

# Lavender Cart: A Mobile Wellness Initiative



Cindy Nguyen, RN, Francesca Scarlett, BSN, RN, Kathryn Reese, BSN, RN

## INTRODUCTION

### Background

The Lavender Cart project was launched at Virtua's Willingboro Hospital through collaboration with the NWESC and Transitional Leadership Committee (TLC). Guided by the Iowa Model, the initiative aimed to create a healthier and more supportive work environment for bedside nurses. Burnout is a critical issue in nursing, and this project sought to improve staff satisfaction, retention, and well-being by providing meaningful support on high-stress days.

### Purpose

The purpose of the Lavender Cart is to promote a positive and healthy work environment. By offering moments of relief, the initiative underscores the value of bedside nurses and staff, particularly during challenging times. The ultimate goal is to embed the Lavender Cart into Virtua's culture as a sustainable wellness practice.

### Objectives

- Share the purpose and value of the Lavender Cart project.
- Demonstrate how the initiative promotes staff satisfaction and wellness.
- Inspire other units to implement creative strategies for supporting a healthy work environment.
- Position the Lavender Cart as a sustainable part of Virtua's organizational culture.

## METHODS

### Iowa Framework

1. Identify Trigger  
High stress, burnout, and low staff satisfaction.
2. Form a Team  
NWESC + TLC with frontline nurse input.
3. Gather Evidence  
Literature review + real-time nurse feedback.
4. Pilot the Change  
Lavender Cart deployed during "Lavender Code."
5. Evaluate Outcomes  
Surveys: staff satisfaction & stress relief.
6. Sustain the Practice  
Embed into culture, expand during Nurses Week.

### Intervention/Process:

1. Charge nurse or secretary recognizes elevated stress levels.
2. "Lavender Code" is activated via the nursing manager.
3. The Lavender Cart is delivered to the unit with refreshments and de-stressor tools.
4. Effectiveness is assessed through post-visit staff surveys.
5. Survey results are analyzed using the Iowa Model for evidence-based practice.

## RESULTS

### Key Findings:

- Increased staff satisfaction was observed following Lavender Cart visits.
- Nurses reported a positive effect on stress reduction.
- Early outcomes indicate potential for improved retention and morale.
- Data collection ongoing with a formal survey to be deployed and frequency of Lavender Code activations monitored



Virtua Willingboro team

## DISCUSSION/IMPLICATIONS

### Discussion and Implications

The Lavender Cart project highlights the importance of investing in nurse well-being to combat burnout. Embedding this initiative into regular practice can foster a stronger culture of support, increase job satisfaction, and enhance retention. Long-term, this model could be replicated across units and incorporated into organization-wide wellness strategies.

### Limitations and Future Directions

Further data is needed to assess long-term outcomes on retention and burnout rates. Plans include expanding Lavender Cart activation during Nurses Week to increase visibility and integration into culture.

## REFERENCES

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- **Lead Author:** Cindy Nguyen, RN
- **Co-Authors:** Kathryn Reese, BSN, RN; Francesca Scarlett, BSN, RN
- **Financial Support:** Dennis Hunter & Shannon Stillwell
- **Contact:** [cnguyen7@virtua.org](mailto:cnguyen7@virtua.org) | [fscarlet@virtua.org](mailto:fscarlet@virtua.org) | [kreese2@virtua.org](mailto:kreese2@virtua.org)