



Mentorship Re-Imagined: How Engagement Transforms Retention in Peri-Op Nursing

Constance Yeager MSN, RN, NE-BC, RN-BC, CNOR, Operating Room | Reading Hospital, West Reading, PA

Background/Introduction

The OR learning curve is steep, requiring prolonged orientation. Traditional mentorship models overlook the importance of engagement. Incorporating structured engagement activities into mentorship programs may enhance confidence and long-term retention among new OR staff.

PICOT

P: Newly hired OR staff
I: Mentorship with engagement
C: Standard mentorship
O: Retention rate
T: Twelve months

Practice Question

Does adding engagement activities to an OR mentorship program improve retention and satisfaction for new perioperative staff?



Methodology

A structured, engagement-focused mentorship model was implemented to support new perioperative staff. Focused on strengthening professional relationships, improve retention, and helping new staff to become acclimated into new roles. Outcomes were measured through retention data and participant satisfaction surveys.

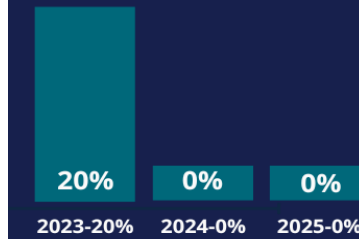


Implications

Structured relationship-building activities help foster psychological safety and professional growth. This model can be replicated in other settings to support workforce stability and reduce recruitment costs.

Results Summary

Mentorship Turn-Over



Conclusion

This engagement-focused mentorship model created meaningful mentor-mentee relationships and promoted a sense of belonging within the perioperative team. Positive early outcomes indicate that fostering connection is a key strategy for improving nurse retention and supporting successful transition to practice.

Testimonial

"Being part of the perioperative nursing mentorship program has been such a rewarding experience. Having a mentor to guide me through the transition into the OR made a huge difference. My mentor has been my ultimate support system. This program truly helped me feel more prepared and connected within the peri-op team"

-Cassy (Pictured with Kelly)



OR Turn-Over



References

Dennis, V. (2023). Culture: Leading the way to engagement and growth. *AORN Journal*, 117(1), pg 2-3.
Rutherford, S., Chawla, A., & Edgcumbe, D., P. (2025). The impact of a mentorship program on burnout and work engagement in healthcare workers in a community hospital setting. *Healthcare Management Forum*, 38(4), pg 305-310.
Wright, M., I., Sha, S., Hall, L., A., & Hessler, B. (2024). Factors in the perioperative nurses 'work environment that predict work engagement. *AORN Journal*, 119(3), pg 1-10.

Keywords

Mentor
Mentorship
Turn-Over
Engagement
Engagement Activities
Retention
Nurse Satisfaction

