# Abstract

**Title:** The use of nurses’ strengths and interests and the relation with perceived quality of care and job satisfaction

**Background:** in preventing adverse patient- and nurse outcomes, improving quality of care and achieving sustainable employability is essential. Growing evidence states that employees show more dedication and satisfaction to their job when allowed to use their strengths and interests. This is however not been studied among nurses in hospitals.

**Aim:** to investigate the association between nurses’ perceived quality of care and nurses’ strengths and interests use, individually as well as within a nursing team. Secondly, the association with job satisfaction was investigated.

**Methods:** in this cross sectional survey study, data was collected from 109 registered nurses from various Dutch hospitals between February and May 2021. Included were measures regarding socio-demographic characteristics, nursing activities, nurses’ strengths and interests, perceived quality of care and job satisfaction. Data analysis consisted of correlation and multiple (logistic) regression analysis.

**Results:** positive associations were found between nursing activities based on strengths, interests and contributing to quality of care. ‘Strengths use within a team’ was also positively related to perceived quality of care and job satisfaction. Regarding the influence of demographic factors, there were no significant associations with quality of care. Together with team support, job satisfaction was however higher in surgical wards and lower in general hospitals.

**Conclusion:** this study provides promising evidence in the use of nurses’ strengths and interests. Investing in supportive work environments where nurses are challenged to use their strengths within the team will contribute to intensified teamwork, resulting in better workperformance and wellbeing of nurses.

**Recommendations:** future studies could explore the further distribution of nursing activities based on nurses’ strengths and interests in teams of nurses who have had different occupational education, in order to improve the quality of care and to retain nurses within the organization.

Keywords: Strengths, Interests, Nurses [MeSh], Quality of healthcare [MeSh], Job satisfaction [MeSh]