

Table 4. Open Response Comments Referencing Sources of Frustration

Theme	Example Comments
Time Constraints	"I love my job, but it is chaotic at times and often feel like I can't possibly get everything done that I feel needs to be accomplished."
Lack of Administrative Support	"A stronger sense of support when [patient] family members are overbearing and become unreasonable to manage... It's difficult to enjoy coming to work when staff is not backed up consistently by administration"
Insufficient Institutional support for self-care	"Consider at least one day of 'bereavement' for primary care team members whose patients have died and with whom they have had long term relationships. NPs often provide a lot of patient/family support during times when patients are critically ill or dying whether in the hospital or at home... Stress, support and encourage a time to retreat from the front lines and reflect away from the hospital if desired by the NP. This may foster resilience."
Inadequate Staffing and Turnover	"We need to hire more staff. We have been so short staffed on the night shift that we've had to pick up extra shifts every week...We have missed out on our kids' activities, missed out on our family time, missed special occasions because there wasn't enough staff....If we have more staff, then that will impact patient safety. We will not be stressed or frazzled if there is enough staff to cover everything."