Improving Health and Wellness of Healthcare Staff

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Improving health and wellness of healthcare staff
Paige McBride, CNA, EMT, AAOT, SN year 4; Maria McCarthy, CNA, CMA, SN year 4

Objective
- To promote health and wellness among healthcare staff
- To increase knowledge of burnout and self care

Methodology
- Conducted needs assessment
  - Participants identified an interest in self care
- Provided a list of self care activities
  - Majority of participants indicated interest in meditation
- Conducted literature review using PubMed, CINAHL, and PsycInfo
  - Mobile applications for meditation are effective in improving health and wellness, reducing stress, reducing burnout, and decreasing suicidality
- Majority of healthcare staff were not experiencing burnout
  - Opportunity to improve self care as burnout prevention
  - Challenging to address self care while experiencing burnout

Results
- Educated healthcare staff on
  - Utilizing UCLA Mindful application for daily guided meditation
  - Provided an instructional handout for utilizing the app
  - Evaluated client feedback after using the app
- Developed a brochure with self-care resources and burnout education
  - Distributed brochure to stakeholders
  - Incorporated staff and stakeholder feedback on brochure

Discussion
- The project was effective because a needs assessment of the organization was completed
- Weekly meetings with the nurse supervisor and communication with healthcare staff aided in building rapport
- Presentation of the mobile application helped to address technology barriers
- Utilizing a mobile application allowed participants to incorporate self-care at an individual level with flexibility for varying schedules

Situation: Over 50% of U.S. physicians have substantial burnout symptoms. Additionally, nurses face a high prevalence of burnout and depression. Burnout leads to substance abuse, suicidal ideations, and overall poor health outcomes (Dyrbye et al., 2017)

Inputs
- Staff time
- Campus meditation resources
- Time & research on meditation

Activities
- Conduct needs assessment
- Research & develop a burnout and self-care brochure
- Research meditation interventions

Outputs
- Provide education on utilizing the meditation mobile application
- Burnout and self-care brochure

Shorter-term Outcomes
- Positive change in:
  - Knowledge
  - Skills
  - Motivation
  - Self-awareness
  - Self-care

Longer-term Outcomes
- Change in:
  - Positive attitude
  - Decreased turnover
  - Increased productivity

Looking Forward
- Resource guide and educational brochure is an anticipated tool for sustaining improvement of health and wellbeing, in addition to meditation
- We recommend:
  - Obtain feedback, after more experience with meditation, to evaluate the effectiveness of the intervention
  - Incorporate UCLA Mindful app and resource brochure into new employee orientation
  - Designate stakeholder to continue promoting health and wellness of staff

Limitations
- Limited time to
  - Evaluate the effectiveness of the application
  - Address barriers
- Individual variables
  - Time & frequency
  - Adherence
  - Technology knowledge & experience
- Challenging to
  - Implement for a variety of healthcare professions
  - Gather all participants together to provide meditation education
  - Evaluate behavior change

*References available upon request*