

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

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# Disclosures

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Pamela Mulligan, BSN, RN, RYT

- Nothing to disclose

Catherine Alvarez, MA, RN, CNML, HNB-BC

- Nothing to disclose

Bud Wassell, MS, CEAP, LPC

- Nothing to disclose

Francine LoRusso, MHA, RN, CCRN, CENP

- Nothing to disclose

# Yale New Haven Hospital

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- Non-profit, 1,541-bed tertiary medical center
- 256 care sites (inpatient / ambulatory settings)
  - York St (Magnet<sup>®</sup> 2011) and St Raphael Campuses (2016)
  - Smilow Cancer Hospital at Yale-New Haven
  - Yale-New Haven Children's Hospital
  - Yale-New Haven Psychiatric Hospital
- Annual patient encounters:
  - 78,529 discharges
  - 1,204,666 ambulatory
- 12,152 employees: 4,800 nurses



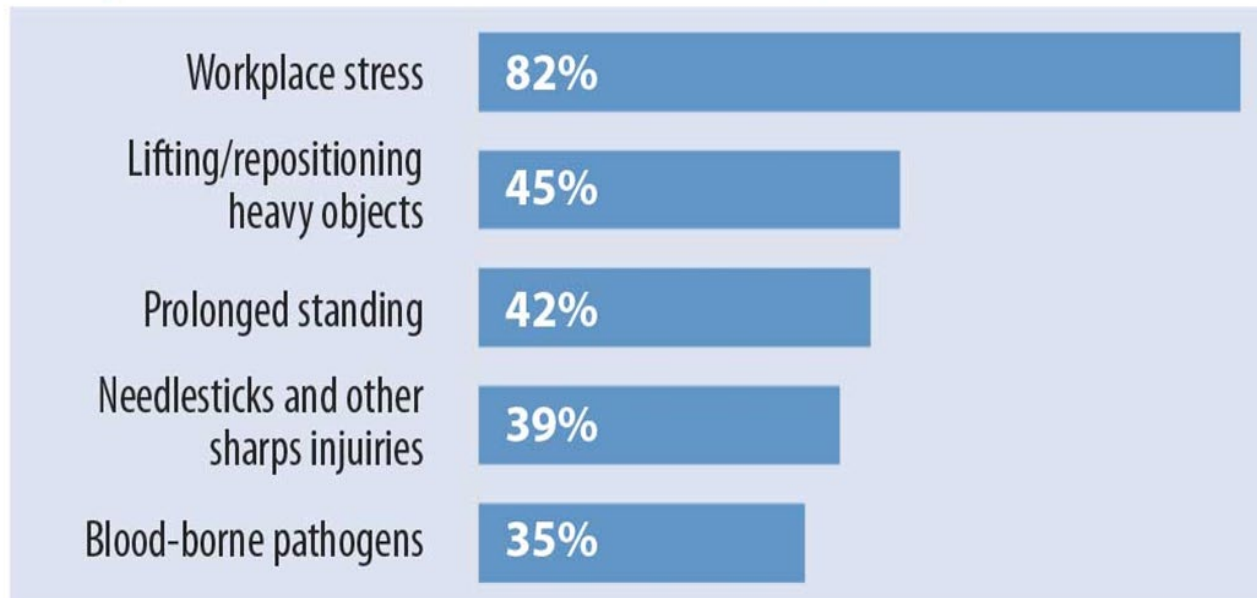
# Burnout Crisis

- Physical, Mental, Emotional Exhaustion
- A framework to amplify inherent rewards and mitigate stress
- Increased urgency to create a positive work environment where employees feel supported and valued



# Top Health Concerns

## Top health and safety hazards



American Nurses Association Health Risk Appraisal, 2017

- 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



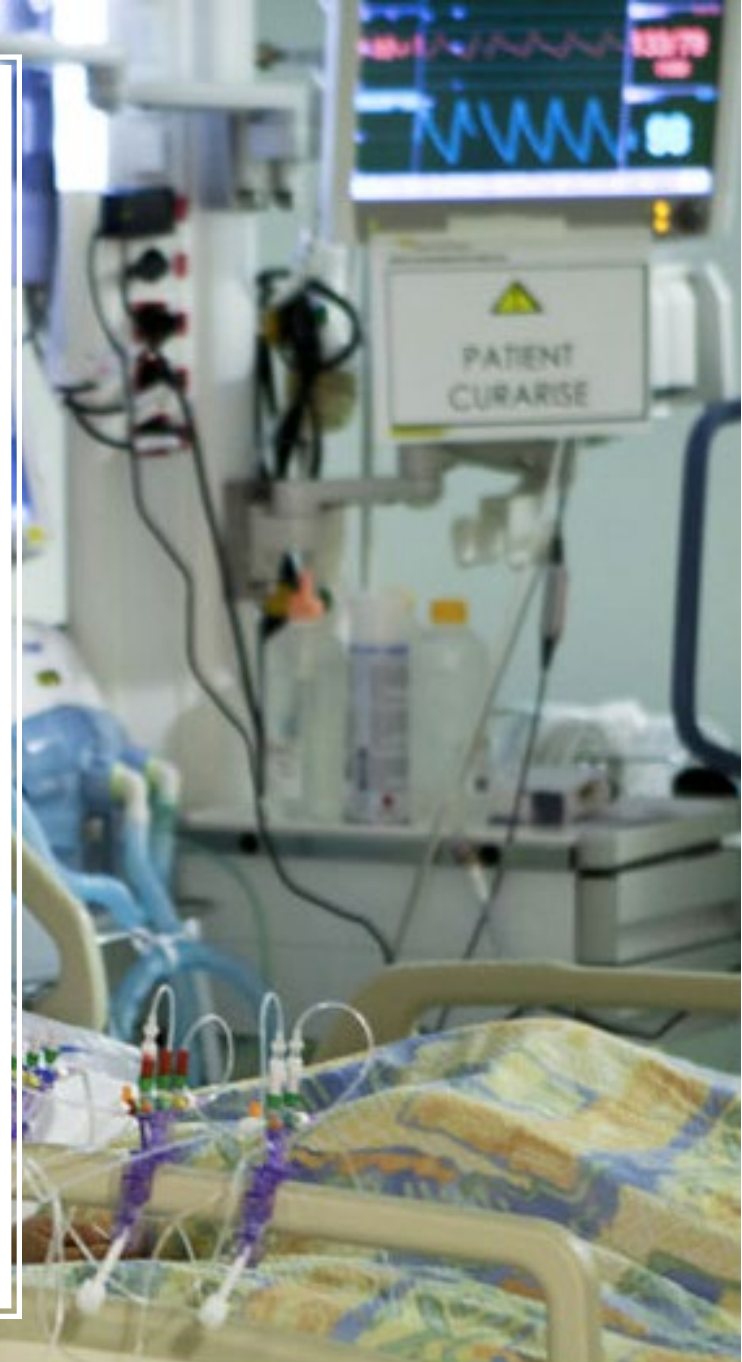
# Resilience Strategy

What can we control?

- Environment
- Self Care

How can we mitigate stress and increase resilience/engagement?

- Increase coping strategies & foster well-being
  - Self-care
  - Mindfulness
  - Gentle yoga stretches
  - Self-reflection

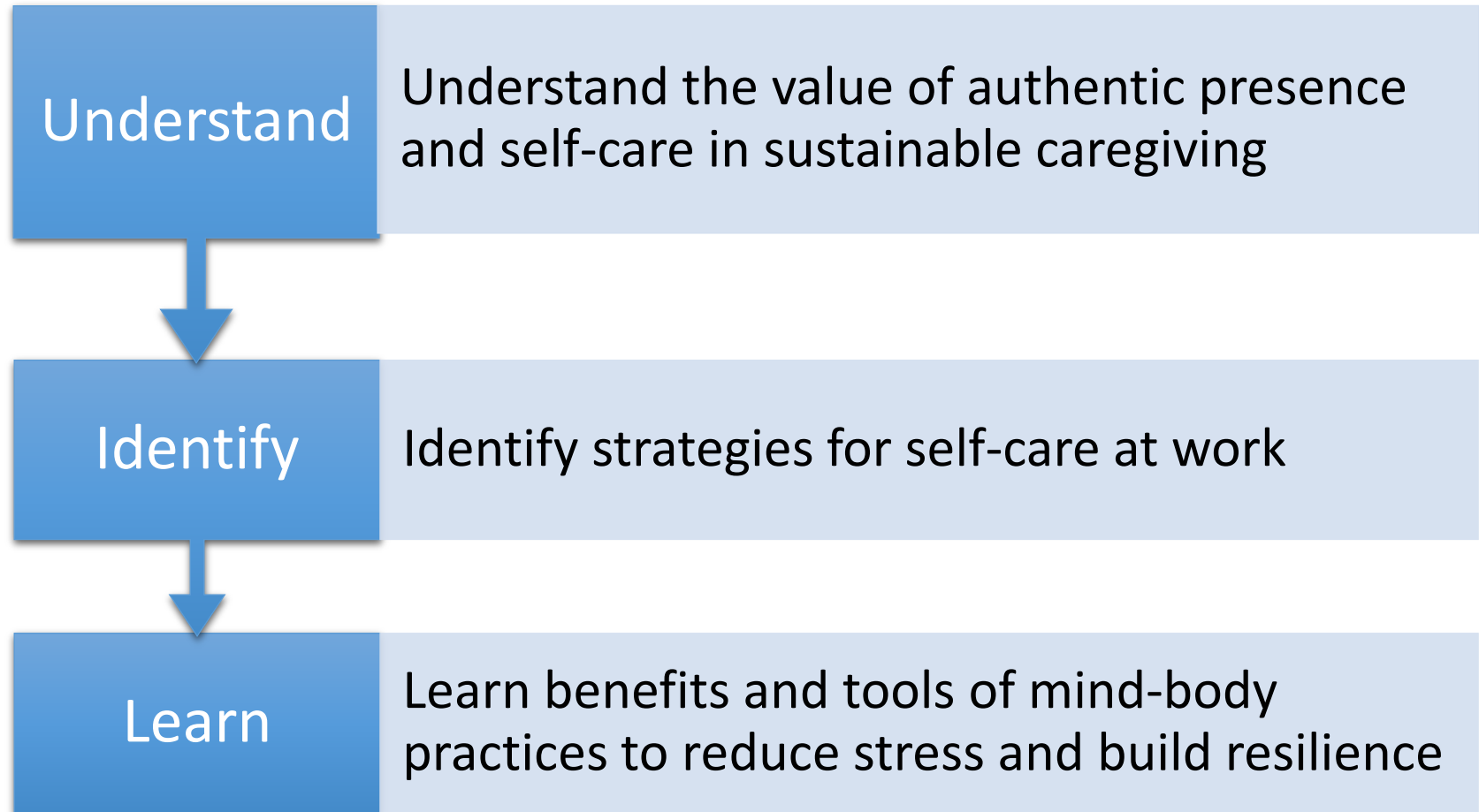


# Study Design and Methods

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- Town Hall meeting held to communicate intervention
- Prior to the intervention, all participants filled out a 10-minute survey assessing levels of compassion fatigue, burnout and resilience
- Pre- and Post- intervention surveys were constructed using a combination of the Oldenburg Burnout Inventory (OLBI), the Depression Anxiety Stress Scale (DASS), and the Mindful Attention Awareness Scale (MAAS) with qualitative point values assigned to categorize answers within “Engagement,” “Contentment,” and “Mindfulness”

# Replenish at Work





# Phase 1

- 20 min 1:2 Instructor to staff
- Self-care, mindfulness, emotional intelligence, an overview of the Healthy Mind Platter™ (Siegel & Rock, 2012)
- Opportunity to acknowledge individual challenges/barriers at work
- 10 minute practice utilizing mindful awareness, gentle yoga stretches, and self-reflection





## Self-Care

Purposeful Pause  
Intro to Self-Care- You Matter!  
What prevents you from taking care of yourself at work?  
What would it feel like to put your own self-care needs on your to do list?  
Think of some simple things you can do to take care of yourself.  
How is your energy?

## Mindfulness

Mindfulness is the intentional focus of attention to the moment without judgment and with an attitude of curiosity and wonder. Mindfulness is the foundation of Emotional Intelligence. We learn to tune in to self and others, which leads to self-care and greater empathic concern for others. Mindfulness based interventions can be used as a coping strategy to improve the way we respond to work stress.

## Breathing Space

Pause  
Notice your breathing coming in and going out  
Shift gears-Doing mode to Being  
Pick a spot where you notice it...nose, throat, chest, belly  
Your Breath is the Anchor to this moment  
INHALE Expand Create Space Fill up  
EXHALE Soften Let Go Release

## Body Scan

Bring awareness to your body  
Notice any sensations, allow yourself to feel these sensations without trying to change them.  
Where do you feel tension?  
What needs attention? Breathe there  
Ask yourself.....  
What Do I Need?

## Replenish at Work

Take a deep breath




## Intentions

May I Be Well.  
May I Find Stillness  
Amidst the Chaos  
May I Experience Ease  
and Lightness of Body  
and Mind  
May I Engage in Self  
Care so that I can  
BE  
Authentically Present



The Healthy Mind Platter

The Healthy Mind Platter for Optimal Brain Matter

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## Gratitude

In every moment of life, there are infinite reasons to suffer and infinite reasons to be happy. What matters is where we're putting our attention.

What really MATTERS to YOU?



## Phase 2 Experiential



### **“Replenish At Work breaks” 10 min**

1:1 up to 1:3 instructor/staff

- Centering-Self check-in
- Breath awareness
- Body Scan
- Mindful Movement

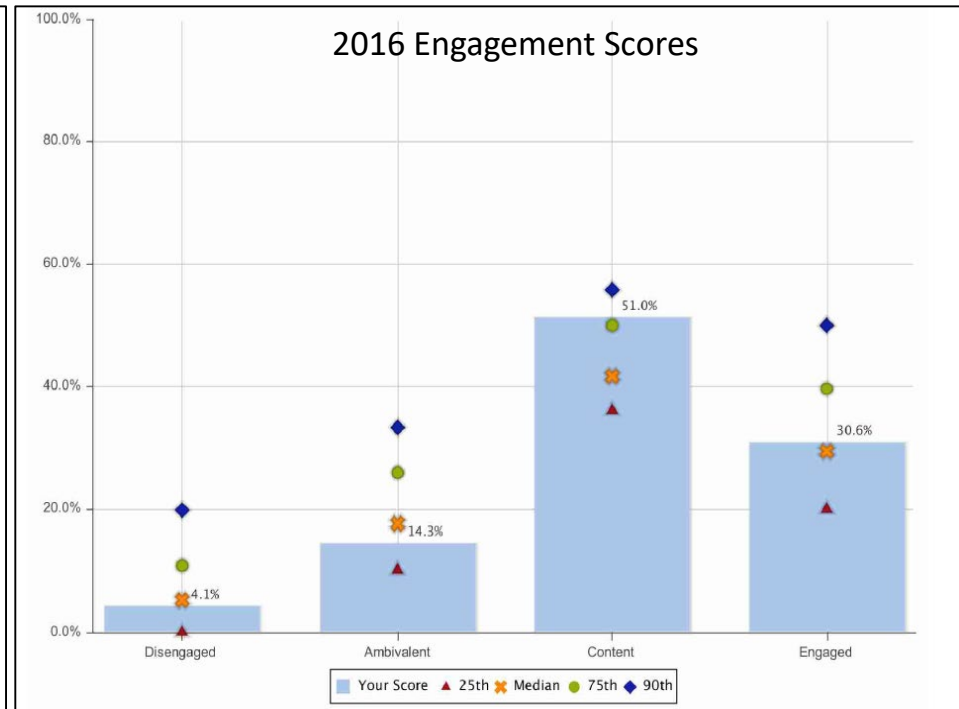
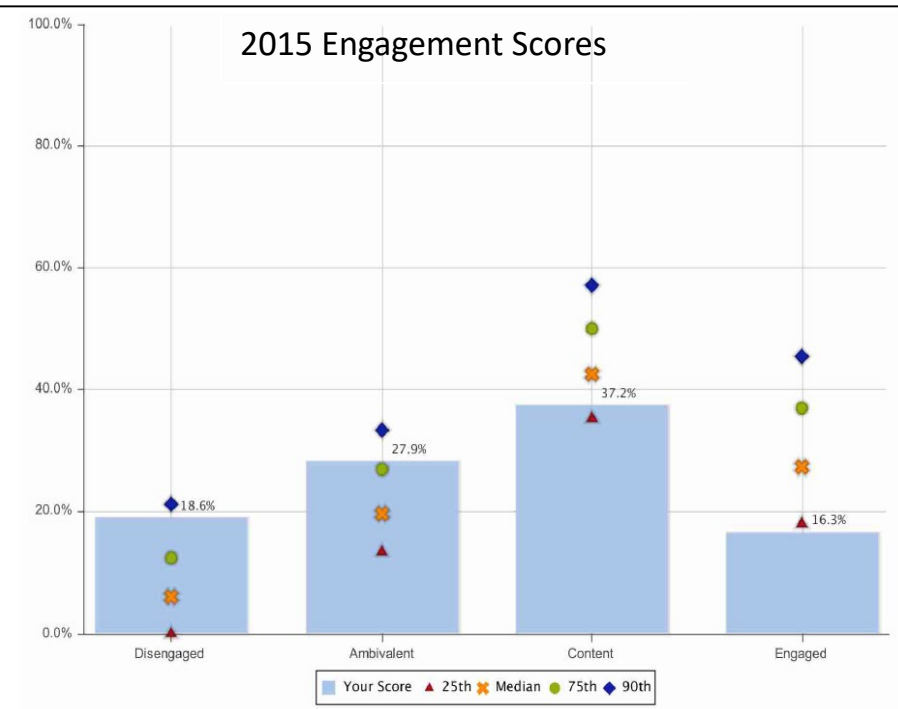


# Results

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- 69 participants from the CTICU, 96% women, and 70% were between the ages of 18-54
- Staff were evenly distributed for number of years worked at institution (range <1 to >15years) with the majority having worked between 3-15 years
- Average number of sessions attended was 2 over the course of the intervention, and the max attended was 7
- Participants increased their total baseline health scores by 2.73 points (4% growth); engagement score by 2.43 (11.5% growth); contentment score by 0.715 (2.6% growth)

# Significant Impact on Engagement



An institutional employee engagement survey conducted 2 months post intervention showed a 14.3% improvement compared to the previous year and has subsequently decreased without further interventions





- The majority found the intervention helpful in promoting self-care
- “It was a perfect moment to relax and regroup from the chaos of our job.”
- “A great way to re-center and focus while stretches helped reduce the aches in my back.”
- Levels of perceived stress were improved
- Employees felt appreciated and valued

Replenish At Work Breaks  
– Positive Impact



# Conclusions

- There is a strong interest in on-site self-care programs among staff and desire to garner resources to make the programs sustainable
- It is critical to the ICU personnel that their patients were fully supported by a supplemental float nurse while they attended sessions
- The present study supports the need for further development of meaningful interventions to promote self-care in the workplace to reduce burnout and improve engagement

Thank You!