurses on their weight-loss journeys.
- **Get Your Gratitude On Challenge:** NB shared several blessings that she is thankful for, as well as [being] connected with other community members and thanked them for their support
- **Step It Up Challenge:** ER really stepped it up by organizing a team from MCA to walk in the 2017 Arizona Lymphoma Walk to support the Lymphoma Foundation.

HNNH Connect

When it came to commitments by individuals, physical activity and nutrition ran neck-and-neck for most popular. Weight loss, more exercise, and healthy fueling of the body were top commitments.

Seen on Facebook

On Facebook, we asked: As the year comes to a close, let’s celebrate our successes from 2017. What are you most proud of this year? Here are some responses:

- “Recognizing my need to heal, facing my fears, embracing change, being true to self.”
- “Starting my nursing career and making progress on paying off debt. Also joining a Zumba class.”
- “I started a nutrition system, lost 45 pounds, and I finally feel great!”
- “Finishing my DNP!”

Join the movement!

Nurses and nursing students face unique hazards in the workplace and multiple health, safety, and wellness risks in their personal lives. The ongoing data from the HealthyNurse® Survey show there is room for improvement in nurses’ health, particularly with physical activity, nutrition, rest, safety, and quality of life. Effective workplace programs are still needed for wellness, safe patient handling and mobility, needle-stick prevention, workplace violence, stress reduction, and other issues.

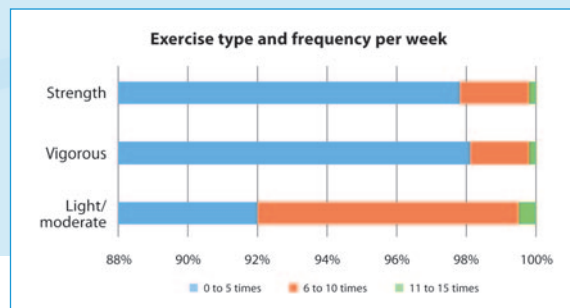
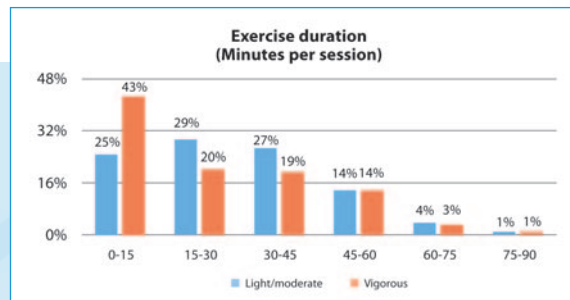
Nurses need to be involved in the planning and implementation of these programs as well as in the selection of safety devices. Since 64% of nurses surveyed reported putting the health, safety, and wellness of their patients before their own, now is the time to educate nurses and employers on the importance of nurse self-care and safety, and encourage nurses to put themselves first. Nurses give the best care to patients when they’re operating at their own peak wellness. HNNH is here to fill that gap. **Join the movement at hnhn.org and text [healthynurse to 52-886](tel:52886) to get challenge tips.**

Physical activity

Data points

Results from the HealthyNurse® Survey show that exercise tends to be accomplished in shorter, more moderate sessions.

- In all, 19% report **not engaging in any** light to moderate aerobic activity weekly and about half report **never** engaging in vigorous activity (45%) or in weightlifting/strengthening exercises (46%).
- Access to exercise facilities in the workplace is limited to about 40% of respondents.
- Moderate exercise for about 30 minutes per session 6 to 10 times per week is the most common practice for younger nurses.



Tips for bolstering physical activity

- Sneak fitness into your day by taking the steps instead of the elevator, parking farther away from work (be sure it's in a safe area), and using a lightweight resistance band during work breaks.
- Substitute solutions for excuses. For example, if you're injured, don't stop exercising completely; just focus on techniques that avoid the injured area.
- Join a challenge such as Step It Up in 10 (days).
- If the gym scene isn't for you, read what others are saying about fun ways to boost activity.
- Learn how you can overcome the winter blues and keep your activity level high.
- Get inspired by checking out physical activity commitment photos.

Learn more by joining HNHN at hnhn.org.

Success stories

Several healthcare facilities have nurse hiking/walking groups that meet outside of the workplace. Here is a Facebook post from one such group:

"We had 10 for our monthly hike yesterday. Our group keeps growing and so does the intensity and length of our hikes... 6 miles!"

#healthynurse Spotlight

"In the course of my fitness journey, I was able to shed the last 13 sticky pounds and decrease my body fat by 13%. I have enough energy to fulfill my work and family obligations and finish the day with either a run or an intense exercise most days of the week. Just a couple of weeks ago, I completed my first



official 10K run and placed 4th in my age group. I feel happier, less stressed, and more physically fit now compared to when I was a teenager. Amazing, right? I started sharing my journey and my non-scale victories in social media and noticed that several people resonated with it and sought me out. So, I started coaching others on how to embark on their own lifestyle change. It has been one of the most rewarding experiences in my nursing career—being part of someone's transformation so they can find the best versions of themselves."

— Julie David, MSN, ARNP, ANP-BC

Learn how Julie accomplished her results at engage.healthynursehealthynation.org/blogs/13/1161.

Stepping up for health

Pennsylvania State College of Nursing, a Healthy Nurse, Healthy Nation™ (HNHN) Champion, sponsors a Step Challenge, which encourages students and faculty to walk a minimum of 10,000 steps per day. To keep everyone motivated and moving in the right direction, team coaches at each campus recruit and support participants for HNHN and step challenges. The team coaches are student leaders and faculty who have volunteered to serve in this role.

Read more about Penn State's efforts at engage.healthynursehealthynation.org/blogs/24/1205.



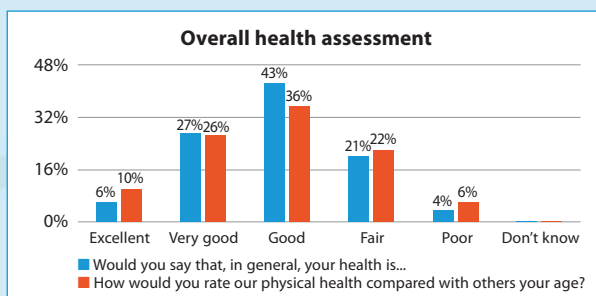
Quality of life

Made possible by *sodexo*

Data points

Results from the HealthyNurse® Survey found that overall, respondents rate their health to be *good* or *very good* (70%), with an additional 6% claiming *excellent* health.

- When comparing themselves to others their age, respondents' assessments became slightly lower, with only 62% saying *good* or *very good*; 10% claimed their health was excellent when compared with others their age.
- Respondents feel they usually/always have good access to emotional support (61%), yet a quarter report feeling sad, down, or depressed for more than 2 consecutive weeks.



Tips for improving quality of life

- Practice mindfulness.
- Try the 7-minute routine (tinyurl.com/yc6drepa).
- Spend time outdoors.
- Be kind to yourself.

Success stories

"At The Ohio State University College of Nursing, a team of Wellness Innovators leads wellness events throughout the year, including healthy food tastings, wellness walks, and events that feature smoothies made with a blender bike.... During final exam week, the College of Nursing Office of Student Affairs sets up stress-relief centers with ways to overcome anxiety, including adult coloring tables and pet therapy." Read more at tinyurl.com/y9vk6agf.

#healthynurse Spotlight

"As a former burnt out nurse, and now a yoga and mindfulness provider, this challenge lies deep within my heart, beliefs, and work.... Now I care for myself first, and without a doubt, know that the care I provide to others is authentic, healthy, and born from self-care and self-love."

—Toni Scott, MSN, CYT, Founder of Yogatones

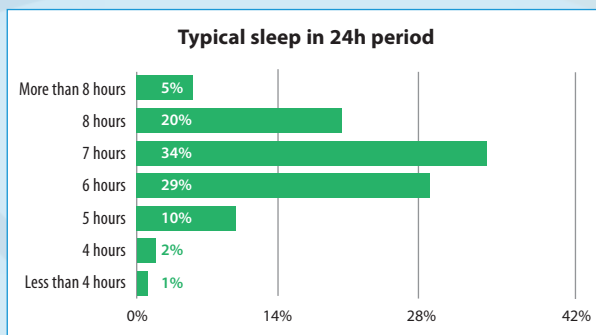
Learn more about Toni's journey at engage.healthynurse.org/blogs/13/1117.

Rest

Data points

Results from the HealthyNurse® Survey found that 14% of respondents had nodded off or fallen asleep while driving during the past 30 days.

- Early Career Nurses/Young Nurses (26-32 years) are more likely to have fallen asleep at the wheel.



- Limit caffeine intake near bedtime.
- Turn off all electronics an hour before you plan to sleep.
- If you have to sleep during the day, consider room-darkening shades and earplugs or a white noise machine.
- Play relaxing environmental sounds through an app.

Success stories

Texas Nurses Association's (TNA's) Workplace Advocacy Committee sponsored a Fatigue Awareness Campaign. The committee had a booth at the TNA Leadership Conference with fatigue prevention information and a drawing for a "Sweet Dreams" basket raffle (tinyurl.com/ybk7kxpo).

#healthynurse Spotlight

"While many college students (myself included) don't always get the recommended amount of sleep, it is important that sleep schedules are regulated. I do this by going to bed at the same time every night as opposed to trying to be consistent with how many hours of sleep I get."

—Christian R. Schreckhise, student at Pennsylvania State University's College of Nursing

Read Christian's story at tinyurl.com/yc2wgqyz.

Tips for improving rest

- Aim to sleep 7 to 9 hours within a 24-hour period.

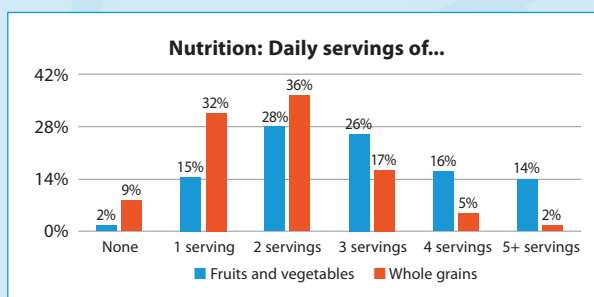
Nutrition

Made possible by *sodexo*

Data points

Results from the HealthyNurse® Survey:

- The average BMI of respondents is 28.8. (Normal BMI is 18.5 to 24.9.)
- Fifty-four percent report that healthy food is available at work, but 55% report that it is pricier than other options.
- Only 14% of respondents eat the recommended daily five or more servings of fruits and vegetables.
- Fewer than one-fourth (24%) eat the recommended daily three or more servings of whole grains.



Ongoing programs

Nutrition pilot programs, supported by Sodexo, enjoyed a successful 2018 kick off. The first program, entitled “Simply to Go,” at the Medical University of South Carolina (MUSC), is working to increase fruit and vegetable intake among nurses. Stay tuned for results! MUSC RNs report:

- “Please keep this program at MUSC!! It has made my busy nurse manager day eating much healthier and easy to grab!”
- “Thank you for focusing on our health.”
- “I have enjoyed the healthy menu fast options, especially the combination of grapes, cheese, and bagel or crackers.”

CarolinaEast will be piloting an online ordering system to improve access to healthy meals. Other HNNH partners are in the initial phase of the pilot process, including St. Vincent Infirmary, Methodist Hospital, and IU Health Arnett.



Tips for improving nutrition

- Try healthier breakfast options. See tinyurl.com/y9zmc6go for recipes like breakfast cookies and green smoothie bowls.
- Substitute homemade healthy snacks for store-bought versions. Access links to recipes for granola, hummus, and more at tinyurl.com/y9k3g9wz.

Success stories

“ONS [Oncology Nursing Society] has an employee-driven Wellness Committee, led by our Payroll and Wellness Specialist, Ellie Hebb. Ellie provides staff [with] a healthy recipe every week in our HR Update, and the Wellness Committee schedules monthly activities. Ellie reports that ‘... We also have healthy vending options where we offer snacks that have no added sugar, are only single-serving sized portions, and have less than 140 mg of sodium.’”

—Deborah Struth, MSN, RN, PhD(c),
research associate at ONS

#healthynurse Spotlight

“I track everything I eat, I drink a gallon of water every day. I never deprive myself of any food; I make choices. If I crave something that I feel [I] ‘must’ have, I eat it, record it, and move on. I weigh in weekly and try to use the number for data and not for the purpose of defining who I am.... I never thought I could accomplish what I’ve done in the past 11 months. I have lost 70 pounds, and have gained a total mind shift that has impacted the choices I make on a daily basis. I am finally free from the ‘food demons’ that plagued me in the past. I love the woman that I’ve become, and **I AM UNSTOPPABLE!**”

—Daisy Molina, MSN-Ed, RNC-LRN, CLC, CIME

Meeting the challenge

Participants have taken on several nutrition-related challenges, including 5 for 10 Fruit & Veggie, which challenged nurses to eat at least five servings of fruits and vegetables daily. Discussion board comments included:

- “I blended my shake today with 1/2 avocado and it was so creamy! I also like to sneak in veggies by blending in spinach or kale.”
- “I love this challenge already! I just had a bowl of chopped up fruit and peanut butter for breakfast! Salad for lunch today!”
- “The challenge helped me to choose vegetable soup for lunch rather than grilled cheese. It also encouraged me to add extra spinach and berries to my smoothie.”



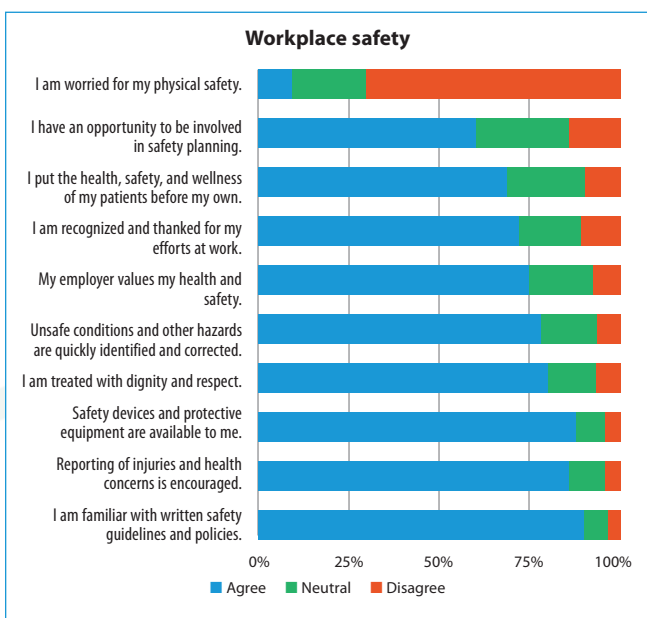
Safety

Made possible by **stryker**

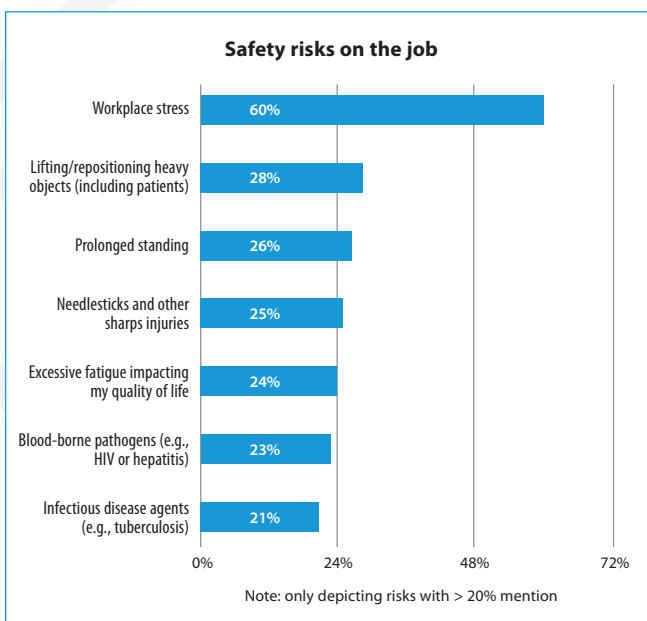
Data points

Overall safety

- Most respondents rate their workplaces high on safety measures, especially in terms of safety policies and safety device availability. They generally feel recognized and tend not to worry about their physical safety on the job.



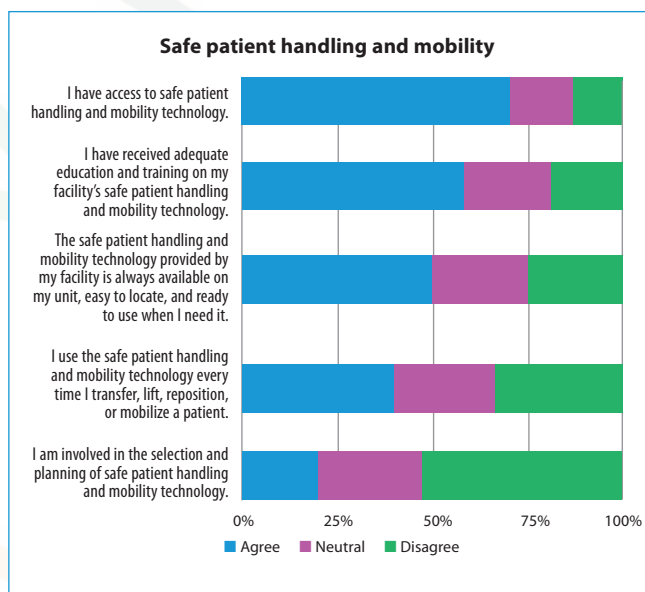
- Respondents identify workplace stress as the most common safety risk (60%). It's more than twice as prevalent as the next risks: lifting/repositioning heavy objects (28%), prolonged standing (26%), and concerns for sticks and sharps injuries (24%).



- Nurses report being treated with dignity and respect and receiving recognition for their efforts. Additionally, they feel their health and safety are valued, but they tend to place the health and safety of their patients above their own.

Injuries

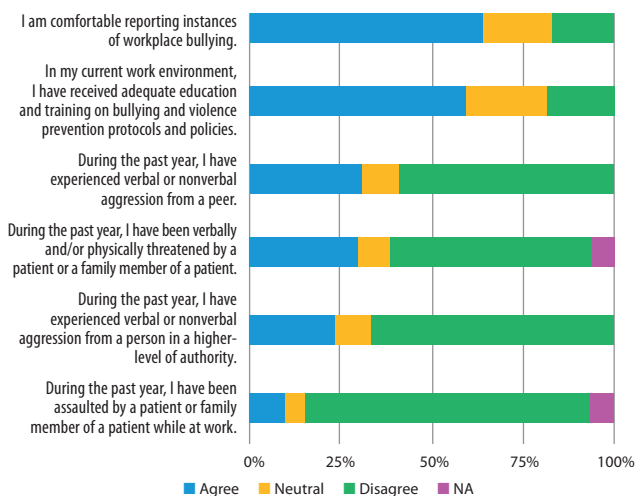
- While only a few respondents report being injured on the job (9%), if injured, most (77%) do report the workplace injuries.
- In all, 12% of respondents have sustained one or more sharps injuries in the past 5 years. Use of safety devices is widespread with good training and access. Nearly three-fourths report that their facility has a prevention program, and nearly all are aware of what to do to reduce risks of bloodborne pathogens or infections if a sharps or needlestick injury occurs, but only a minority of respondents (22%) is involved in selecting safety devices.
- In the past year, more than half (57%) experienced musculoskeletal pain at work.
- Most respondents have access to safe patient handling and mobility (SPHM) technology, but few (21%) are involved in selecting and planning for this technology.



Workplace environment

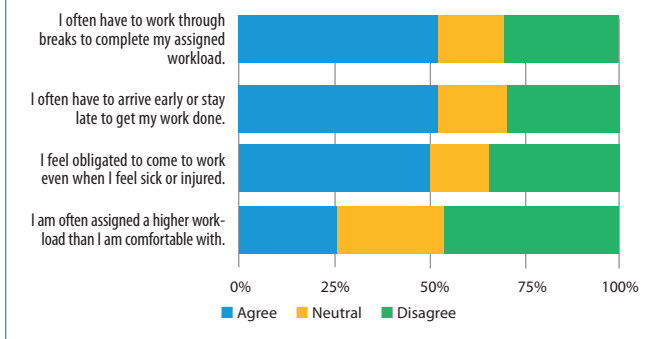
- Nearly two-thirds (64%) of respondents are comfortable reporting instances of workplace bullying.
- More than a quarter (29%) of respondents have been verbally and/or physically threatened by a patient or family member in the past year, and 10% have been assaulted by a patient or family member while at work.
- More than half (53%) of respondents often have to work through their breaks to complete their assigned workload, and 52% often have to arrive early or stay late to get their work done.

Bullying and workplace violence



- More than a quarter (26%) of respondents say they are often assigned a higher workload than they are comfortable with, and half say they feel obligated to come to work even when they feel sick or are injured.

Workload



Safety tips

- Take care of yourself and encourage others to do the same to reduce stress that can lead to a toxic culture and bullying ([tinyurl.com/ybgg36h6](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)). Follow suggestions from ANA’s position statement on incivility, bullying, and workplace violence such as the following:
 - Be inclusive and kind.
 - Learn and practice conflict negotiation skills.
 - Build healthy, respectful relationships.
- Protect yourself and your patients by encouraging safe staffing; learn how you can participate in staffing decisions and take concerns up the chain of command ([tinyurl.com/y8ujt38a](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)).
- Prevent sharps and needlestick injuries by using strategies such as these from Stanford Medical Center ([tinyurl.com/yb5dnafu](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)):
 - Use a needle only one time. Do not recap it. Activate

the safety immediately after use.

- Choose safe sharps, such as retractable needles, blunt suture needles, safety scalpels, or needleless blood transfer equipment, if available.
- Dispose of needles properly in a sharps-approved disposal container.
- Engage in SPHM practices ([tinyurl.com/y74qshqv](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)), including the following:
 - Use the Banner Mobility Assessment Tool to evaluate patients ([tinyurl.com/yatpendp](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)).
 - Use SPHM tools available to you.
 - If your organization doesn’t yet have an SPHM program, advocate for forming one.
- Get your annual influenza vaccination.
- Employers have a critical role in creating safe work environments:
 - Involve nurses in the selection of SPHM equipment and safer sharps devices.
 - Develop, maintain, and enforce a zero tolerance policy for bullying.
 - Provide optimal staffing in all areas.
 - Establish a Just Culture.

Success stories

The New Mexico Nurses Association took up the cause of safety by starting an initiative for building a relationship-based culture of civility ([tinyurl.com/y7ukpndl](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)).

Three hospitals—Children’s Hospital Los Angeles, Mayo Clinic Arizona, and Northern Westchester Hospital—are supporting nurses in each domain on the Healthy Nurse, Healthy Nation Challenge ([tinyurl.com/y8jwh85z](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)). Actions in the safety domain include violence prevention classes, medication safety zones, drills for safety-related incidents such as an active shooter, rapid assistance staff, SPHM programs, and inclement weather sleepovers.

10 Days of Safety

Hundreds of nurses participated in this challenge, which included a discussion of SPHM programs ([tinyurl.com/y7zc5yjd](https://www.aanurses.org/2018/06/12/position-statement-on-incivility-bullying-and-workplace-violence/)).




Action Plan



We hope reading about the actions of nurses and organizations participating in Healthy Nurse, Healthy Nation™ has inspired you to start (or continue!) your own journey to health.

Here's an example of an action plan worksheet filled out for physical activity. Download a blank worksheet at bit.ly/2QpDdNp. Feel free to share it with your colleagues and make as many copies as you need.



Action Plan

Download this form to create Action Plans for the Healthy Nurse Healthy Nation wellness domains (physical activity, sleep, nutrition, quality of life, and safety).

Dimension Physical activity

Why (your motivation for taking action)
I want to lose weight.
I want to feel more energetic.

Goal (make goals specific, measurable, attainable, relevant, and time-oriented)
Finish the 5K fun run fundraiser on April 11

Who can help me?
Karen (friend who had expressed interest in "getting in shape"):
ask if she'll train with me.

What I need to do and when

Action item	Target date (at least weekly)	Progress	Date completed	Planned reward	Reward done!
Buy running shoes	Sept. 30		Sept. 29	Flowers for myself	
Run .5K	Oct. 31	10/1-ran 3 days this week	Oct. 31	Movie	Nov. 5
Run 1K	Nov. 30	10/1-ran 3 days this week	Nov. 30	New book	Dec. 1
Run 2K	Jan. 31	12/1 ran 5 days per week	Jan. 31	Massage	Feb. 15
Run 3K	Feb. 28	1/1 ran 6 days per week	Feb. 28	Healthy lunch out w/Karen	March 10
Run 4K	March 31	2/1 ran 6 days per week	March 31	New necklace	April 2
Fun run	April 11	3/1 ran 6 days per week	April 11	Weekend get-away w/Karen	May 15
Maintenance plan	<u>Continue running 5 to 6 days per week</u>				

Source: American Nurse Today, November 2018.