



# Healthy Nurses Journey: An Innovative, Evidence-Based, Peer-Driven Wellness Bundle Supporting Professional Fulfillment and Wellness

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# Disclosure Statement

- Author has no conflict-of-interest statement and no sponsorship or commercial support was given to the author.



# Objectives

- Discuss Healthy Work Environment Initiative
- Describe Elements of a Healthy Work Environment
- Identify purpose of the study
- Theoretical Framework
- Discuss methodology
- Data Collection
- Results and conclusions



# Introduction: Healthy Work Environment Initiative

- Healthy Work Environments (HWEs) are critical in the overall health of nurses, for successful nurse recruitment and retention, and for the quality and safety of patient care. HWE's are caring, healing, empowering environments that demonstrate a correlation with employee and organizational wellness, engagement and commitment. (Shirey, 2006 & Stichler, 2009).
- Workplace wellness programs are often deployed to help make a positive impact on health and productivity, but this impact is best realized if employers and wellness providers are successful at creating a culture of health. Uncertainty and turbulence in the work environment have been reported since the mid 1990's. (Webster & Cowart, 1999).



# Background



- The work environment and the overall work performance has been an area of interest for occupational health professionals (Tucker et al., 2010).
- Traditionally programs that focus on building healthy cultures seek to reverse health issues caused or worsened by traditional workplace cultures that fail to consider and sometimes devalue the well-being of employees. These problems often manifest themselves as health risks and chronic health conditions, which can become costly reminders of an unhealthy culture.

# Background



- Section 4303 of the Affordable Care Act of 2010 and section 2705 of the Public Health Service Act of 1944, which was amended by the Affordable Care Act, contain provisions that encourage employers to adopt health promotion and risk reduction programs, also known as employee wellness programs.

# Employee Absences



- Short Term:
  - minor illness;
  - stress;
  - musculoskeletal disorders;
  - recurring medical conditions;
  - back pain.
- Most long term absence is caused by:
  - Acute medical conditions.
  - Musculoskeletal injuries.
  - Stress.
  - Mental illness health.
  - Back pain.

# Traditional Wellness Programs



- Traditional canned incentives and courses. A one size fits all program.



- The solution: pinpoint the pitfalls, and implement savvy strategies to fine-tune your approaches

# Purpose of Proposed Research



- Address the gap in HWE literature
- Compare HWE methods and Tools
  - Using a baseline measurement of how an organization perceives the health of its work environment and employees
- References and resources that will help improve the health of a work environment
- Empowering Communication and Leadership
- A tool to track progress in implementing a Nurse Driven Wellness Program to improve Health and Establish a HWE developed by Peers

# Inspiring a Culture



- Organizational Culture
- Deciding factors, and benefits to developing a culture of health within an organization through six integral dimensions of self or wellness bundle.
- Bundle Development - building on each other to lead to the overall outcome of self-leadership in wellness.
- Bundle Elements embracing the values of the employees
- Developing Inspiring Leadership Change Agents

# Theoretical Framework



- Watson (1979) *Caring Science*
- Mezirow (1991) *Transformative Learning theory*
- Schön (1983) *The Reflective Practice Theory*

# Organizational Value



- Decisions may be made before defining expectations and how success will be measured.
- Definition of a Successful workplace wellness program can mean more than achieving a financial return on investment (ROI).
- A positive value of investment (VOI), frequently less often cited as a determining factor to implement a wellness program, is an important result to consider. The VOI may be equally as important as ROI, especially when it comes to achieving an engaged, healthy and thriving workforce. By establishing the goal of cultivating a healthy workplace culture and then taking action through leadership ensures the best opportunity to realize the advantages of a wellness program initiative.

# Bundle Elements

- 1) self-care;
- 2) self-awareness;
- 3) self-reflection;
- 4) self and the art of listening;
- 5) self and the art of communicating;
- 6) self and the art of collaborating



(McNulty, 2015 & Watson, 2012)

# Research Questions



1. Is there a difference in scores between nurses who participate in the development of self care practices and wellness bundles after participation within an environment?
2. To what extent do the nurses experience a perceive change in the quality of professional fulfilment and quality of life improvements after 6 months and 1 year implementation of a peer driven wellness bundle?
3. To what extent do specific work environments influence the perceptions of the work environment, leadership attributes, professional fulfilment and quality ratings?

# Methods



- A nursing satisfaction survey and burnout tool identified areas the six areas for improvement in a multi-site setting.
- A bundled model was created using an A3 methodology of a nursing self-driven leadership model with an action plan, interventions and target state.
- Models of self-healer, personal enrichment and self-care plan are examined and demonstrate how they reduce burnout, improve professional satisfaction, and personal health improvement components

# Summary of Methodology



- Mixed method design: data from surveys, evaluations and data reports
- Setting: Multi Site Healthcare Agency
- Sample: Convenience Sample of Professional Nurses ( $n=32$ ) completed 1 year program
  - Doctoral - 1
  - Masters – 2
  - Bachelors 20
  - Associates 4
  - Diploma 3
  - Licensed Practice Nurse 2

# Ten Modifiable Risk Factors



- High Stress
- Tobacco Use
- Obesity
- Physical Inactivity
- High Blood Glucose
- Depression
- High Blood Pressure
- High Cholesterol
- High Alcohol Consumption
- Poor Nutrition and eating habits

# Methodology



- Mixed method design

- Nurses( $n=32$ )

- Interventions

- 1) self-care;
- 2) self-awareness;
- 3) self-reflection;
- 4) self and the art of listening;
- 5) self and the art of communicating;
- 6) self and the art of collaborating

- Data Collected

- A nursing satisfaction survey

- A burnout tool

- Professional Fulfillment Index

- Data Analysis

- **Q1 and Q2 analyzed responses, independent samples t test**

- **Q3 Correlation between Agency Scorecards**



# Results: Question 1

- Is there a difference in scores between nurses who participate in the development of self care practices and wellness bundles after participation within an environment?
- There were little or no differences between the means for the three sites; however, the Professional Fulfillment Index Scores were higher on average of the all three test categories. The differences between the groups were not statistically significant.
- The Bachelor of Nursing participants scored slightly higher and reported the most improvements in:
  1. Quality of life
  2. Achievement in Health Goal



## Results: Question 2

- To what extent do the nurses experience a perceive change in the quality of professional fulfilment, nursing satisfaction and quality of life improvements after 6 months and 1 year implementation of a peer driven wellness bundle?
- There was no statistically significant difference in the means of the professional fulfillment, nursing satisfaction , and quality of life across the groups. Table presents the means and standard deviations of the agency scores based and across the queries at 6 months and 1 year.



# Results: Question 3

- To what extent do specific work environments influence the perceptions of the work environment, leadership attributes, professional fulfillment and quality ratings?
- Relationships were significant.
- Improvements were seen in:
  - Quality of Life
  - Sleep
  - Personal Fulfillment
  - Achieved Health Goal
  - Emotional Wellbeing
  - Leadership Development
- Agency Improvements
  - Nurse Satisfaction
  - Quality Ratings of Patient Outcomes
  - Agency Star Ratings



# Conclusions

- Developing self-leadership wellness strategy suggests there is a strong link between a healthy professional workplace culture and improved health and professional well-being.
- Developing a healthy culture is best accomplished when self-care is identified as an important factor in dealing with interpersonal relationships, and influences the work process and health of workers.
- Nurses who report professional fulfillment report less burn out and score higher scores on quality of life indicators.
- Nurses who practice self care report greater satisfaction in both professional and personal aspects of their life while influencing peers in the work settings and demonstrated improved outcome ratings and less turn over.

# Thank you

- 2 minutes for a Health Stretch Break in your packet.



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