

Structured Opportunities for Self-Care Practices

Introduction/Problem

- Demands on inpatient units may create barriers to health care workers (HCW) performing self care
- Literature shows that HCW can develop Compassion fatigue (CF) and burnout due to the physical and emotional exhaustion that can result from caring for patients in situations that are emotionally and physically demanding (Nolte, 2017).
- We know that Compassion Satisfaction (CS)-the ability to receive gratification from caregiving can help to mitigate that risk. The more satisfied with their work the more resiliency a person has.
- Assisting staff to practice self-care may increase levels of engagement and satisfaction.
- "Integrative nursing focuses on the health and wellbeing of caregivers as well as those they serve "(Kreitzer, 2015).

Aim/Goal

- The month of January was set aside as Self Care month on 2 units. Two other units served as control units to see if there are differences
- To provide structured times and classes for self care on the in patient units
- To provide a space for self-care. We created a "wellness corner" where staff are encouraged to take a moment and practice self care.
- To strengthen the culture of self-care among the nursing staff on general inpatients units. Through this we hope to positively influence the engagement levels of the nursing staff which ultimately have a positive impact on patient care and satisfaction.

The Team

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The Interventions

- Baseline data was collected from staff about self care practices and barriers to self care via survey monkey and focus groups.
- Daily classes in the month of January were scheduled on the unit with: structured relaxation, meditation, chair yoga and education on using self-care apps.
- A wellness corner was established and included resources for meditation, mindfulness, chair yoga and other self-care practices
- Repeat surveys were sent one month after the intervention via survey monkey and focus groups were held to assess any change related to our intervention.

The Program



The Scheduled Session Topics Included:

Silent Meditation

Meditation and Relaxation Techniques

Chair Yoga

At Your Fingertips: Use of Self-Care Apps

Results to Date/ Lessons Learned

The post program data analysis is in progress. Early findings related to the evaluation of the self-care program: include the following:

- The desired self-care practice of greatest value to the nursing staff is the ability to fulfill self-care needs by having uninterrupted time for meals and breaks. The nursing staff finds value in a variety of self-care practices as well as the ability to seek out desired spaces and environments in which to care for self.
- There is consensus among the nursing staff who participated in the focus groups that opportunity to practice self-care in the work environment has a positive impact on engagement levels.
- The unit based nursing leadership can best support staff efforts in self-care by promoting awareness and mutual respect among the staff about the importance of self-care, providing the support and resources necessary for uninterrupted, covered opportunities for self-care practices, and organizing structured, facilitated self-care technique sessions on the unit.

Next Steps

- Complete data analysis
- Present our findings at various nursing council
- Continue to collaborate with content experts to provide these structured classes on the units

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