

Healthy Nurse Healthy Nation

 American Nurses Association

2025 REPORT



nhn.org

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 American Nurses Association

Celebrating progress, empowering wellness

Welcome to the Healthy Nurse, Healthy Nation® (HNHN) Annual Report—a powerful snapshot of how nurses across the nation are creating meaningful change through our wellness program and digital platform. If you're new to HNHN, we hope this report inspires you to explore everything we have to offer. For our existing participants, welcome back! And if this is your first time hearing about HNHN—there's no better moment to join.

A year of growth and innovation

2024-2025 was a breakthrough year for HNHN! Our newly designed website features a fresh color palette, welcoming visuals, and a curated experience designed to help you take action on your health journey.

We also refreshed the HealthyNurse® Survey—it's now shorter, smarter, and more powerful. With embedded scales as well as color-coded ring graphs, you can visualize your progress over time. You'll see de-identified, aggregated data from this survey throughout the report. Data collection ran from June 1, 2024, through May 31, 2025, with 3,018 nurses participating. Although anyone can join HNHN, for the purposes of this report we included only those participants who told us that they're an RN, LPN/VN, or APRN.

Have you tried our revamped wellness challenges? They're now designed using the Theory of Planned Behavior, which helps turn good intentions into action. This evidence-based approach makes our daily tips more impactful—and your healthy habits more lasting.

Meet the team

We're thrilled to introduce Jennifer Shepherd, DNP, MHA, RN, NEA-BC, NPD-BC, as HNHN's new director! She joins Holly Carpenter, BSN, RN; Alison Cuccia, DrPH, MSPH; Rasheda Jones, PhD, RN; and Aieda Solomon. The HNHN Advisory Committee continues under the thoughtful leadership of Evan Thoman, PhD, MS, PMP, CWP, and Mamie Williams, PhD, MPH, APRN.

Thank you to our generous funders

HNHN is made possible thanks to the support of the American Nurses Foundation (ANF), Humana, Compass One Healthcare, CeraVe, and Premier Protein.



Humana.



Real stories, real impact

As you explore this report, don't miss the #healthynurse and Champion Spotlights—powerful stories of nurses and organizations living out the HNHN mission and leading the way toward healthier, more vibrant lives.

Have questions about HNHN or how to get involved? We're here for you—reach out at healthynurse@ana.org.

Discover HNHN

HNHN is a free wellness program created with nurses and nursing students in mind; however, it's available to anyone looking to improve their health and well-being. It focuses on six essential areas of well-being: mental health, rest, physical activity, nutrition, safety, and quality of life. We offer engaging blogs and inspiring nurse stories, innovative monthly challenges with daily tips, an annual health survey with instant insights, thought-provoking and supportive discussion boards, a vibrant online community, fun raffles, practical tools, and more!

Ready to Join HNHN?

- Sign up at hnhn.org.
- Text *healthynurse* to 52886 to receive challenge tips.
- Join HNHN's private Facebook group at facebook.com/groups/healthynursehealthnation.

HNHN is for everyone!

Healthy Nurse, Healthy Nation® (HNHN) is open to everyone and offers valuable resources to promote wellness for individuals and organizations. By empowering people to prioritize well-being as a cornerstone of professional excellence, HNHN supports every step—from small personal changes to broad systemic efforts—in building a culture of health and wellness.

Individuals

Individuals can personalize their experience by creating a profile on HNHN where they can set wellness goals, explore motivational stories, join community discussion forums, and participate in monthly challenges focused on building healthy habits. They also can complete the HealthyNurse® Survey, a wellness assessment covering six key domains (mental health, physical activity, nutrition, rest, quality of life, and safety) and receive a personalized heat map with insights and recommendations.



Whether you're a student nurse, educator, or practicing nursing professional, HNHN provides tailored resources and access to a supportive peer community for encouragement as you work to sustain your wellness journey.

What else can individuals do?

- **Make a wellness pledge** on the Commitment Wall to take an intentional step toward personal change.
- **Complete their profile** to receive customized content based on interests and needs.
- **Participate in or spark discussions** on the HNHN discussion board to connect with nurses and wellness champions nationwide.
- **Retake the HealthyNurse® Survey** approximately every 10 months to reflect on changes and measure progress toward personal wellness goals.
- **Invite others to join**—wellness is for everyone, not just nurses.
- **Faculty & educators** can use HNHN as an effective tool to introduce students to the role of nurse wellness. Inviting them to complete the HealthyNurse® Survey can prompt reflection on core well-being concepts that support their development as nursing professionals.

Organizations

Organizations are encouraged to partner with HNHN. Registration is free and provides access to tools and a custom HealthyNurse® Survey summary (for groups of 25+ nurses within the organization), which can help identify areas of strength and opportunities for well-being initiatives. De-identified results protect privacy while also offering meaningful insights.



Organizations benefit from monthly newsletters, organizational resources, and potential national recognition through Champion Spotlights. Organizations can embed HNHN into wellness programs by aligning efforts with its six core domains: mental health, rest, physical activity, nutrition, safety, and quality of life.

To integrate HNHN seamlessly, organizations can:

- Promote daily tips through digital and in-person channels.
- Nominate individuals or teams for spotlights.
- Use HNHN content in health fairs, newsletters, or staff celebrations.
- Involve departments like HR or employee health for broader impact.
- Offer incentives for survey completion and challenge participation.

Organizations also can incorporate HNHN into existing structures for long-term impact, such as the following:

- **Onboarding & orientation:** Introduce HNHN early as a core value, invite participation in wellness challenges, and set the tone for a culture of health.
- **Nurse residency programs:** Encourage mentor-mentee

pairs to reflect on wellness, join challenges together, and celebrate milestones as a team.

- **Competencies & education:** Add well-being to annual competency checklists, use blogs for continuing education discussions, and integrate the HealthyNurse Survey into yearly requirements.
- **Shared governance:** Include wellness on Magnet® or governance agendas, use blogs and stories as meeting highlights, and promote staff feedback through wellness campaigns.
- **Awards & credentialing:** Use participation and results as a basis for applying for employee wellness awards. Parts of the HealthyNurse Survey can be used toward an Element of Performance for ANCC Pathway to Excellence credentialing.
- **Team huddles & celebrations:** Introduce brief wellness reflections during shift changes, recognize wellness champions, and share wellness wins in newsletters or bulletin boards.

Additional benefits

Organizations also can take advantage of the following benefits:

- A free, evidence-based wellness program for staff or students
- A monthly newsletter with engagement strategies and tools
- Champion Spotlight opportunities to showcase wellness leadership

**HNHN helps everyone flourish—
whether you're beginning your
personal journey or leading
organizational change.**

Get started at nhn.org

Funder spotlight: The American Nurses Foundation

For almost 70 years, the American Nurses Foundation (ANF)—an independent non-profit organization—has championed initiatives that elevate the nursing profession. ANF has invested over \$4 million into Healthy Nurse, Healthy Nation® (HNHN) since 2017, empowering nurses to prioritize their health, safety, and well-being.

In 2025, ANF's support helped HNHN expand its digital reach, launch innovative health challenges with various sponsors, and inspire thousands of nurses nationwide.

HNHN aligns with ANF's Nurse Well-Being: Building Peer and Leadership Support program, which equips nurses with tools to foster resilience and reduce stress through peer-based strategies.

This program, modeled after the Stress First Aid framework, has already trained nearly 3,000 nurses and reached over 7,000 participants through its free online curriculum, available on ANF's continuing education portal.



Together, these initiatives reflect ANF's commitment to a transformative nursing workforce—one that integrates evidence-based practices, leadership development, and community-building to create healthier, more sustainable healthcare systems.

As ANF continues to invest in programs that listen to nurses and respond to their needs, its partnership with HNHN remains a cornerstone of its commitment to the nation's more than 5 million nurses.

Scan the QR code
to learn more
about ANF.



Nutrition

#healthynurse spotlights



Mekella Reid, RN

When diagnosed with a chronic health issue, Mekella found clean eating helped halt its progress.

“When I removed all of the preservatives and chemicals and processing from my diet, I started to see real changes in my health.”



Jazmine Reyes, BSN, RN, NC-BC

As a nurse coach, Jazmine encourages consumption of locally sourced and organic produce, meats, and fish.

“I help and educate clients on the importance of eating better, higher quality foods. Food that our ancestors would recognize; not the processed food that harms our health today.”



Tangela Jones-Kelly, BSN, RN, CCM

Diagnoses of metabolic syndrome and chronic kidney disease transformed Tangela's diet.

“My path to better health isn't a sprint, it's a marathon. Cutting out processed foods and sugar was the start. After that, I explored which foods, vitamins, and herbs would help reverse my condition.”



Heather Wulf, BSN, RN, CMCN

Over the years, Heather has noticed that when she cuts down on processed foods, her pain decreases.

“Organic fruits and vegetables are huge for me.”



Challenge

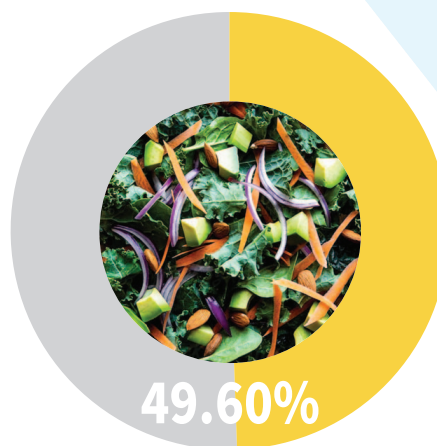


TIPS

- **Stock up on healthy alternatives.** Keep fruits, veggies, nuts, lean proteins, and whole grains easily accessible.
- **Tracking triggers.** Journal to note when and why cravings occur (stress, boredom, low blood sugar), then create strategies to address those triggers.
- **Create habit-building tactics.** Tie new eating habits to existing routines, log meals, and make healthy foods visually appealing.

Survey

Risk of nutrition concerns



This HNN overall domain risk score is calculated using specific variables from our most recent HealthyNurse® Survey. A completed circle indicates low to no risk of issues or concerns in that domain (<25% = high risk, 25-75% = medium risk, >75% = low risk).

Physical Activity

#healthynurse spotlights



Thomas Sargent, DNP, APRN, PMH-NP-BC

Recognizing his exhaustion and withdrawal from family and friends as signs of burnout, Thomas turned to physical activity and journaling.

“Many people think wellness is a luxury. It’s not. We can achieve wellness with small actions that add up to the larger goal.”



Christine Ross, BSN, RN

To counter the potentially negative effects of the long, dark winters of Christine’s home state of Alaska, she stays physically active and gets outside as much as possible.

“There are always ways to stay fit and healthy—mentally, physically, and spiritually. Find something you enjoy doing and connect with the community whenever possible.”



Chelsea Holly, BSN, RN

When Chelsea took on a new role that required more sitting than she was used to, she invested in a standing desk and under-desk walking pad.

“I started walking every day. That was life-changing for me. I was easily walking 20,000 steps while working.”



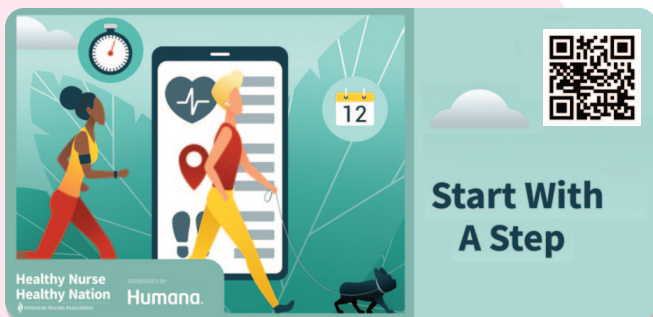
Nickia Jackson, MSN, RN

Nickia works hard to remain consistent with her self-care, which includes breathwork, gratitude, mindfulness meditation, and yoga.

“Self-care looks different for everyone, and that’s okay. It’s about discovering what truly nourishes you, and then incorporating those practices into your life in a way that feels realistic and sustainable.”



Challenge

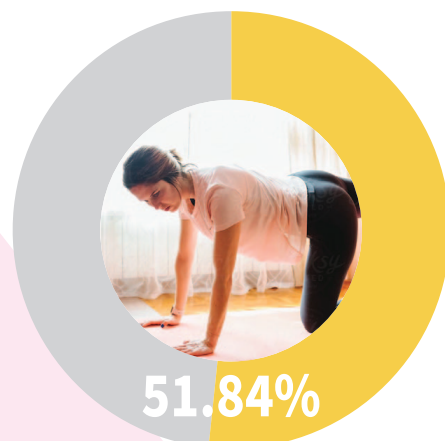


TIPS

- **Set a SMART walking goal.** Define a clear, specific, and measurable walking target (for example, walk 15 minutes daily for 10 days), track your progress, and keep it realistic and time-bound.
- **Beat your personal best.** Challenge yourself to surpass your previous step count or duration, even if it’s just a small improvement.
- **Walk with a partner.** Walking with someone else—or even your pet—turns a simple stroll into a shared experience that boosts motivation.

Survey

Risk of physical activity concerns



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Safety & Rest

#healthynurse spotlights



Cassandra Cassidy, DNP, MSN, RN, EBP-C, PLNC

As an assistant professor in nursing, Cassandra has seen how access to wellness resources and support during school can affect nurses throughout their careers.

“We must look at what we need in the workforce and then create it in our nursing programs. We need healthy nurses to have a healthy nursing profession, and the earlier we intervene, the bigger the impact.”



Donna Velasquez, PhD, RN

After retiring from nursing, Donna began volunteering for the Red Cross. In addition to providing care in shelters, nurse volunteers help develop emergency preparedness programs.

“I wish I hadn’t waited until I retired, because there’s so much to learn and do. Anyone can join whenever they’re ready, and I really encourage them to do so.”



Christopher Lee, MBA, BSN, RN-BC

Christopher believes in professional governance as a tool to empower nurses, including in efforts to prevent workplace violence.

“Nurses were empowered to speak up when they felt unsafe so the organization could act. And we prioritized checking in with one another on a daily basis... That’s empowerment.”

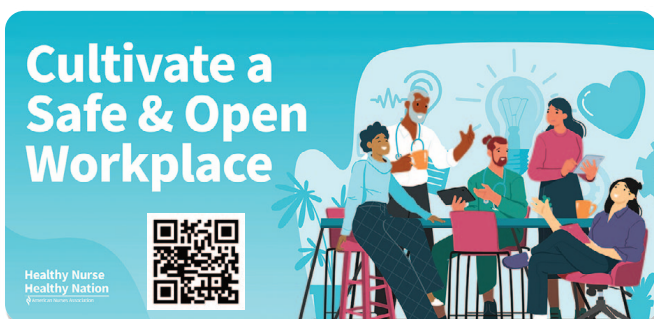


Susan Gordon, BSN, RN, CCM, CCDS, CMCN

In addition to hobbies and activities, Susan also prioritizes sleep. Her high-tech bed provides feedback on sleep quality.

“Work is a top priority and a big part of my life’s puzzle. But you have to find a work-life balance that supports everything you want to achieve.”

Challenge



Survey

Risk of rest concerns

Risk of safety concerns



62.75%



76.46%

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TIPS

- **Practice active listening.** Give your full attention in conversations, avoid distractions, repeat key points, and use verbal and nonverbal cues to show engagement.
- **Recognize and address bias.** Take a 10-minute implicit bias test, reflect on the results, and observe whether all voices are heard and treated equally in your workplace.
- **Establish and communicate healthy boundaries.** Identify one boundary that would improve your well-being and communicate it clearly to a coworker.

Mental Health



#healthynurse spotlights



Kristin Waite-Labott, BSN, RN, CARN, CPRC

Recovery from a several-year struggle with substance use disorder led Kristin to launch a peer support network.

“Understanding that substance use often starts with some form of unwellness, we wanted to provide peer support to nurses before their stressors get to the point where they are using substances to cope.”



Heather Meissen, DNP, ACNP, CCRN, FCCM, FAANP

Heather discovered that resiliency is a learned behavior while working toward her DNP. Her research project focused on burnout reduction and nurse retention improvement.

“You’re not going to have a career free of complications and bad outcomes. How we respond to negative experiences sets us apart and helps us grow.”



Uzoamaka Nwankpa, DNP, MSN-PH, RN

Originally from Nigeria, Uzoamaka combined Nigerian health arts with the nursing process to develop a model aimed at addressing patient and nurse well-being.

“Everyone has an ancestral connection... Together, we can honor our ancestral gifts.”



Kieren Wilson, BSN, RN, CPC

When faced with a health issue and personal challenges, Kieren worked closely with her healthcare provider and learned how to prioritize her health and spiritual well-being.

“I began therapy, and that’s when I really started to understand that physical, mental, and emotional health are interconnected.”

Challenge

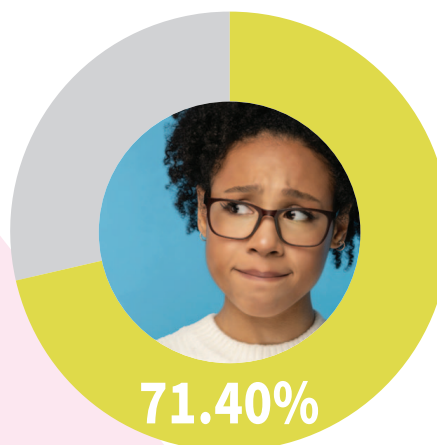


TIPS

- **Identify a go-to work friend.** Find at least one trusted colleague you can confide in and actively support each other.
- **Share and learn coping strategies.** Exchange your top three stress-relief techniques with a colleague and compare approaches.
- **Support a colleague in need.** Proactively check in with a coworker who may be struggling, listen without judgment, encourage breaks, and offer small acts of help.

Survey

Risk of mental health concerns



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Quality of Life

#healthynurse spotlights



Teddie Potter, PhD, RN, FAAN, FNAP

For nearly 30 years, Teddie has provided public health education about the risks of climate change in her home state of Minnesota.

“Nurses are good at influencing human behaviors. They’re educators, and people listen to them. I started looking at how we can nurse differently and prepare people for a different future.”



Joan Widmer, MS, MSBA, RN, CEN

Joan began her journey into advocacy after a colleague enlisted her help in educating the public about the health impacts of climate change.

“Planetary health emphasizes the way humans affect the environment, which in turn affects human well-being.”



Kimberly McCarthy, RN

Working from home allows Kimberly to manage the pain of a chronic health condition. To help stay connected with her team, she created a virtual bingo card filled with wellness practices.

“I’ve learned that complaining ruins my spirit. I am honest, and I share, but I get more from the laughter and the chance to support someone who has their own struggles.”



Ky Arnold, BSN, RN

Ky’s interest in investing and finances turned into an opportunity to help his fellow nurses.

“After COVID-19, mental health became a big focus. Startups and programs launched... However, none of these programs addressed financial health, and data shows money is a huge cause of stress.”



Challenge

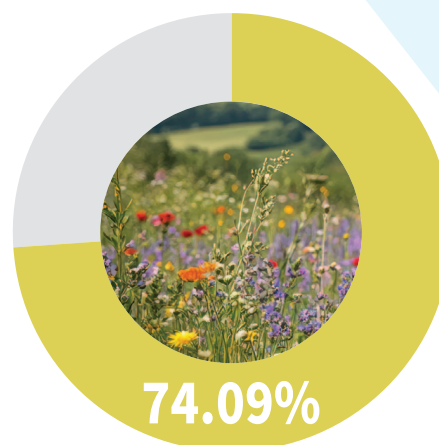


TIPS

- **See yourself in others.** Before each patient interaction, pause to reset, use a calming technique, and focus on the person to foster empathy and trust.
- **Fiercely prioritize self-care.** Schedule at least one act of self-care each day, such as taking a real break or doing an activity you enjoy.
- **Advocate for healthy work environments.** Collaborate with colleagues to identify and suggest improvements and speak up for policies that support well-being.

Survey

Risk of quality of life concerns



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Take the new **HealthyNurse[®]** **Survey!**

Explore your results
at **HNHN.org**

- ✓ Insightful survey questions
- ✓ Interactive health heat map
Each ring represents your risk level for mental health, physical activity, diet, quality of life, rest, and safety. Try to complete each ring to move into the green zone and minimize your risk.
- ✓ Actionable steps to support your well-being



Join HNHN
to take the
survey!

Healthy Nurse
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Champion Spotlights

Organizations aligned in the mission of Healthy Nurse, Healthy Nation participate in and actively champion the program to promote nurse wellness within their communities and across the country.

American Psychiatric Nurses Association

The American Psychiatric Nurses Association (APNA), a long-standing HNNH champion, contributes expertise to advance nurse well-being nationwide. Grounded in the belief that whole health begins with mental health, APNA shares knowledge, support, and resources to inform and strengthen HNNH's efforts. APNA Executive Director Lisa Nguyen, MS, CAE, has served on the HNNH Advisory Committee since 2022. "APNA's commitment to Healthy Nurse, Healthy Nation reflects our belief that supporting nurse mental health is fundamental to building a stronger, more sustainable workforce that can meet the needs of diverse populations."



Philippine Nurses Association of Metropolitan DC, Inc

The Philippine Nurses Association of Metropolitan DC, Inc (PNAMDC) has supported HNNH for many years. One of the association's goals is to enhance the professional, cultural, physical, psychological, and spiritual wellness of local Filipino nurses. "PNAMDC, as a proud HNNH Champion, supported the Philippine National Association of America Foundation's 5K Walk as part of our health and wellness initiative," said PNAMDC President Christine Pabico, PhD, RN, NE-BC, FAAN. "It was a fantastic event that inspired our nurse members to be more active and prioritize their well-being. We enjoyed our invigorating early morning walk at the beautiful Jones Point Park. It was the perfect way to showcase ANA's Healthy Nurse, Healthy Nation and how improving the health of our nation starts with us."

Mayo Clinic in Arizona

Mayo Clinic in Arizona remains committed to the health and wellness of its staff and actively engages in the HNNH initiative. "HNNH has helped energize and unite our nursing teams around a common goal—caring for ourselves with the same dedication we give to others," said Mary Zielinski, RN, wellness champion at Mayo Clinic in Arizona. "It's become a meaningful part of our well-being culture and a valuable addition to our wellness toolbelt, reminding us that we have practical, accessible resources to support our own health every day."

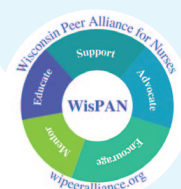
New Mexico Nurses Association

The New Mexico Nurses Association (NMNA) promotes nurse advocacy, healthcare improvement, and lifelong learning. It prioritizes helping the state's nurses cope and assist with the local effects of excessive heat, wildfires, and monsoon flooding. Sharing some of their resources and programs via an HNNH Champion Spotlight, they hope to inspire other participants in similar endeavors. "These complex situations require significant interdisciplinary collaboration across government agencies, healthcare organizations, and communities," said Eric Riebsomer, DNP, RN, an NMNA Board of Directors member. "Nurses are ideally suited to support patients and communities during crises."



Wisconsin Peer Alliance for Nurses

The nonprofit Wisconsin Peer Alliance for Nurses (WisPAN) provides essential peer support for nurses. Founded by nurses, for nurses, WisPAN understands the unique pressures of the healthcare profession. They serve as the leader in peer support for nurses via a free and confidential, and virtual peer support groups. "At WisPAN, we firmly believe in the power of shared stories and mutual support," explained Kristin Waite-Labott, WisPAN's founder and president. "By facilitating these connections, we help nurses process their experiences, build coping strategies, and thrive both professionally and personally." Read Kristin's story and learn more about WisPAN at hnnh.org/HNS_KWL.



Thank you for learning more about HNNH and what we offer. Join us at hnnh.org anytime!
If you'd like to be featured in a spotlight or nominate a colleague,
contact healthynurse@ana.org. You could be in our next report!