

The Use of Mindfulness-Based Interventions to Mitigate Stress and Burnout in Healthcare Providers

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Introduction

- 🌐 40% of healthcare providers experience stress and/or burnout ¹
- 🌐 This phenomenon is associated with a variety of physical and mental health problems ²
- 🌐 Impacts job satisfaction, retention, and professional effectiveness ²
- 🌐 Can lead to sub-optimal patient care ²

Background

- 🌐 Recent organizational staff engagement surveys show a need for action plans for stress levels
- 🌐 Studies on mindfulness consistently show a significant reduction in the perceived amount of stress in participants, along with ³:
 - 🌐 ▼ Anxiety
 - 🌐 ▼ Emotional exhaustion
 - 🌐 ▼ Compassion fatigue
 - 🌐 ▼ Burnout

Background, cont.

- 🌐 Studies on mindfulness also consistently show that participants display a significant increase in ⁴:
 - 🌐 ▲ Attention
 - 🌐 ▲ Cognitive focus
 - 🌐 ▲ Satisfaction with life
 - 🌐 ▲ Compassion with self
 - 🌐 ▲ Well being
 - 🌐 ▲ Patient satisfaction

Project Purpose/Goals

- Provide evidence-based mindfulness and self-care strategies to mitigate stress and/or burnout among healthcare worker participants
 - 2/3 of staff attend two mindfulness trainings
 - Provided with a packet of resources and suggested self-care activities
 - All staff receive weekly emails with mindfulness and self-care resources
 - Each unit receives Re-charge at Work Toolkits™ 5
 - Each unit has access to six mindfulness and self-care videos

Methods

- Quasi-experimental design
- Convenience sample from three units at a 200-bed hospital (n=150)
- Maslach Burnout Inventory ⁶ (Mbi) and Perceived Stress Scale ⁷ (PSS) sent out via Survey Monkey™ to all unit staff before intervention and three months after starting the intervention
 - Data was analyzed with the help of the organization's research department using the respective instrument scoring tools and statistical software "R"

Results

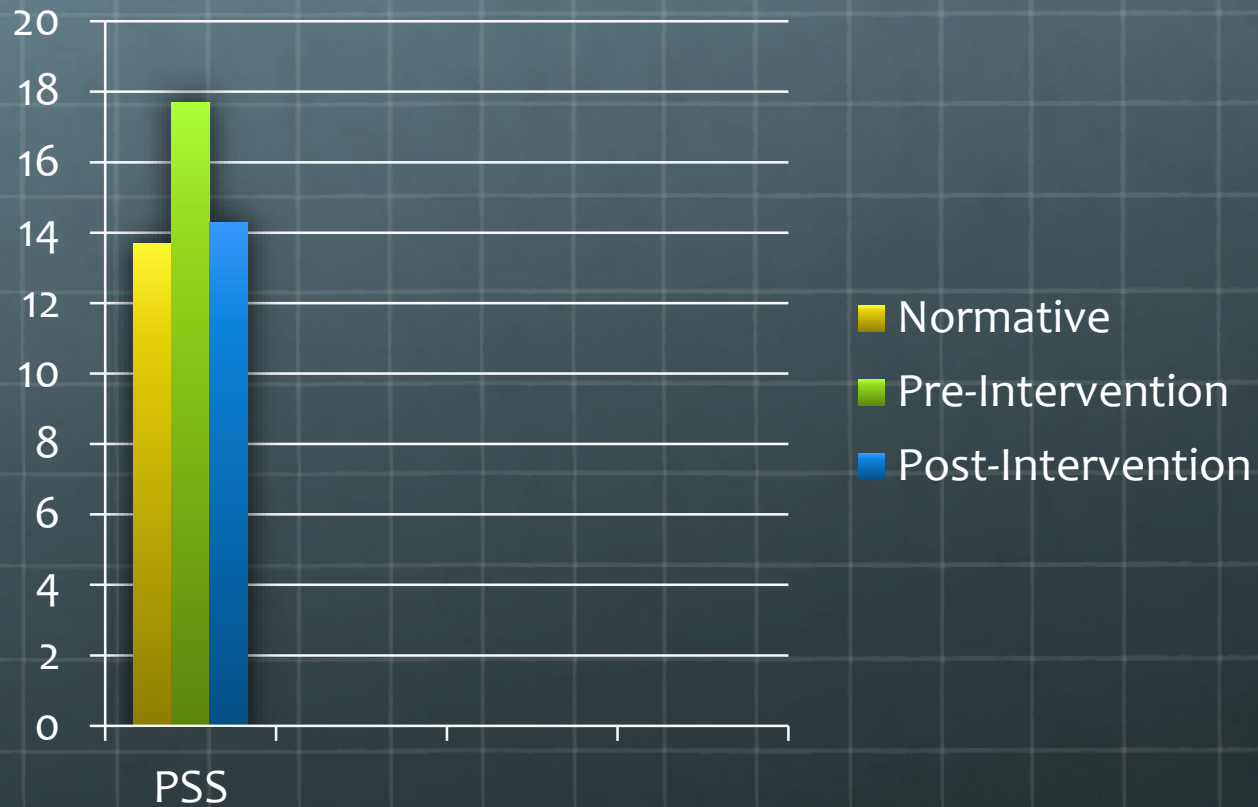
- 86 of the 150 staff members attended the trainings
- All staff members received emails with resources
- All staff members had access to Re-charge at Work Toolkits™
- All staff had access to self-care and mindfulness videos
- Pre-survey N=76
- Post-survey N=57

Results: Perceived Stress Scale

- 🌐 PSS mean scores post-intervention were closer to “normative” than pre-intervention

	Mean Score	Standard Deviation
Pre-Intervention Score (n = 76)	16.13	7.74
Normative (n = 1406) (Cohen et al., 1983)	13.7	6.6
Post-Intervention Score (n = 57)	14.33	6.52

PSS Results



Maslach Burnout Inventory Results




- 🌐 Mbi mean scores were lower in two of three sub-scales post-intervention
- 🌐 Personal Accomplishment, if improved would have seen an increase in mean score (therefore no improvement seen in this sub-scale)

Maslach Burnout Inventory Sub-scales	Pre-Intervention Score (N=76)	Post-Intervention Score (N=57)	P-Value
Emotional Exhaustion	2.71	2.55	0.524
Depersonalization	1.42	1.35	0.720
Personal Accomplishment	4.41	4.32	0.631

Conclusions

- 🌐 While direct causality cannot be assigned to the lower perceived stress and burnout scores, an association can be made that a three-month program consisting of live mindfulness trainings, and/or routine emails containing mindfulness and self-care resources, and/or access to self-care videos are associated with lower stress scores and lower burnout scores amongst healthcare workers.





Implications for Practice

-  When organizations choose to prioritize the well-being of their employees, the care they give to their patients can be positively impacted
-  If healthcare workers make time for a regular mindfulness practice and/or self-care strategies, their perceived levels of stress and/or burnout could decrease and help them excel in the complex environment that they work in every day
-  Nurse leaders are in a position to not only role model and mentor staff in self-care and mindfulness practices, but to create the opportunities to make healthcare workers aware and learn more about them.




Future Recommendations

- 🌐 Providing mindfulness and self-care resources may be impactful to healthcare workers
- 🌐 Finding the time for healthcare workers to attend trainings and practice is challenging
- 🌐 Finding experienced individuals to conduct trainings may be challenging for organizations
- 🌐 Maintaining anonymity is important, but makes measuring effectiveness of the interventions difficult
 - 🌐 Asking participants what interventions were used in survey may be helpful in identifying what interventions are most helpful
- 🌐 Using huddle time in addition to emails may be even more effective

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