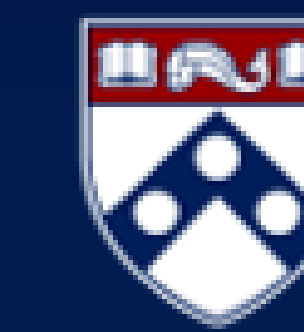


Game-On: A Team Based Strategy to Boost Wellness and Engagement

Kirsten Anderson MSN, RN, FACHE, CNOR; Jennifer Goodman MSN, RN, CCRN;
Zachary Polmounter MSN, RN, CCRN



Penn Medicine
Penn Presbyterian Medical Center

Background

- Post pandemic surveys report persistent nurse burnout and job stress, increasing the need for engagement strategies.¹
- Gamification uses game design elements in nongame contexts to increase motivation and engagement.²
- Physical activity programs are associated with lower burnout and improved wellbeing.³

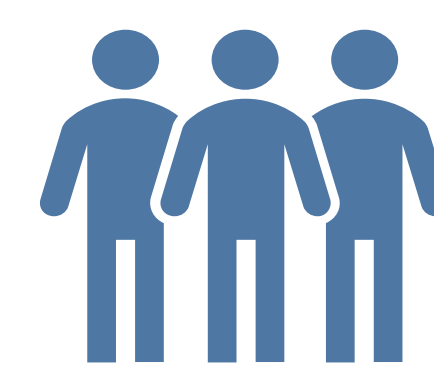
Problem

- **Issue:** Staff engagement and participation in professional development have declined from pre-pandemic levels.
- **Status:** Over the past three years, **zero** nurses earned a specialty certification, and only **one** nurse applied for clinical ladder advancement.

Aims



Description of Team



The **Clinical Director**, **Nurse Manager**, and **Clinical Practice Lead** collaboratively developed and promoted the step challenge and a series of mini challenges, and actively participated in each activity to encourage and sustain team engagement

Implementation

Team Setup

- Voluntary participation
- Randomly assigned to 8 teams
- Mario Kart theme; 1 character per team

Step Tracking

- Step tracking on phone or watch
- Report weekly totals in Microsoft Forms
- Group chat for updates and support

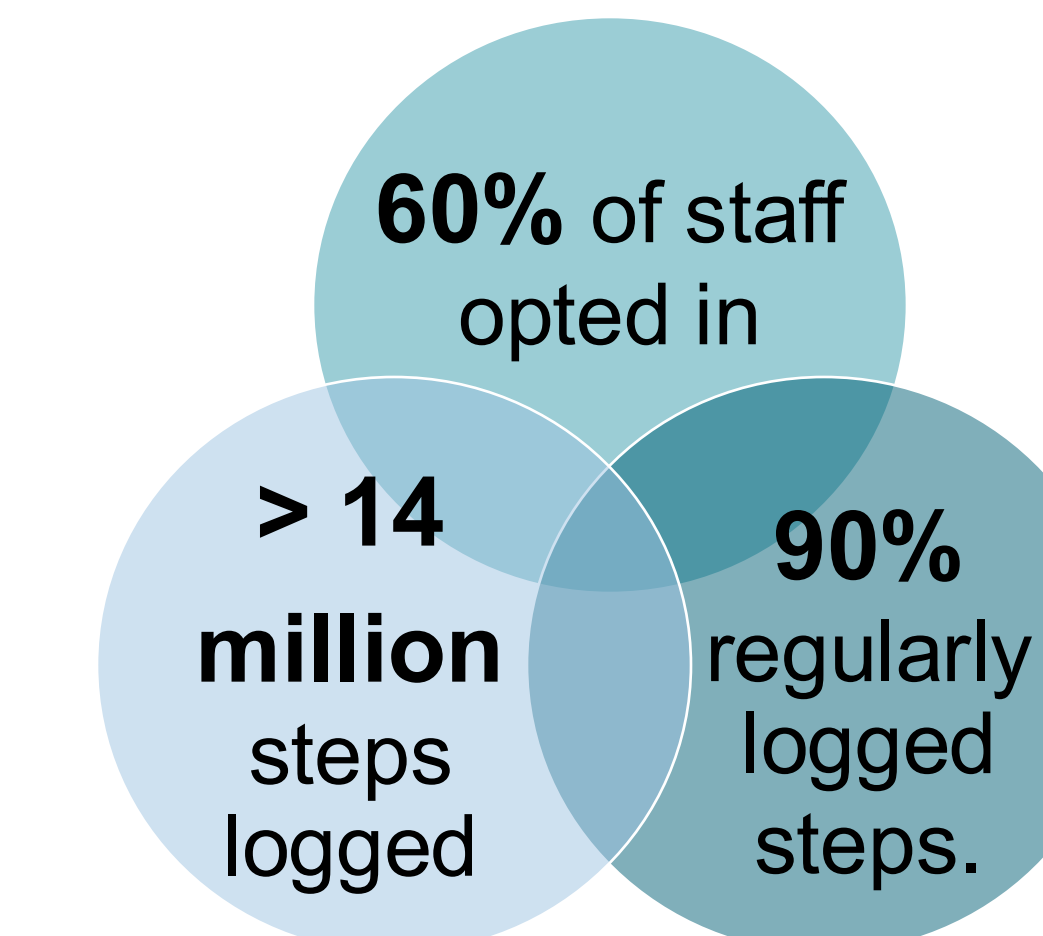
Mini - Challenges

- Week 1: Icebreaker Bingo
- Week 2: Nursing Crossword Puzzle
- Week 3: Puzzle Bartering
- Week 4: Clinical Escape Room

Awards

- Weekly awards for top stepper and challenge winner
- Grand prize awarded to the team with the most steps

Outcomes



Early feedback point to meaningful improvements in **morale** and **team cohesion**. Ongoing wellness surveys and professional development participation will provide measurable outcomes.

Implications

- Strengthened team cohesion across roles and shifts
- Supported physical activity and staff wellness
- Gamified learning activities (crossword and escape room) supported professional development
- Provided an affordable, adaptable approach for engaging any team

Acknowledgements

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References



Please use this QR code to access references