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:

- Anxiety
- Emotional exhaustion
- Compassion fatigue
- Burnout
Studies on mindfulness also consistently show that participants display a significant increase in:

- 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

<table>
<thead>
<tr>
<th></th>
<th>Mean Score</th>
<th>Standard Deviation</th>
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<tbody>
<tr>
<td>Pre-Intervention Score (n = 76)</td>
<td>16.13</td>
<td>7.74</td>
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<tr>
<td>Normative (n = 1406) (Cohen et al., 1983)</td>
<td>13.7</td>
<td>6.6</td>
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<tr>
<td>Post-Intervention Score (n = 57)</td>
<td>14.33</td>
<td>6.52</td>
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</tbody>
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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)

<table>
<thead>
<tr>
<th>Maslach Burnout Inventory Sub-scales</th>
<th>Pre-Intervention Score (N=76)</th>
<th>Post-Intervention Score (N=57)</th>
<th>P-Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional Exhaustion</td>
<td>2.71</td>
<td>2.55</td>
<td>0.524</td>
</tr>
<tr>
<td>Depersonalization</td>
<td>1.42</td>
<td>1.35</td>
<td>0.720</td>
</tr>
<tr>
<td>Personal Accomplishment</td>
<td>4.41</td>
<td>4.32</td>
<td>0.631</td>
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</table>
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.


