
**Abstract**
The purpose of this pilot study was to identify and describe work-related emotional stressors that impact the well-being of nurses working in hemodialysis units and to identify their coping techniques. The literature shows that constant exposure to stressors induces emotional conflict and ambiguity, which results in the use of coping techniques to balance well-being. Nineteen participants from six hemodialysis centers completed the Ways of Coping Questionnaire, a 66-item survey based on a four-point scale. Mean and standard deviations were conducted on eight coping techniques. Findings revealed that participants most frequently used ways of coping were planful problem solving (M = 17.66), followed by self-controlling (M = 15.29), positive appraisal (M = 14.93), and seeking social support (M = 14.49) when dealing with work-related stressors.