

## **Title Exploring resilience in contemporary nursing roles in Wales: a mixed methods study**

**Background:** The exposure of healthcare professionals to pressurised workplaces is connected to escalating workforce stress levels which can negatively affect patient care. Resilience can buffer stress and may enhance healthcare professionals' well-being. Despite knowing this there is limited evidence that has examined how workplaces shape nurses' resilience.

**Aim:** To explore the intrinsic and extrinsic influences that shape the resilience of nurses in Wales.

**Methods:** A mixed methods design consisting of a purposively developed questionnaire and analysis of free text responses exploring perceptions of resilience and work environments was employed. Respondents included Registered Nurses ( $N=1459$ ) across Wales. Quantitative responses were analysed descriptively with some correlational exploration and framework analysis was utilised for the qualitative data. Main findings were shared at a pan-Wales stakeholders' event to inform the latter stages of the study.

**Findings:** Insights into three main thematic areas were found: perceptions of resilience, adversities within environments of care that can impact resilience and routes to resilience. It is suggested that resilience is a capacity that can protect nurses from occupational stressors and understanding the role of positive workplace factors (resources, education and support) are key to its enablement.

**Conclusion:** The central argument to this research is that nurses' views of resilience and the nature of their workplaces are inseparable. Therefore, consideration of both is required. These findings may help to inform future policy and practice to enhance the resilience and well-being of nurses and other healthcare professionals in a post Covid-19 era.

Key words

Nurse resilience, workplace factors, mixed methods