Mindfulness-Based Intervention to Improve Caregiver Well-Being

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Background

- Burnout is a complex and costly challenge in healthcare and adversely affects individuals' well-being.
- Mindfulness-Based Interventions (MBI) are one method organizations have used to promote self-care and improve healthcare worker well-being.
- MBI fosters mindfulness through training, practice, and resources to cultivate healthier ways of coping with experiences.
- Caregivers working with elderly patients often experience challenges of emotional and physical exhaustion related to their work.
- An MBI was offered to promote mindful self-care and well-being among caregivers at a senior care organization.



Objectives

The purpose of this project was to develop, implement, and evaluate the effectiveness of an MBI to improve caregiver well-being and mindful self-care. The aims were:

- **Aim 1**: Have 50% of caregivers complete the four-week MBI.
- **Aim 2**: See a significant improvement in well-being (measured through total WBI score; evaluates burnout, depersonalization, depression, fatigue, anxiety/stress, emotional quality of life, physical quality of life, meaning in work, and work-life balance).
- **Aim 3**: See a significant improvement in mindful self-care (measured through total MSCS score; evaluates mindful relaxation, physical care, self-compassion and purpose, supportive relationships, supportive structure, and mindful awareness).
- **Aim 4**: Have high levels of satisfaction (8-10/10) on participants' program evaluation.

Methods

- A pre-test and post-test design was used for data collection and analysis.
- All 65 current employees were invited to participate.
- Participant surveys included the Well-Being Index
 (WBI) and Mindful Self-Care Scale (MSCS).
- The pre-survey collected demographic data and was completed by 38 participants. The post-survey was completed by 25 employees and included a program evaluation in addition to the WBI and MSCS.

MBI training content:

- Week 1: Mindfulness & Self-Compassion (hour-long training during a monthly staff meeting).
- Week 2: Gratitude & Connection (online module).
- Week 3: Rest & Relaxation (online module).
- Week 4: Movement & Nutrition (online module).

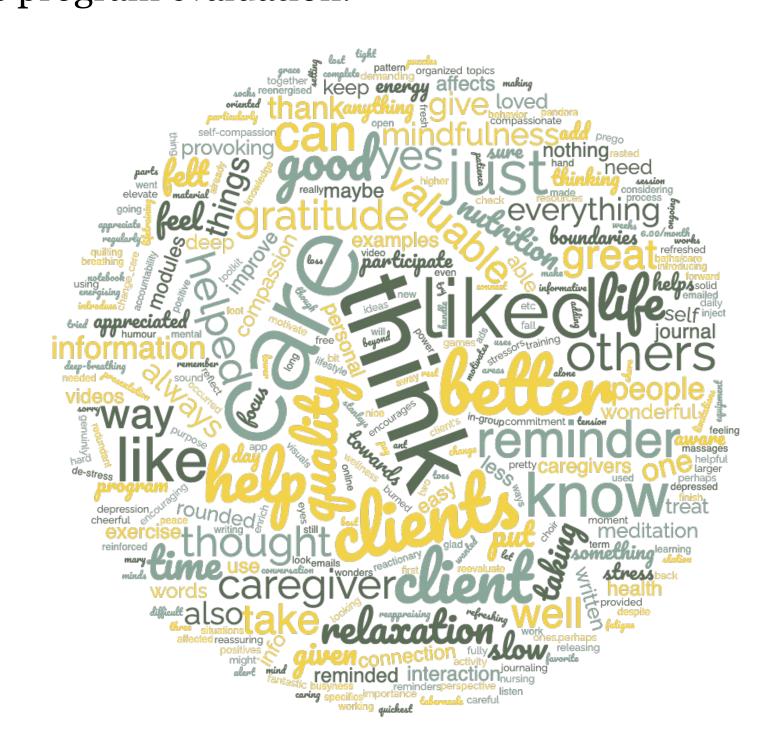
Additional MBI exercises and resources included:

- company-wide wellness challenge: Three Good Things
- weekly personal goal
- wellness journal
- online toolkit

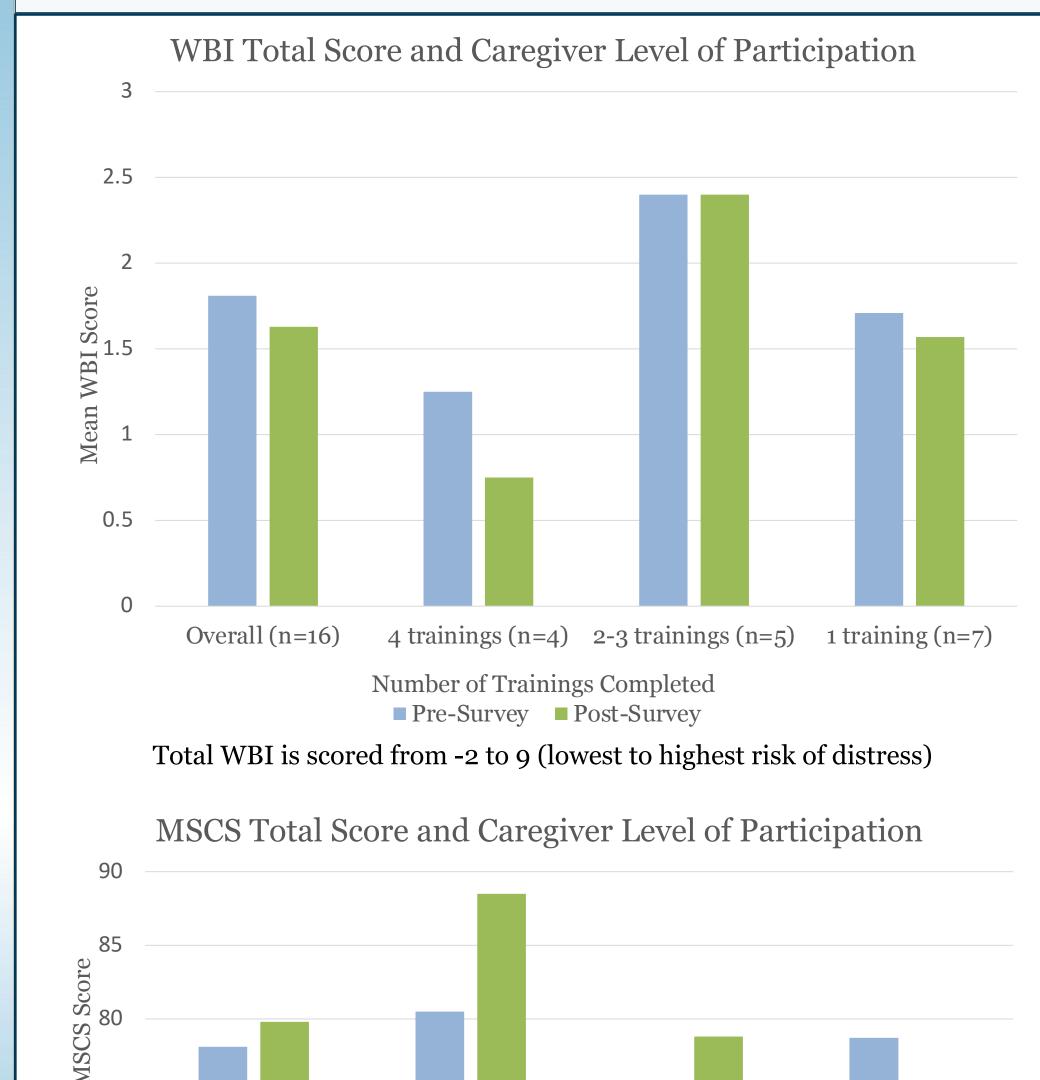
Results

- **Aim 1:** 50% of caregivers participated in at least one training.
- **Aim 2 & 3:** Paired t-tests compared scores before and after the intervention for the 16 participants (25% of employees) who returned the pre- and post-surveys.

 There was overall improvement in mean pretest, posttest WBI (1.81, 1.63) and MSCS (78.1, 79.8) scores.
- **Aim 4:** The mean MBI satisfaction score (8.08) was high, and participants provided positive feedback on the program evaluation.



Results

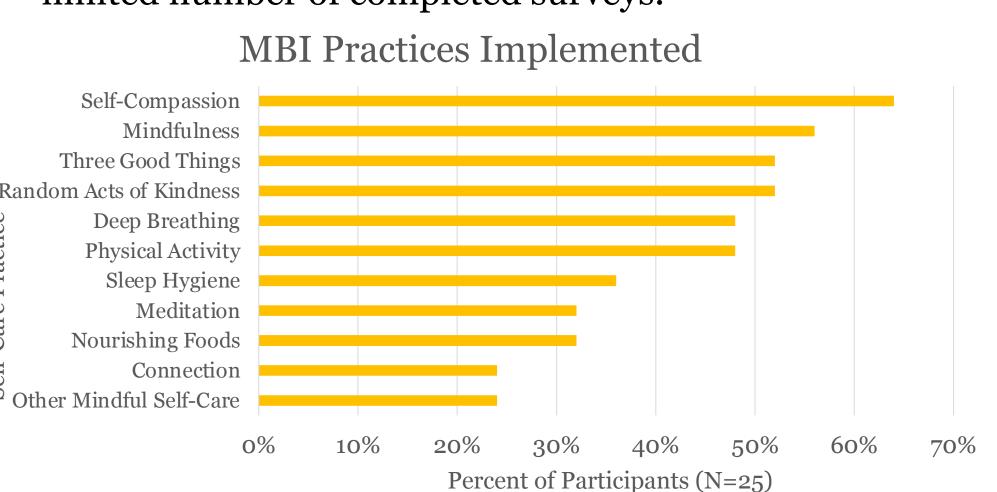


Number of Trainings Completed Pre-Survey Post-Survey Total MSCS is scored from 0 to 115 (lowest to highest levels of mindful self-care)

4 trainings (n=4) 2-3 trainings (n=5) 1 training (n=7)

Conclusions

- Caregivers participating in the MBI showed improved well-being and increased patterns of mindful self-care.
- MBI participants showed high levels of satisfaction.
- Qualitative themes included positive learning experiences with impactful topics, activities, and resources, some suggestions for improvement, additional topics and resources desired, and observations on personal growth and improved quality of client care.
- Evidence-based interventions that promote caregiver well-being, such as MBI, should continue to be prioritized.
- Limitations: Small sample size with attrition and limited number of completed surveys.



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