An On-Site Self Care Break to Decrease Stress and Promote a Culture of Wellness

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Conflict of Interest Disclosure

The presenter has no conflict of interest to disclose related to this presentation.
Learning Outcomes

• Describe the structure and processes used to design an on-site wellness program for nurses

• Evaluate feasibility of a Replenish at Work™ program
Top Concerns

Top health and safety hazards

<table>
<thead>
<tr>
<th>Hazard</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Workplace stress</td>
<td>82%</td>
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<tr>
<td>Lifting/repositioning heavy objects</td>
<td>45%</td>
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<tr>
<td>Prolonged standing</td>
<td>42%</td>
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<tr>
<td>Needlesticks and other sharps injuries</td>
<td>39%</td>
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<tr>
<td>Blood-borne pathogens</td>
<td>35%</td>
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- 68% of nurses stated health and safety of their patients took priority above their own
- Despite growing wellness initiatives in healthcare organizations, burnout continues to worsen

American Nurses Association Health Risk Appraisal, 2017
Background

• Physical, mental, emotional exhaustion

• A framework to amplify rewards and diminish stress

• Increased urgency to create a positive work environment where employees feel supported and valued

REPLENISH at work
Planning

- Identify Needs
- Obtain Funding
- Determine Location
- Outline Frequency
- Define Enrollment
- Develop Curriculum
Theoretical Framework

- Challenges nurses to identify self-care practices and interconnectedness of body-mind-spirit
- Self-care improves overall well-being
- Healthier staff = better patient outcomes
Needs Assessment

N= 69

- Inconsistent break coverage
- No time to take a break
- Surgeon & family requests
- Feeling guilty
- Meetings in break rooms
- No quiet space that is close
- Documentation requirements
- Rush of transfers
Unit-Specific Requests

- Quiet space
- Breathing: Resource to demonstrate relaxation techniques
- Music
- Relaxation exercises
- Movement
- Drink station: Break coverage

10 minutes of uninterrupted time
Phase 1: 30 minutes

- 1:3 instructor to staff
- Opportunity to acknowledge individual challenges/barriers at work
- Importance of self-care and self-reflection
- Introduction to Replenish at Work™ curriculum
Phase 2: 10 minutes

1:1 up to 1:3 instructor/staff

- Mind-body intervention tailored to individual needs
Program Outcomes

• 93% of CTICU staff (N=86) participated in the program
• 60% participated in 1-2 10-minute sessions
• 40% received more than 3 10-minute sessions
• 60% of staff completed a post-program evaluation to assess feasibility of the program
Question 1. What did you think of the intervention?

- 62% responded positively, referring to the intervention as refreshing, helpful, enlightening, and relevant to practice
- 100% of staff were grateful someone could relieve them while participating in the intervention
- 35% still felt compelled to return to their job as soon as possible
Program Evaluation

Question 2. Was the program effective in improving your ability to better do your job and take care of patients? Why?

- 65% stated after taking care of their self-care needs, they were more efficient and could better handle surgeon, patient and family demands.
Program Evaluation

Question 3. What parts of the intervention would you hope to improve upon if it were to be repeated in the future?

- Private and quieter place to conduct the intervention
- Increase the frequency of intervention
- Continue to provide personnel coverage for the intervention as well as routine break times
Program Evaluation

Question 4. Would you recommend this intervention to other colleagues in other units and why?

93% affirmed the Replenish at Work™ program should be shared across all departments:

• Helpful in promoting self-care practices
• Improvement in stress levels
Post-Program Evaluation

“I thought it was helpful. The most beneficial part was just reminding me to be aware of myself. I think the interventions taught are easy to practice and I will incorporate them in my routine.”

“I think the sessions were very helpful. Even though 10 minutes seems like a long time if you have a lot of tasks at hand, it was helpful to step away from the stressful environment and it decreased my stress level for the rest of the shift.”

“It felt good to know that someone cares about us and recognizes that without change, stress and burnout will continue.”
An institutional employee engagement survey conducted 2 months post intervention showed significant improvements compared to the previous year.
Implications for Practice

- There is a strong interest in wellness programs among staff.
- Self-reflection is crucial to establishing and maintaining self-care practices.
- Wellness programs can be beneficial to all members of the healthcare team.
- Leadership support is crucial to implementing wellness programs.
Next Steps

• Continue to offer on-site wellness programs

• Collect formalized data on stress levels and engagement
References


Contact Information

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