Mindfulness Program at Work

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Plan
The ability to provide safe, effective, and compassionate care in today’s health care setting requires a resilient staff:
• Current research suggests that approximately one third of U.S health care workers are suffering from burnout
• 39% of CCH employees responded affirmatively to feeling anxious most of the time on the 2014 Health Risk Assessment
• It is well recognized burnout results in higher staff turnover and greater risk of patient safety events.

Mindfulness is an awareness of the present, noticing what is happening non-judgmentally. Mindfulness programs have been shown to improve burnout symptoms, increase staff engagement, improve patient satisfaction scores, and result in fewer patient safety events.

Check
We measured participants mindfulness utilizing the Mindful Attention Awareness Scale (MAAS) developed by Ruth Baer (University of Kentucky) pre and post program. The scale is 15 questions answered based on experience using a likert scale. The answers are totaled and divided by 15. The higher the score the higher the individual’s mindfulness.

Act
Developed an 8 week program comprised of 90 minute group sessions every other week for a total of 4 “in person” sessions with a corresponding online program on alternative weeks. In person sessions were offered during work day. The program was piloted with a group of interested individuals from various departments.

Core Themes
Mindfulness – What is it?
Perception – How we see things (or don’t) will determine in large measure your response to them
Mindfulness in daily life – How to build practice in every moment
Stress reactivity – Getting to know stress triggers and habitual response patterns
Stress response – Learning to bring awareness to challenging experiences for better response
Communication – Using mindful listening and speech to enhance communication and interpersonal connection

Next steps: Offer program on a quarterly basis to interested individuals.

References