

Nurses in Study Unit (n = 57)
Staff nurses (n = 54)
Full-time (n = 29), Part-time (n = 16), Casual (n = 9)
Nurse leaders (n = 3)
Administrative (n = 1), Clinical (n = 1), Education (n = 1)

Assessed for Eligibility (n = 24)

Eligible and Consented (n = 15)
Staff nurses (n = 12)
Full-time (n = 10), Part-time (n = 2)
Nurse leaders (n = 3)
Administrative (n = 1), Clinical (n = 1), Education (n = 1)

Eligible and Declined Participation (n = 9)
Maternity/paternity leave (n = 3)
Away for AI sessions (n = 3)
Transportation issues (n = 2)
Scheduling conflict (n = 1)

Sample Characteristics (6 weeks pre-AI sessions)
Nurse Entry Form (n = 15)

AI Sessions (n = 12)
Four 3-hour sessions delivered over two weeks

Withdrawal (n = 3)
Scheduling conflict (n = 1)
Personal issue (n = 1)
Time commitment (n = 1)

Individual Interviews (6 months post-AI sessions; n = 12)

Withdrawal (n = 0)