



Association between Well-Being Behaviors and Emotional Resilience in Healthcare Workers

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BACKGROUND

- Burnout in U.S. healthcare workers is associated with lower patient satisfaction,¹ and higher rates of infection,² mortality³ and medical errors.⁴
- Nearly 44% of physicians⁵ and 35% of nurses⁶ report the experience of at least one symptom of burnout.
- Increasing resilience in healthcare workers has been described as a way to safeguard against the effects of burnout.⁷
- Resilience encompasses the ability to recover from challenges while also thriving.⁸⁻⁹

PURPOSE OF STUDY

The purpose of this study was to:

- Identify types of well-being behaviors associated with resilience (emotional thriving and recovery) among healthcare workers
- Determine the relationship between the total number of well-being behaviors and resilience (emotional thriving and recovery) among healthcare workers

METHODS

Design and Sample (N=2383 healthcare workers):

- Descriptive, correlational study; Data from the Web-based Implementation of the Science for Enhancing Resilience (WISER) longitudinal study
- Baseline data collected via online surveys from 6/2018-4/2019

Measures:

- Endorsement of the following well-being behaviors over the last month: regular exercise, yoga, meditation, spending time with a close friend, vacation
- Emotional resilience measured using two subscales: (1) emotional thriving and (2) emotional recovery¹⁰

Data Analysis:

- General Linear Models examined associations between number of well-being behaviors and type of well-being behaviors with emotional thriving and emotional recovery

Covariates:

- Demographic: Race, ethnicity, and gender
- Professional: Healthcare worker (HCW) role, shift length, total years of experience, years of experience in current position, department, clinical population, and clinical setting

PARTICIPANTS

Sociodemographic Characteristics:

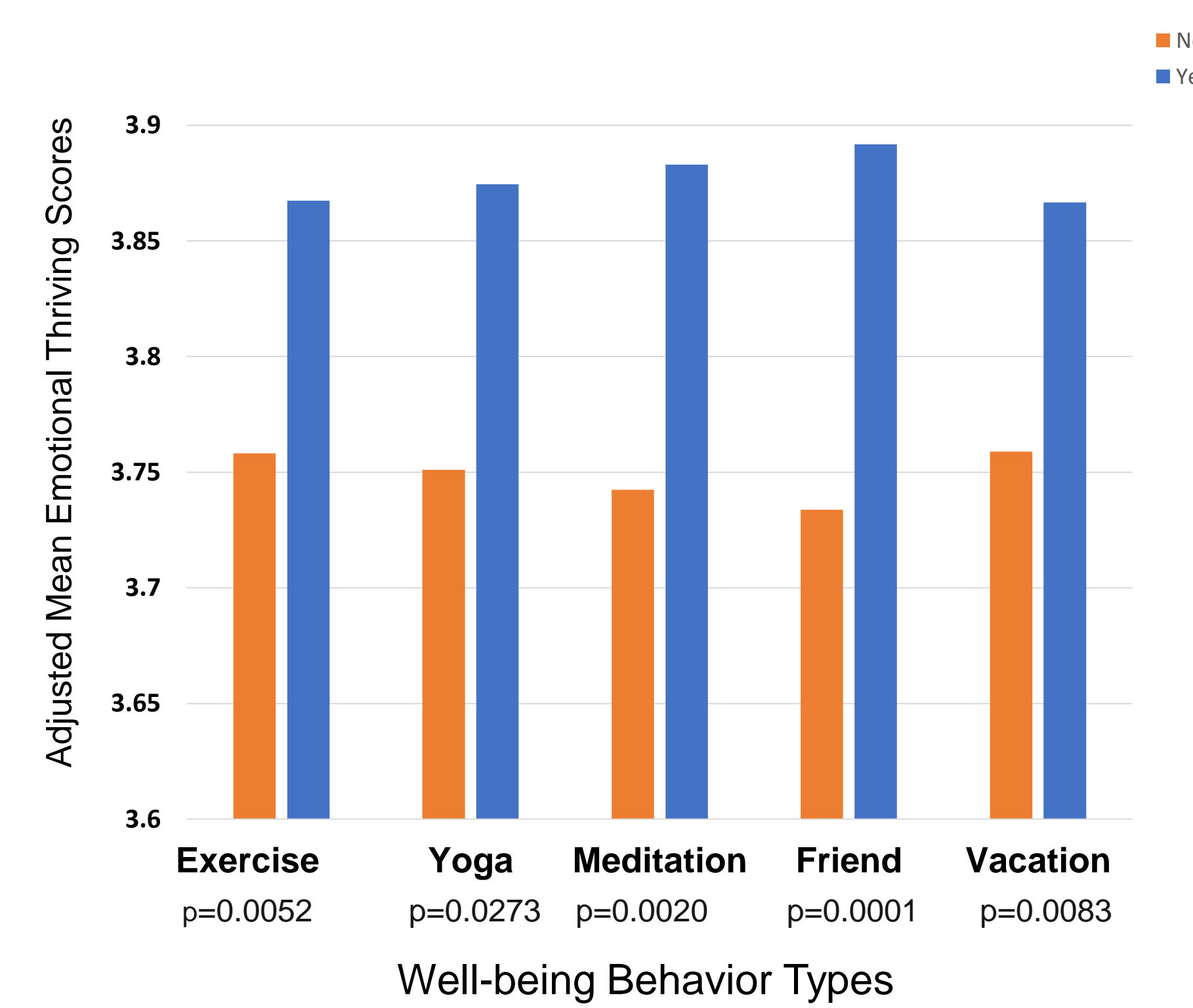
- Female Gender: 82.3%
- Black/African American: 4.7%
- White: 87%
- Hispanic/Latinx: 5.2%

Professional Characteristics:

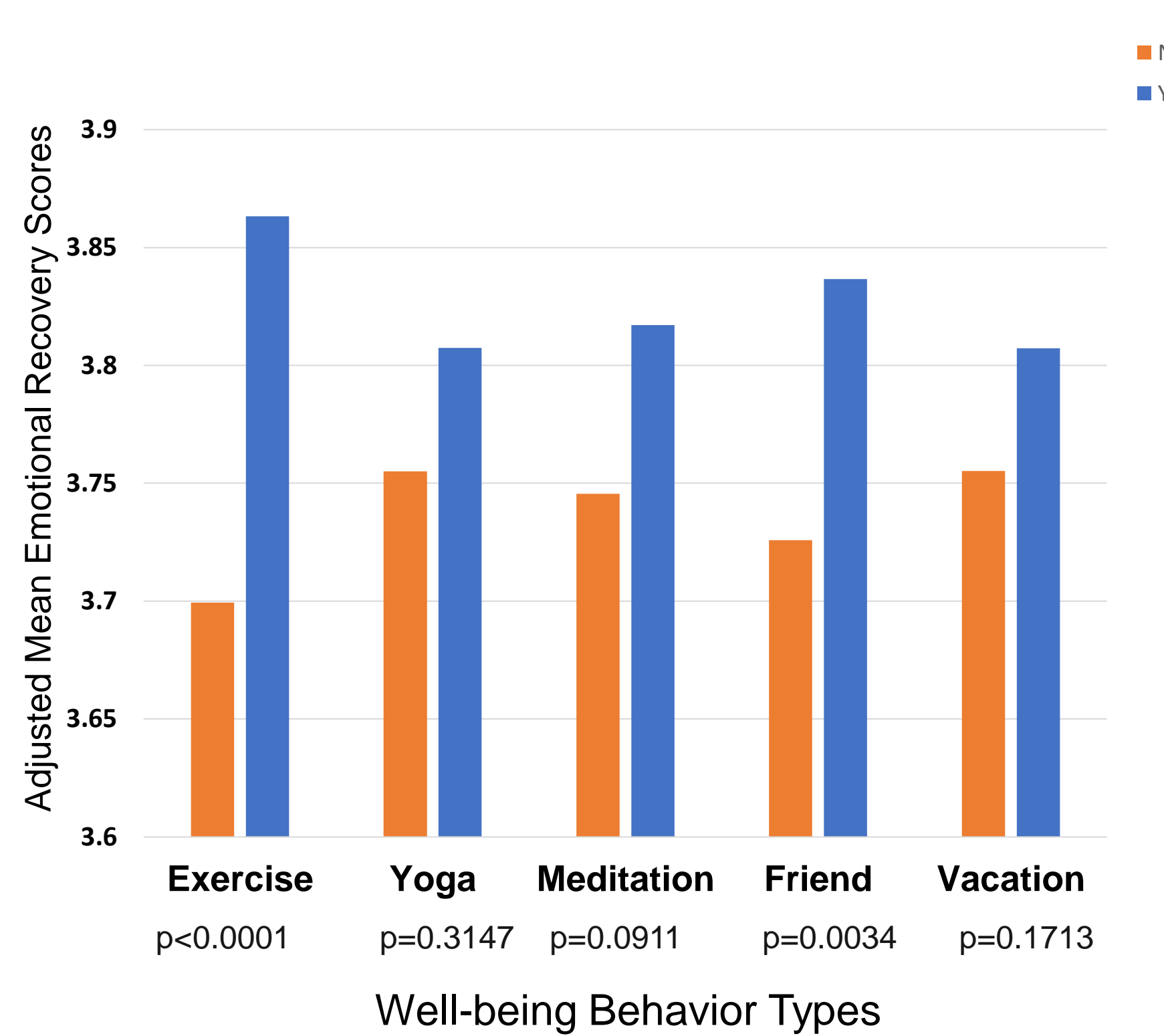
- Nurse: 31.9%
- Physician: 20.9%
- Inpatient: 48.8%
- 12-hour shift: 28.4%

COVARIATE-ADJUSTED RESULTS

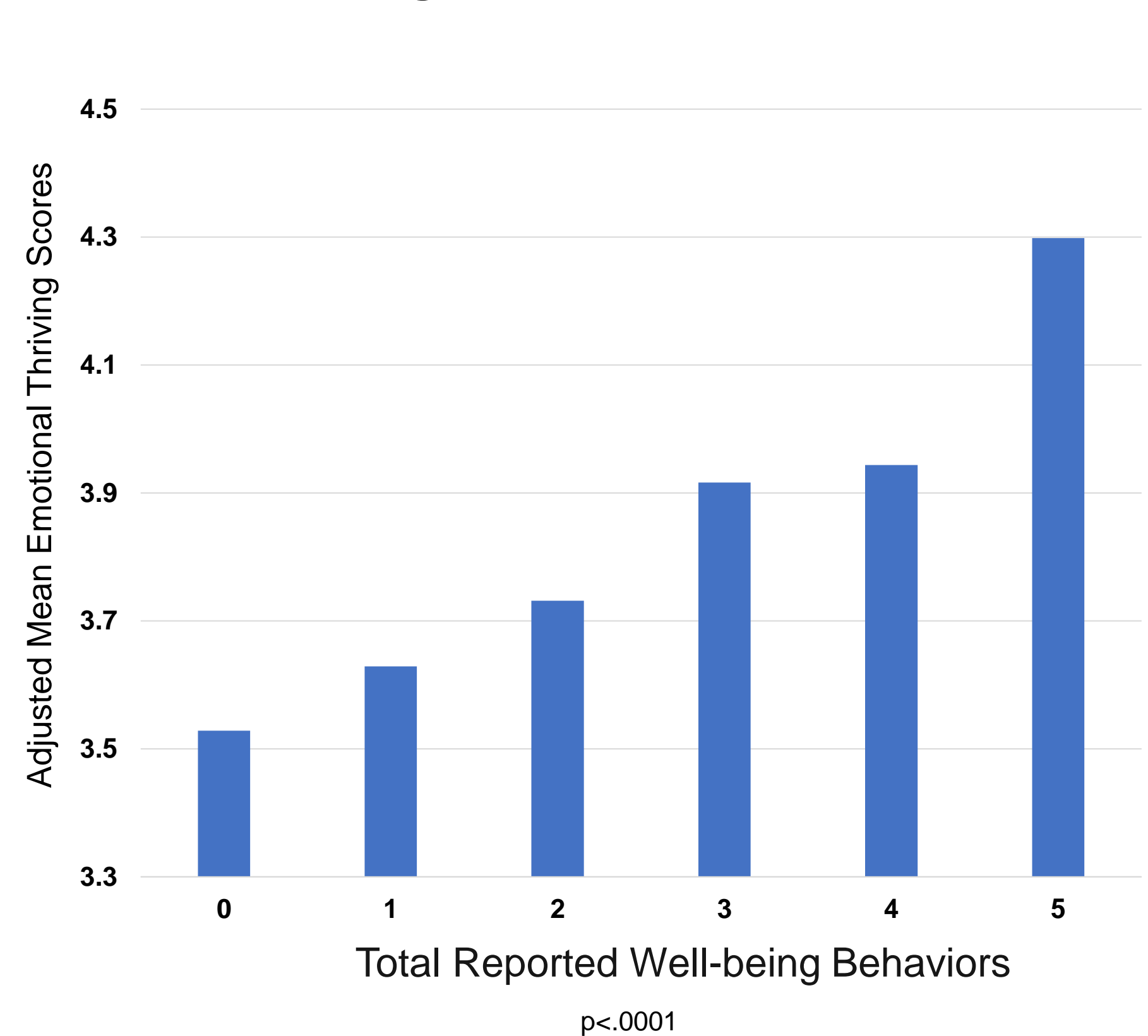
Association between Well-being Behaviors and Emotional Thriving



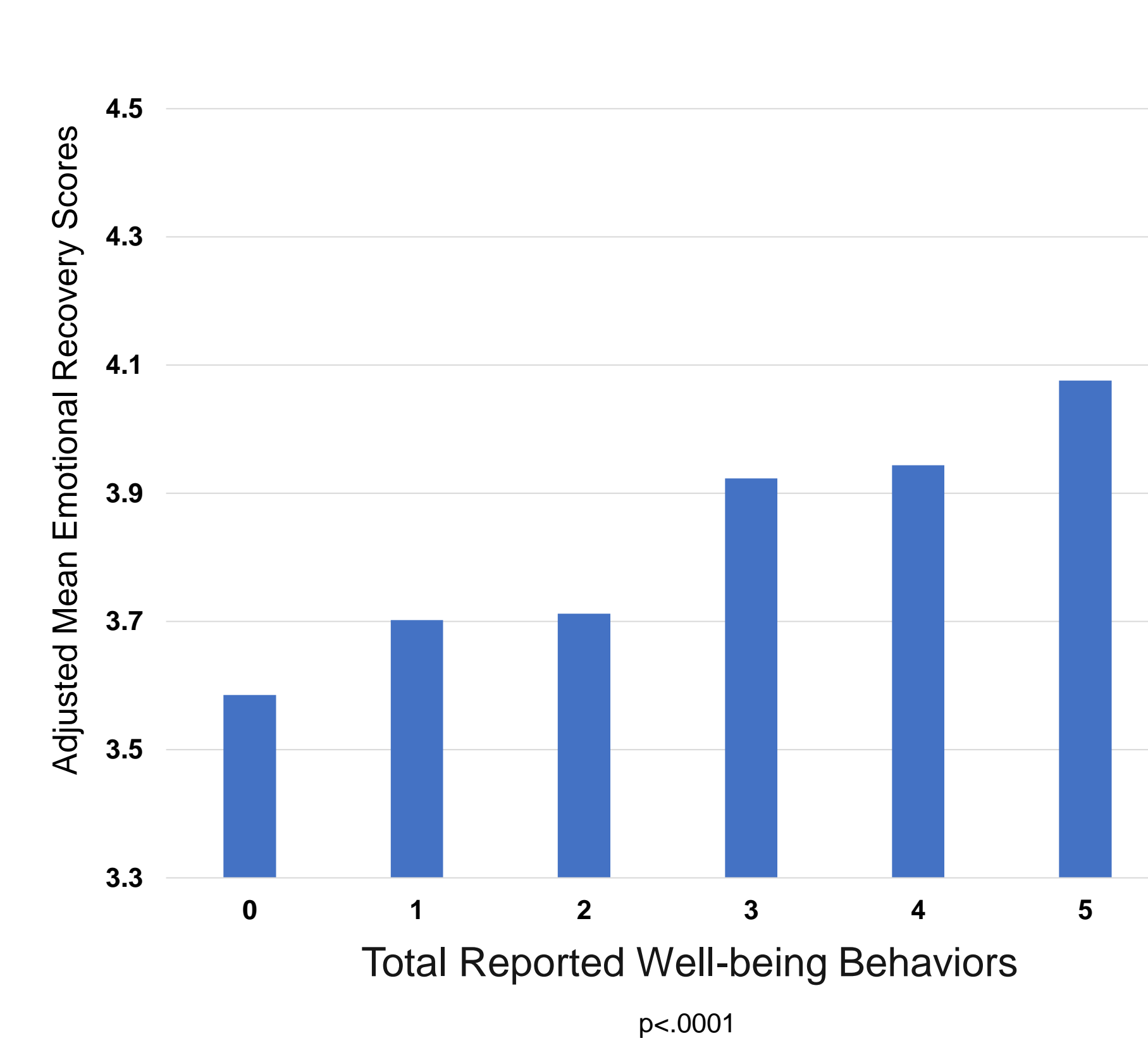
Association between Well-being Behaviors and Emotional Recovery



Association between Total Well-being Behaviors and Emotional Thriving



Association between Total Well-being Behaviors and Emotional Recovery



SUMMARY

- Each well-being behavior is related to greater emotional thriving.
- Exercise and spending time with friends are associated with greater emotional recovery.
- Emotional thriving and emotional recovery were higher for HCWs who reported more well-being behaviors.

CONCLUSIONS

- Well-being behaviors may play a role in improving resilience and reducing burnout in healthcare. Reducing burnout, in turn, can increase patient safety and quality of care.²
- Institutions may consider facilitating opportunities for HCWs to engage in well-being behaviors at work.
- Limitations: this cross-sectional, descriptive, correlative study does not allow for causal inferences.
- Future research using a randomized controlled design is needed to examine the effects of well-being behavior interventions on resilience.

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