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Mindfulness Program at Work

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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.

Do

Develop and implement a mindfulness based stress reduction program that is easily accessible, effective, and utilized by staff to improve care quality and positively affect the wellbeing of CCH employees.

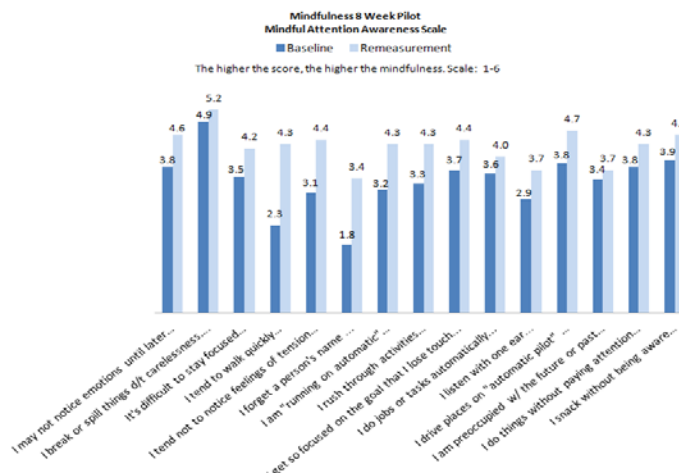
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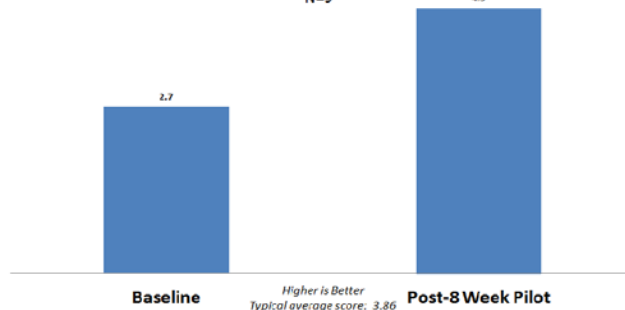
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Check

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.



Mindfulness Self-Assessment for
8 Week Pilot Project Participants -- Rollup Score
N=9



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.

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