

2025 AONL Nursing Leadership Insight Study



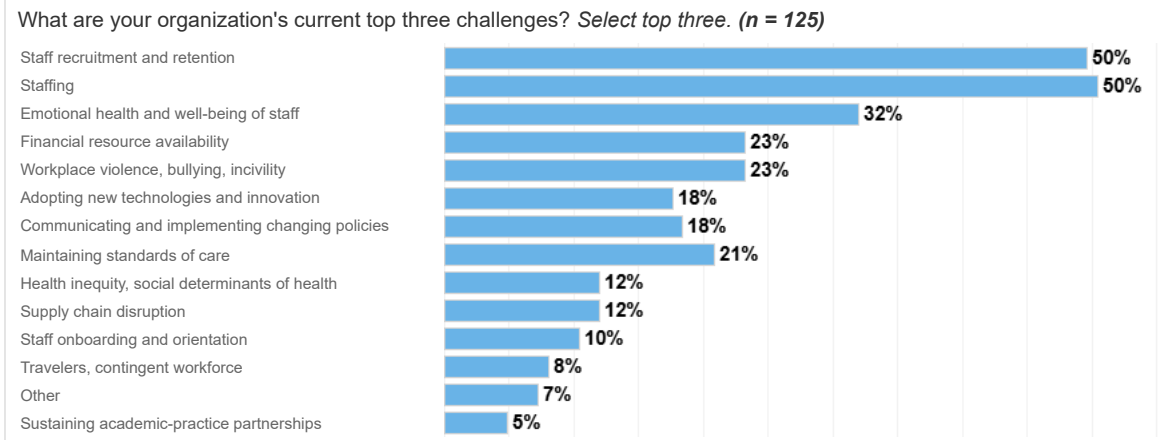
The American Organization for Nursing Leadership (AONL), the AONL Foundation, and Joslin Insight have gathered key data from nurse leaders nationwide since July 2020. Conducted January 8-22, 2025, the sixth study received 3,128 responses, the highest in the series, with a margin of error of 2.18% at a 99% confidence level. Staff recruitment and retention, along with staff well-being, remain top concerns, while workplace violence and financial constraints continue to be significant challenges.

Using the dropdown filters below you can sort the data by several demographics. Filtering may reduce response counts and affect confidence levels.

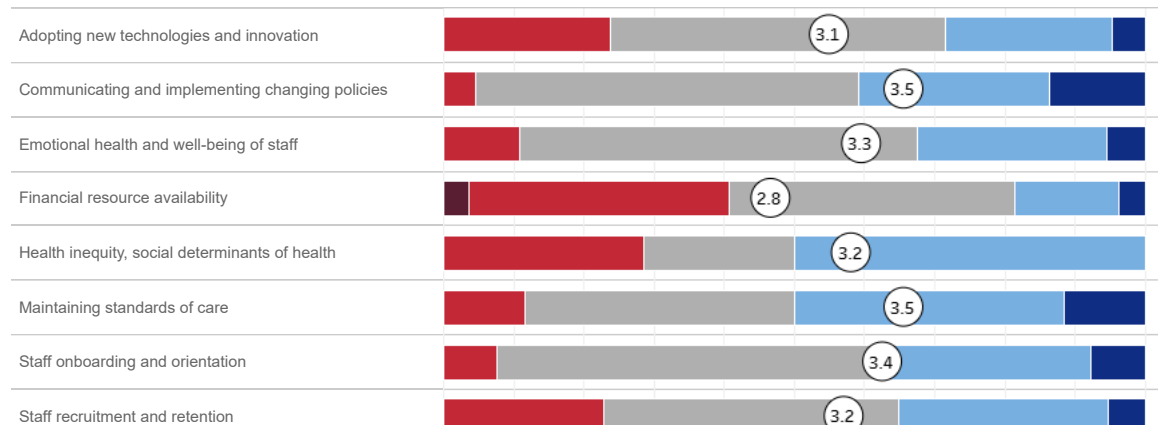
Respondents
129

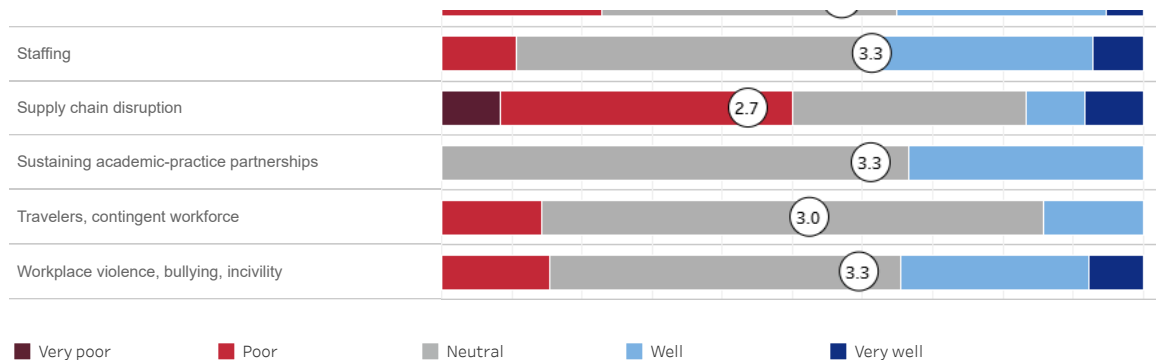
State:
 Primary Work Setting:
 Role:
 Age:
 Ethnicity:

Leader Challenges

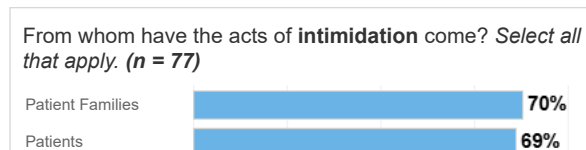
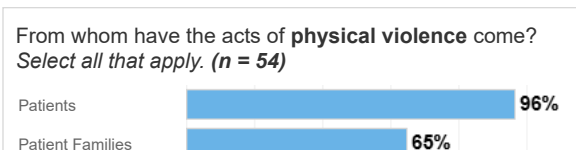
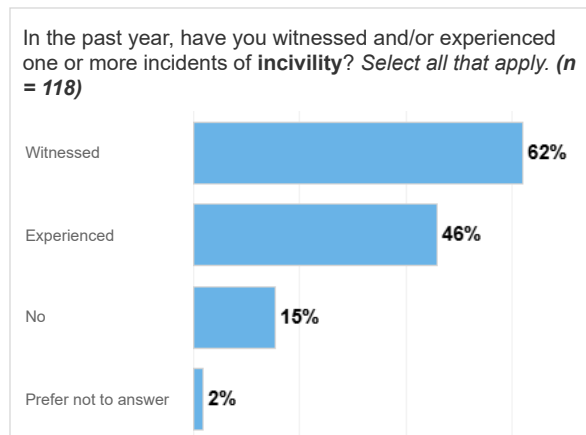
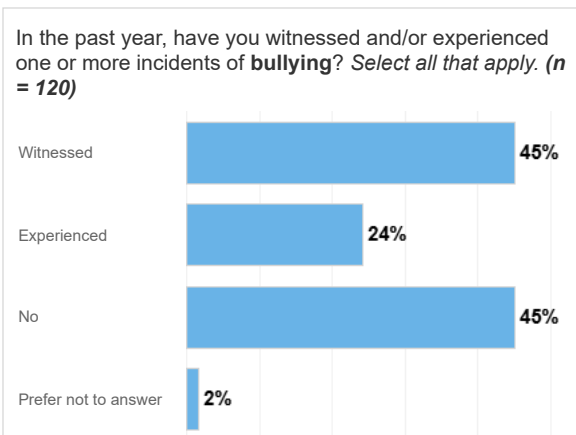
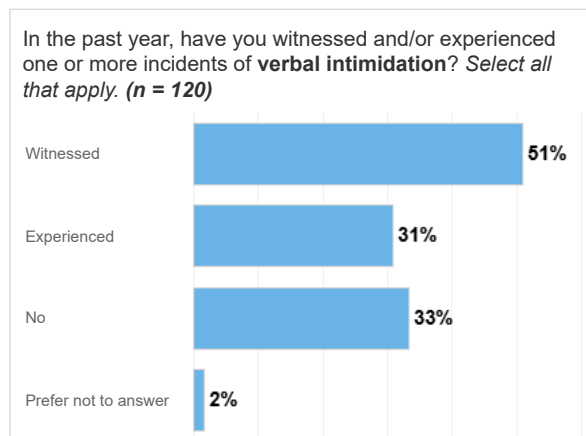
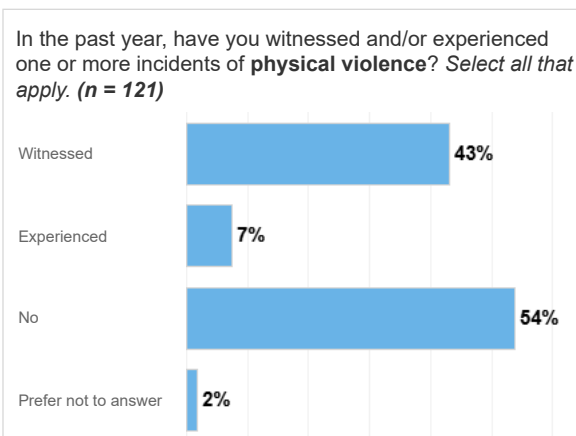


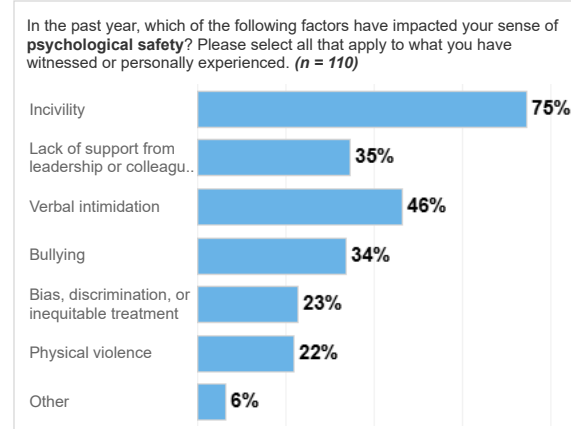
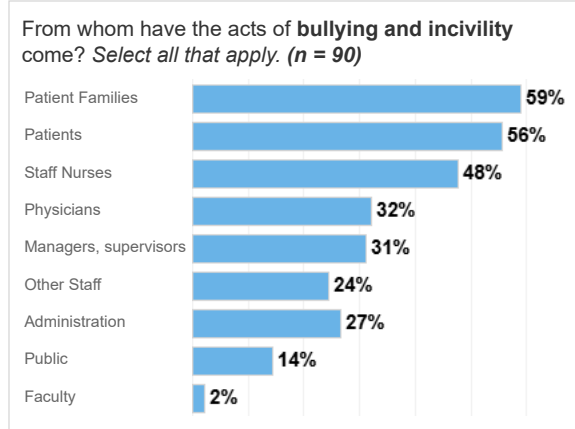
As a nurse leader, how effectively do you feel you have been able to address these challenges? *On a scale of 1-5, 5 being very well. (n = 2,826)*





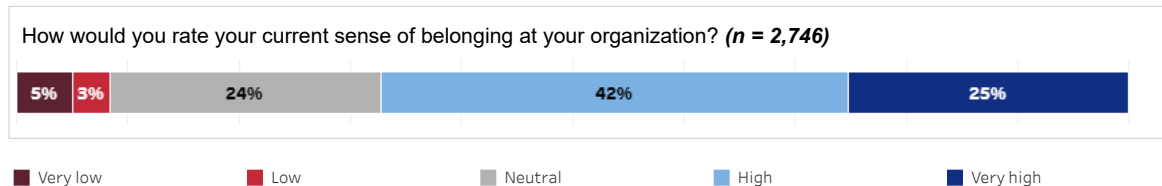
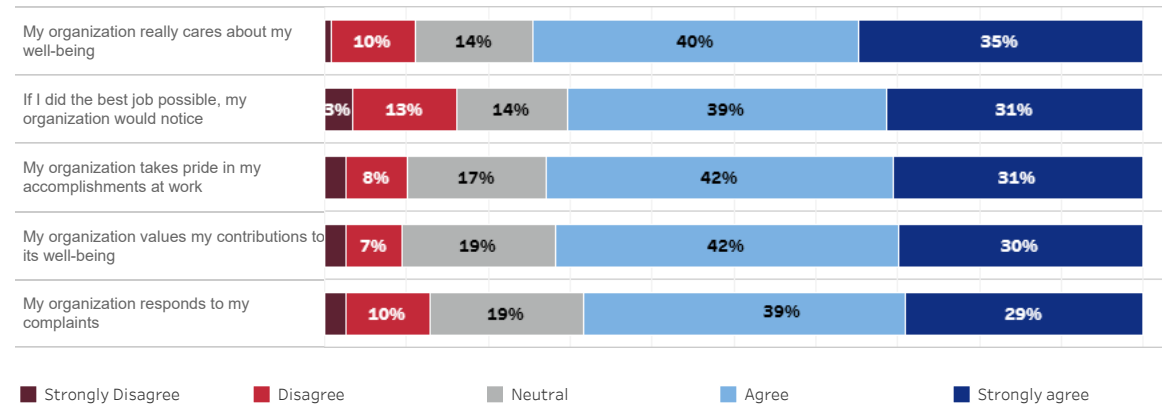
Violence, Bullying, and Incivility

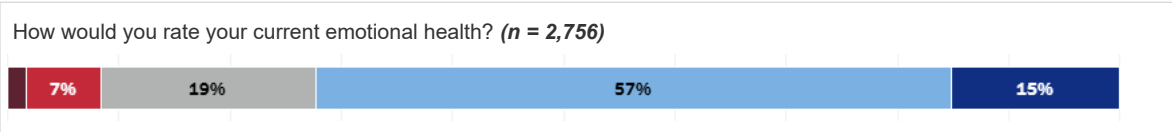




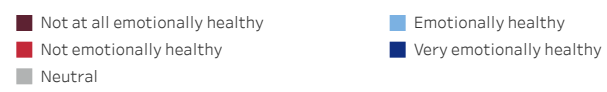
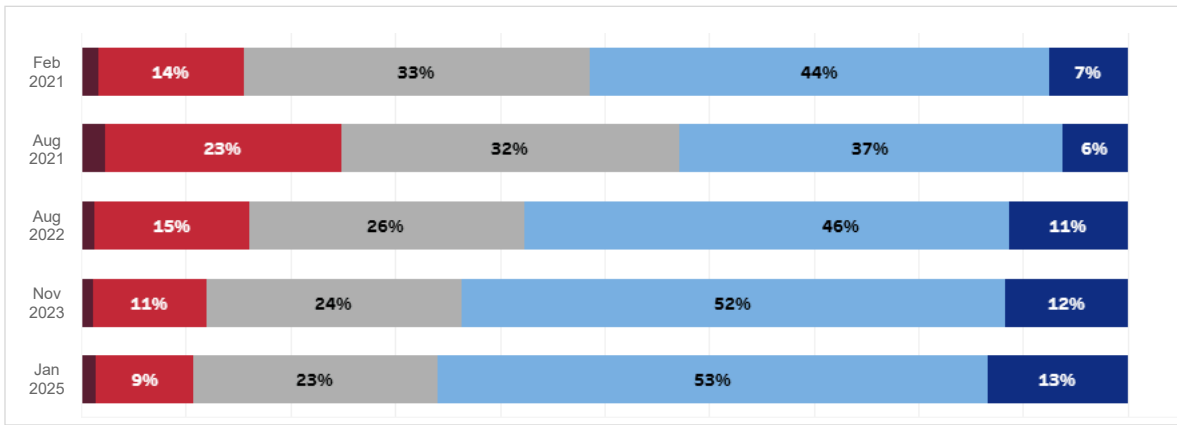
Survey of Perceived Organizational Support (SPOS), Emotional Health, and Technology

Do you agree or disagree with the following statements? (n = 2,747)



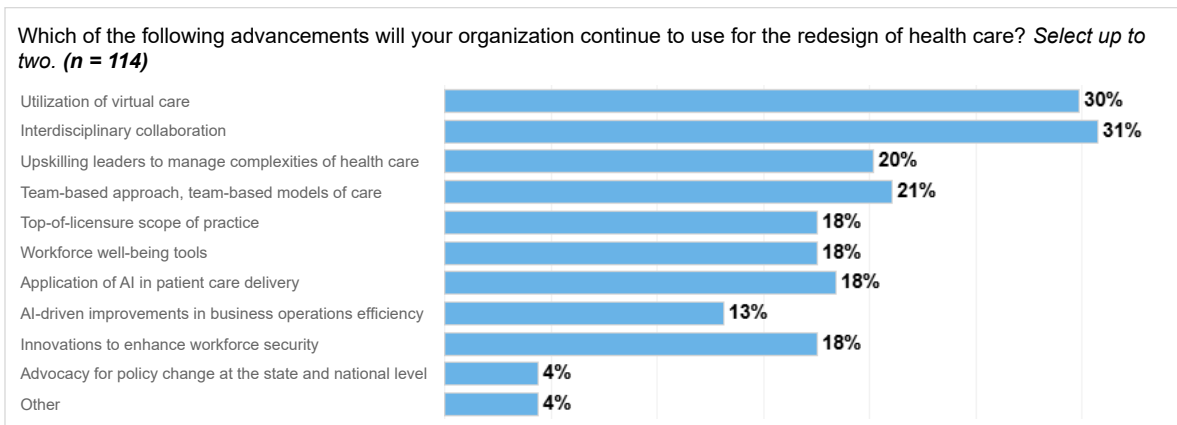


Emotional Health Longitudinal Study



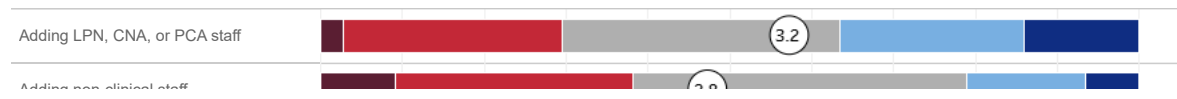
* Longitudinal charts represent total population data only.

Which of the following advancements will your organization continue to use for the redesign of health care? Select up to two. (n = 114)

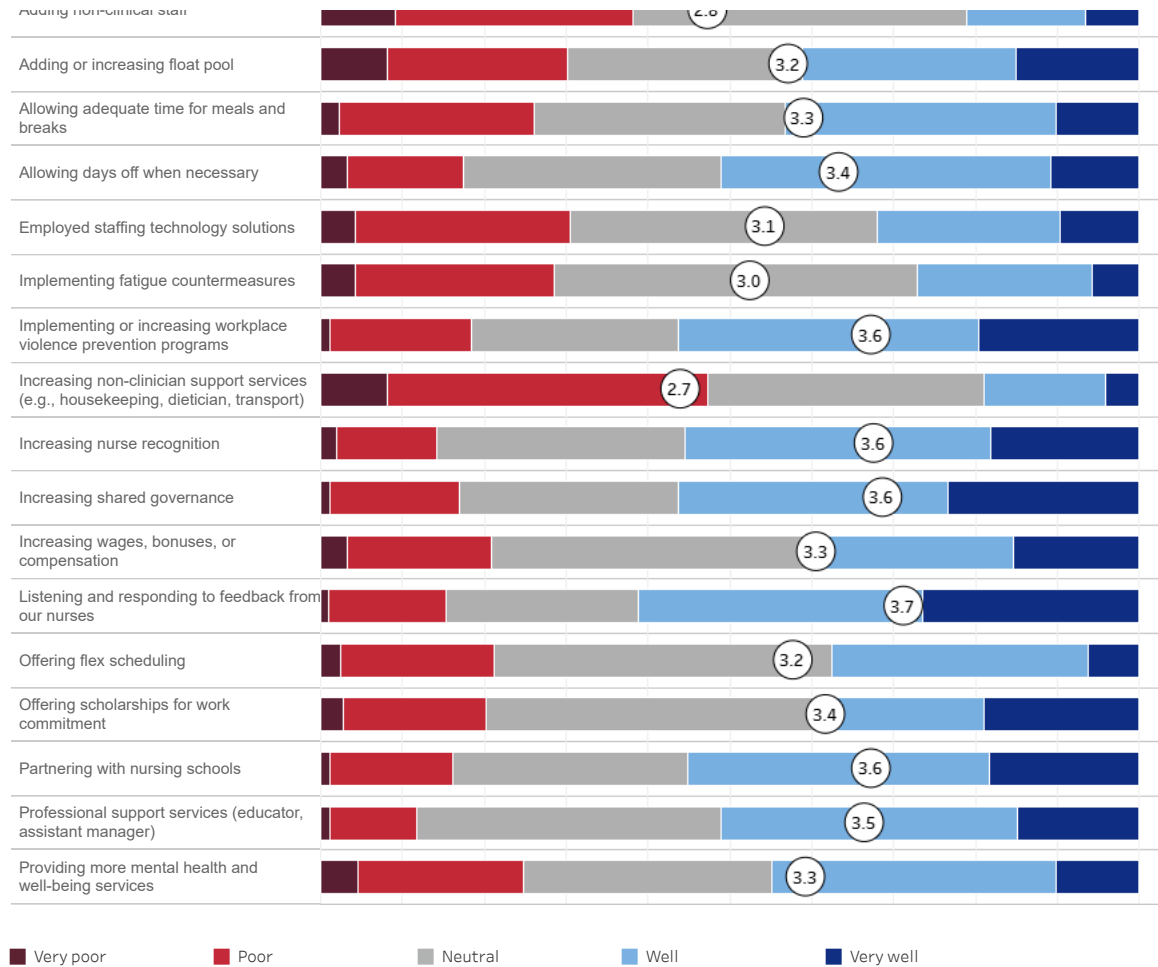


Effective Solutions

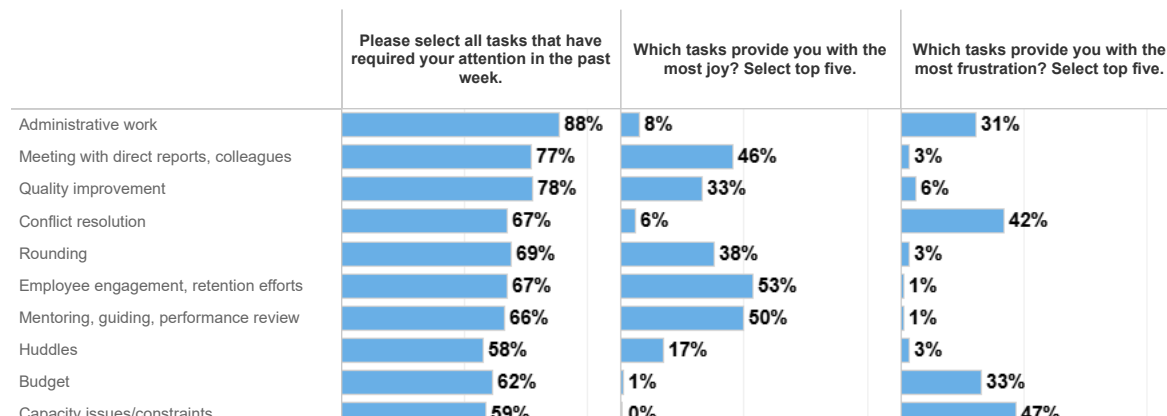
How effective have the following solutions been at improving the staffing situation at your organization? On a scale of 1-5, 5 being very effective. (n = 2,500)



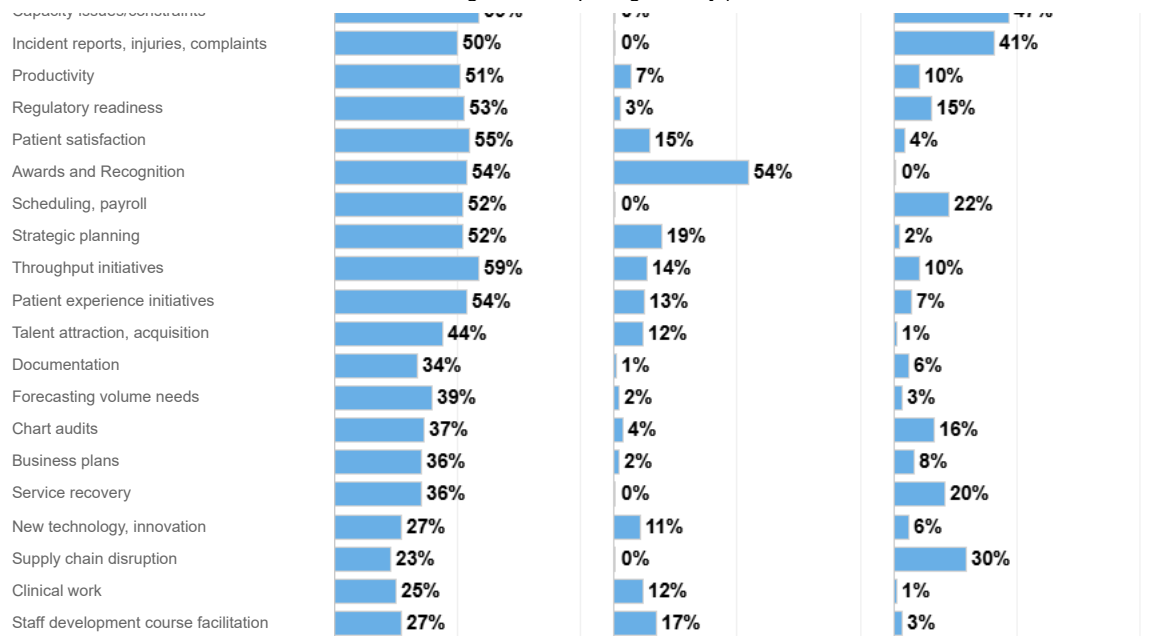
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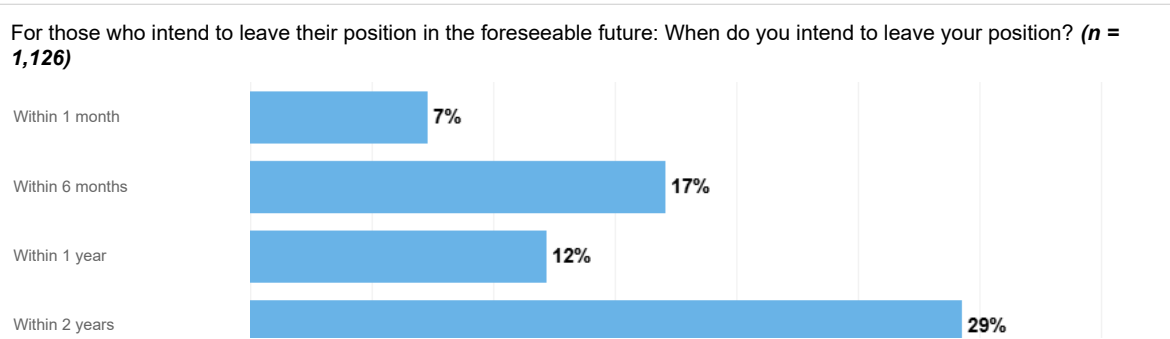
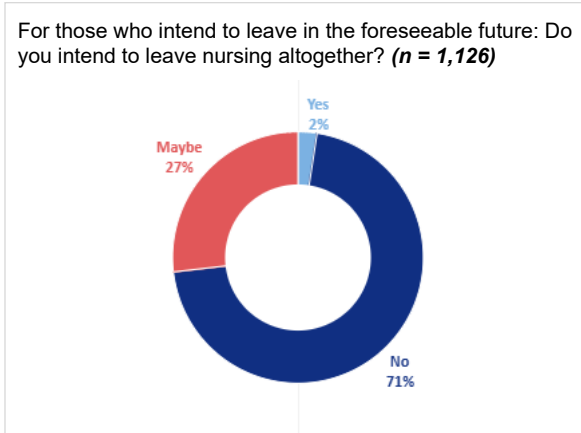
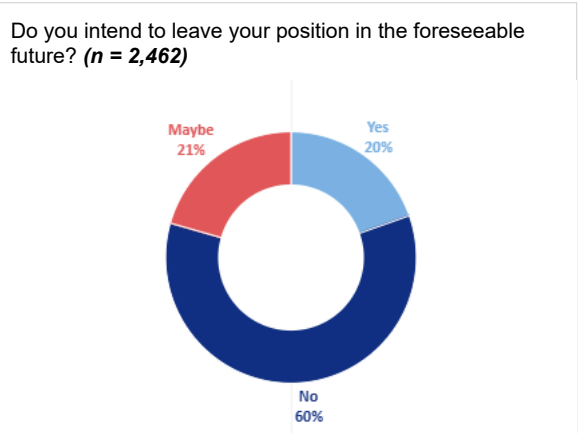
Day in the Life of a Nurse Leader

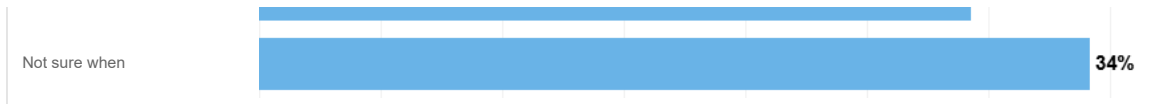


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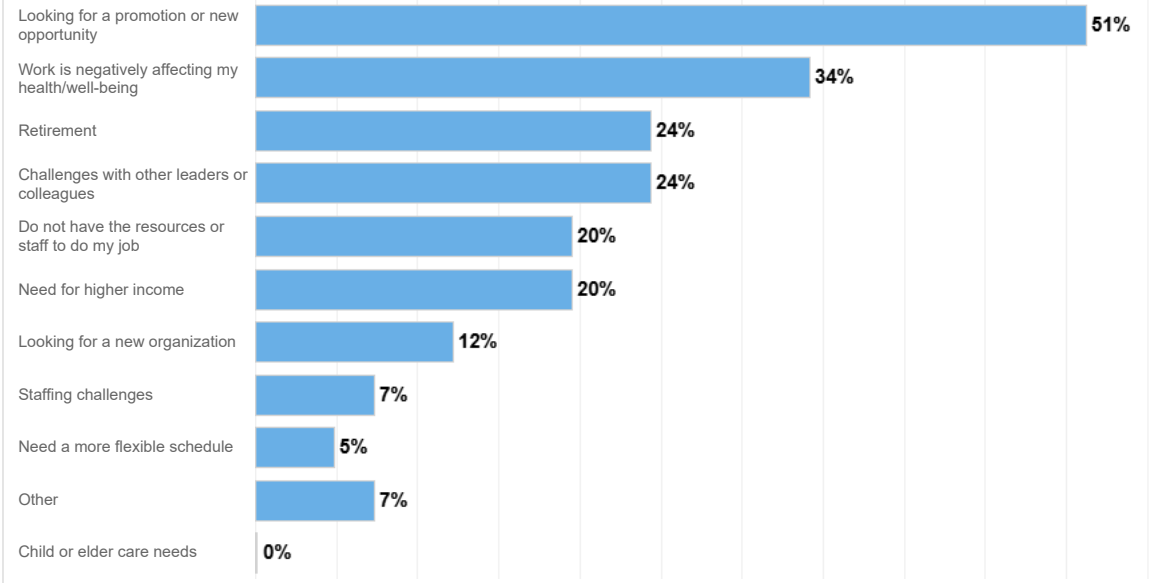


Intent to Leave

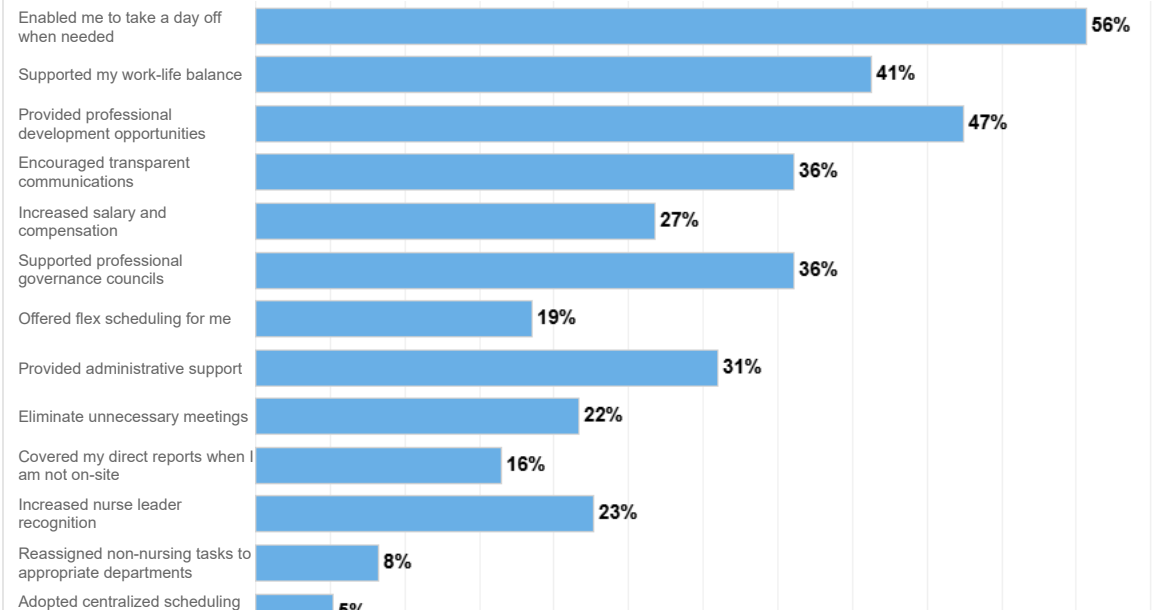




For those who intend to leave their position in the foreseeable future: What is your primary reason for leaving? *Select all that apply. (n = 41)*



Which of the following solutions has your organization implemented to improve your work satisfaction? *Select all that apply. (n = 97)*

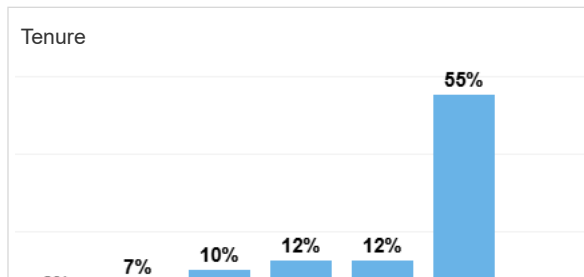
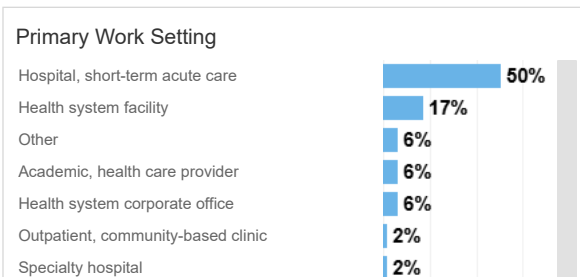
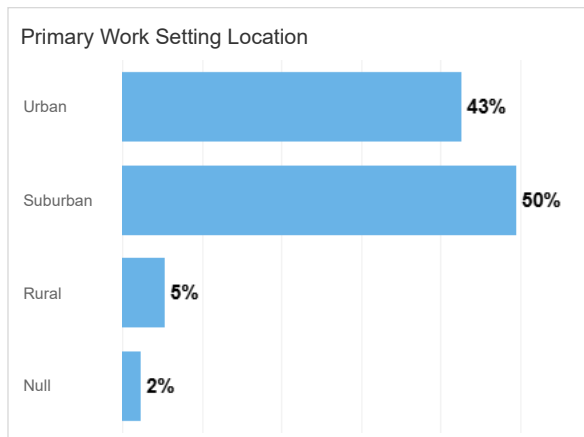
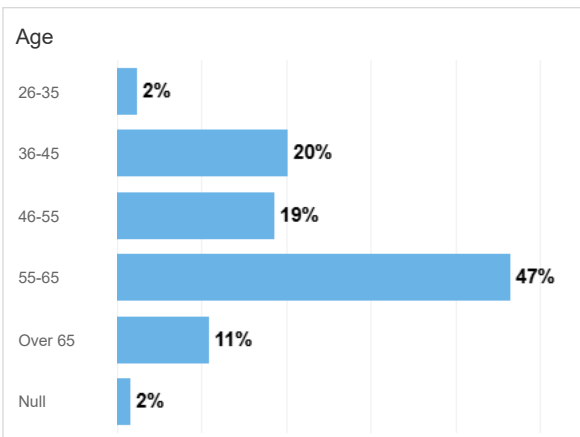




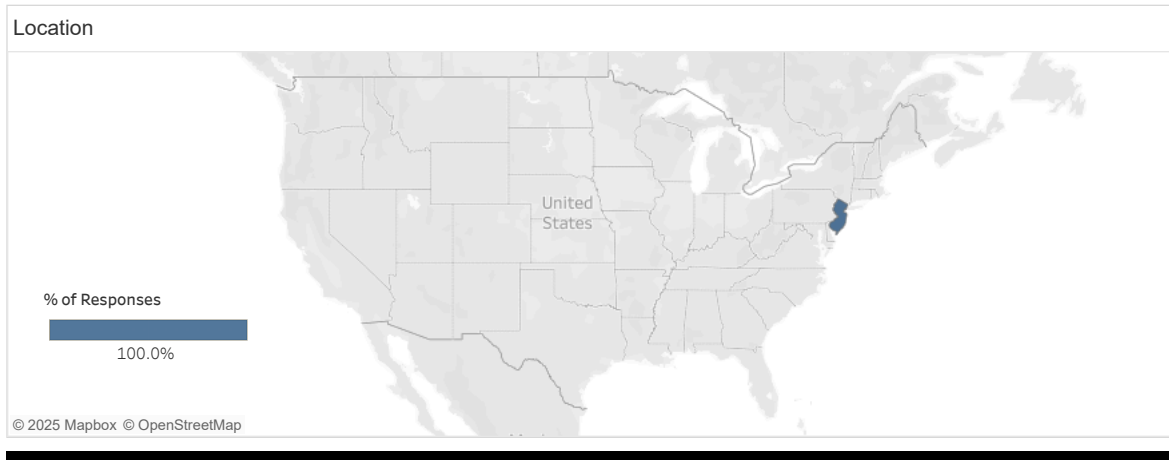
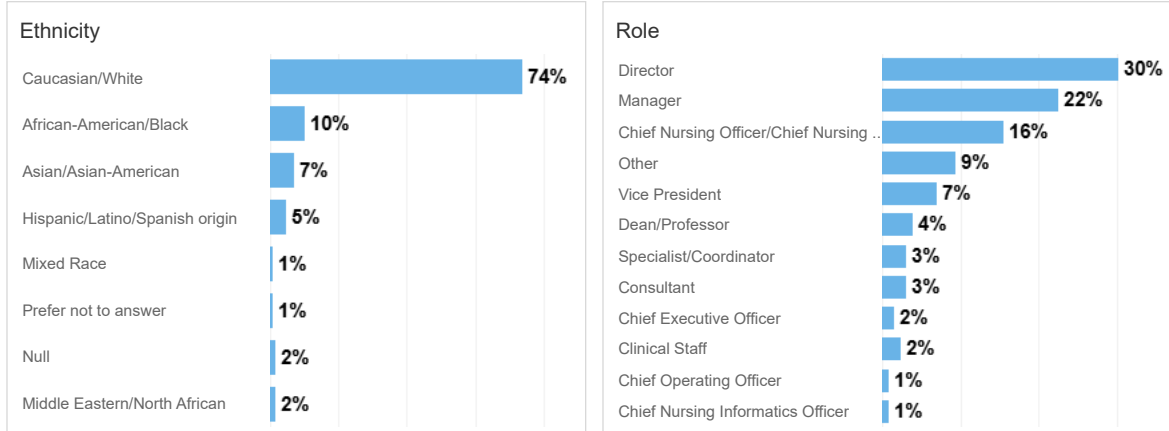
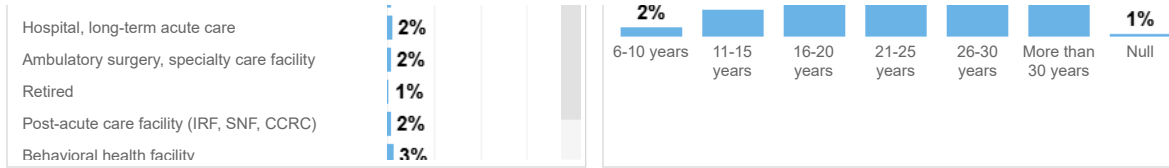
Nurse Leader Evolution Over Next Five Years

- R_1DosJClKggWt9j8 More forecasting and business operations
- R_1eupUcQYUe44rAd Finding ways to implement technology in their rounding with patients and staff, developing the role of charge nurses, strengthening partnerships with provider leads, stabilizing the workforce and creating growth opportunities for new nurses
- R_1f1gzeA6P9bVIJ5 High tech, additional advanced use of AI, telemedicine,
- R_1fdwDyEzGgJmYBI I think leaders will have additional time to spend on units with patients and staff because technologies will have gained so much momentum, that reports and its analysis will be sent to me with appropriate follow ups that will require a critical review.
- R_1fHaSayrJKzX39 We need to continue to recognize staff, support staff with onsite debriefings and add support staff such as administrative folks to do the non nursing aspects of some of our work.

Demographics



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Data is collected by Joslin Insight, an unbiased third-party, and stored securely on encrypted servers.

Previous Studies

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[NURSE LEADER COVID-19 LONGITUDINAL STUDY | 2022](#) ►

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OTHER RESOURCES

Trends and Innovations in Nurse Manager Retention: Audio Report (/Trends-and-Innovations-in-Nurse-Manager-Retention)

As part of this effort, AONL has partnered with Audio, a software company that was founded with a goal of elevating the role of front-line leaders...

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