

Using 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 increased 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
- 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

Purpose

Provide evidence-based mindfulness and self-care strategies to mitigate stress and/or burnout among healthcare worker participants

Methods

- Convenience sample from three units at a 200-bed hospital (n=150)
- IRB approval attained
- 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

Interventions

- Two mindfulness courses provided to staff who attended staff meetings (n = 86 out of possible 150)
- Self-care passports and mindfulness resources provided to staff-meeting participants
- Re-charge at Work Toolkits™⁵ provided to units
- Weekly emails sent for 13 weeks with mindfulness and self-care resources to **all** unit staff
- Six self-care videos provided for access to **all** through organization’s learning management system

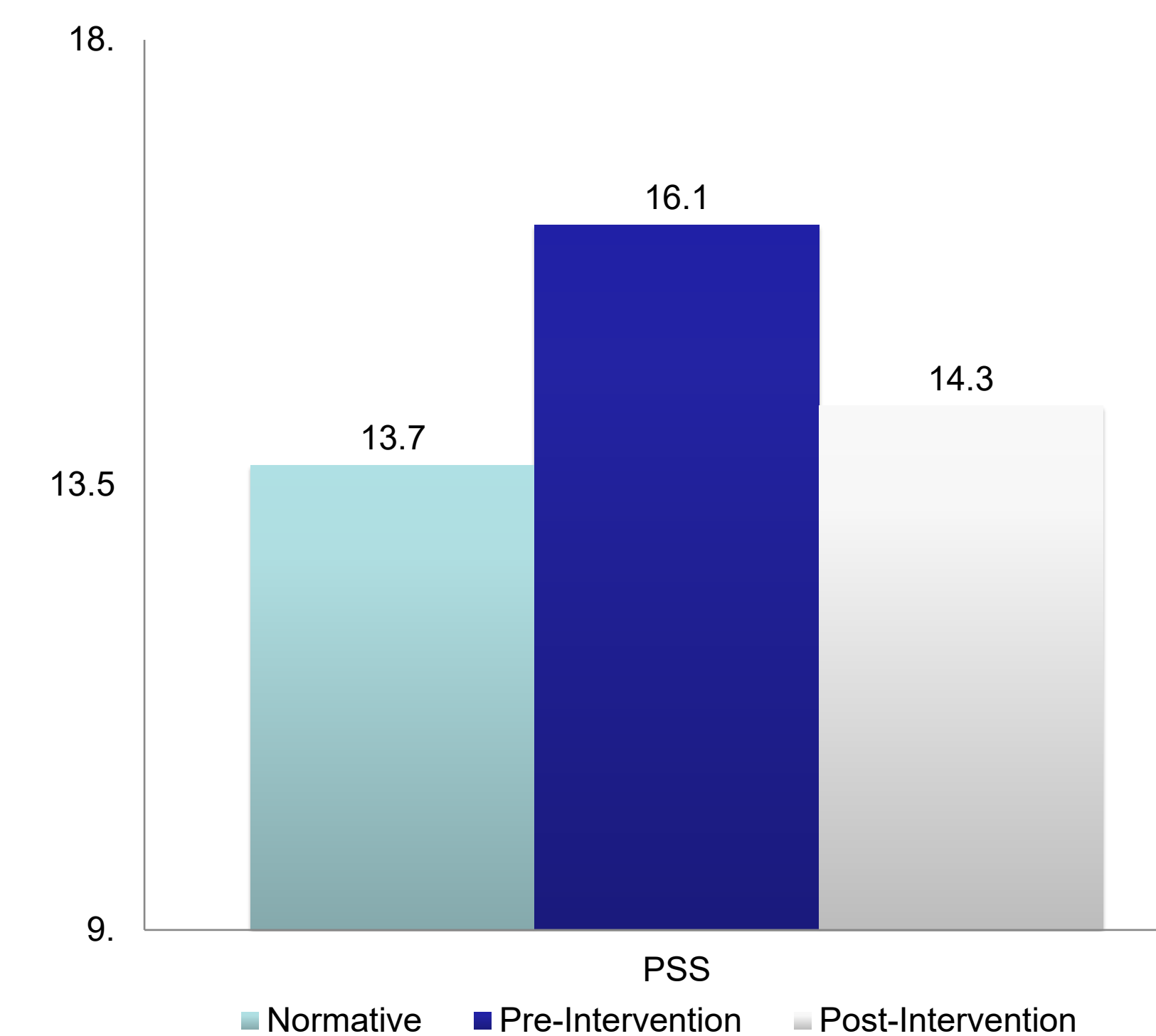
Results

PSS mean scores post-intervention were closer to “normative” than pre-intervention for **an 11% decrease** in stress scores overall

Pre Intervention Mean Score = 16.13
SD=7.74

Normative = 13.7
SD = 6.6

Post Intervention Mean Score = 14.33
SD = 6.52



MBi mean scores improved in two of three sub-scales post-intervention (see figure below):

Maslach Burnout Inventory Sub-scales	Pre-Intervention Score (N=76)	Post-Intervention Score (N=57)	% Decrease	P-Value
Emotional Exhaustion	2.71	2.55	5.9	0.524
Depersonalization	1.42	1.35	4.9	0.720
Personal Accomplishment	4.41	4.32	2.0	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.

Implication for Practice and Recommendations

- Finding time for a regular mindfulness practice and/or self-care strategies is challenging, but if done, perceived levels of stress and/or burnout could decrease and help healthcare providers excel in the complex environment that they work in every day
- When organizations choose to prioritize the well-being of their employees, the care they give to their patients can be positively impacted
- 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.
- Finding experienced individuals to conduct trainings may be challenging for organizations
- Maintaining anonymity is important, but makes measuring effectiveness of the interventions difficult
- Using team huddle time in addition to sending emails may be even more effective than only emails

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