

Choosing Happiness: A 21 Day Challenge of Positive Thinking Re-Wires Your Brain

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Background

Purpose: Implement a 21-day challenge to increase professional fulfillment, decrease work exhaustion, decrease interpersonal disengagement, and decrease burnout by rewiring the brain to see and think the positive around us.

- Inspired by 2018 Magnet Conference
- National Database of Nursing Quality Indicators (NDNQI) and Staff Engagement Surveys from 2018
- Correlation between happiness and productivity
- “Three Good Things” for healthcare workers exhibited significant improvements from baseline

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Implementation



What is the 21 Day Happiness Challenge?



Week

Professional Fulfillment Index 2 Page 1 of 5

[Optional]: What is your role? (e.g., R.N., R.T., Admin, Social Work, etc.)

Name: _____

Unit/Department: _____

Team (if applicable): _____

[Optional]: How many years have you worked at UW? _____

[Optional]: Shift worked (e.g., Day, Evening, Night, Rotation): _____

NOTE: The goal of the index is to assess how you are doing as you would like to be doing more as you would like to be doing.

How true do you feel the following statements are about you at work during the past two weeks?

	Not at all true	Somewhat true	Moderately true	Very true	Completely true
1. I feel happy at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I feel worthwhile at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My work is satisfying to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I feel in control when dealing with difficult problems at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My work is meaningful to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I'm contributing professionally (e.g., patient care, teaching, research, leadership) in ways I value most.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what degree have you experienced the following? During the past two weeks, I have felt...

	Not at all	Very little	Moderately	A lot	Extremely
7. A sense of dread when I think about the work I have to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Three Gratitude
Journaling
Exercise
Meditation
Conscious Acts of Kindness

Day Three Gratitude

Day	Three Gratitude
1	
2	
3	
4	
5	
6	
7	

Conscious acts of Kindness

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Scales used to assess impact:



Professional Fulfillment Scale:

Assesses degree of intrinsic positive reward the individual derives from his or her work



Work Exhaustion Scale:

Assesses symptoms of exhaustion



Interpersonal Disengagement Scale:

Assesses empathy and connectedness with others – particularly patients and colleagues

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Burnout Scale



No burnout

I enjoy my work – I have no symptoms of burnout.

I am under stress, and don't always have as much energy as I did, but I don't feel burned out.



Burnout

I am definitely burning out and have one or more experience of burnout, e.g., emotional exhaustion.

The symptoms of burnout that I am experiencing won't go away. I think about work frustrations a lot.

I feel completely burned out. I am at the point where I may need to seek help.

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Participation

Survey participation:

- Baseline (n = 231)
- Post-1 (n = 71)
- Post-2 (n = 79)
- Post-3 (n = 81)

How many days did you complete the activity?

0-7 = 19 (8%)

8-14 = 28 (12%)

15-22 = 84 (36%)

23-31 = 95 (41%)

None or missing = 7 (3%)

Did you read the book?

Yes = 66 (28%)

No = 166 (72%)

Missing = 1

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Results: Post challenge burnout rates by role

Role	No Burnout (n = 175)	Burnout (n = 65)
RN	119 (77%)	35 (23%)
RN2/RN3	10 (53%)	9 (47%)
Manager	13 (65%)	7 (35%)
APP	4 (57%)	3 (43%)
MD	15 (71%)	6 (29%)

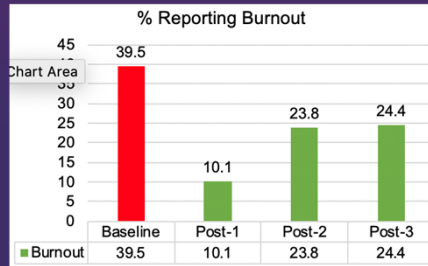
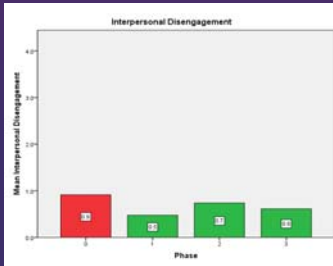
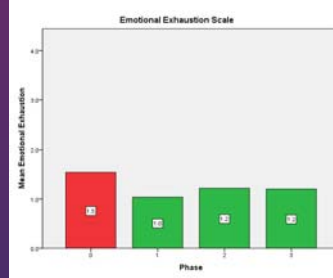
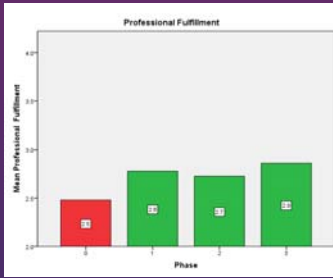
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Results: Pre and Post Intervention, all roles

Scale	Pre (n = 232)	Post (n = 233)	p
Professional Fulfillment	2.5 ± 0.8	2.8 ± 0.8	<.001
Emotional Exhaustion	1.5 ± 0.9	1.2 ± 0.8	<.001
Interpersonal Disengagement	0.9 ± 0.8	0.6 ± 0.6	<.001
Burnout	1.4 ± 1.0	1.0 ± 0.8	<.001

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Results over time: pre and post at 1, 2, and 3 months



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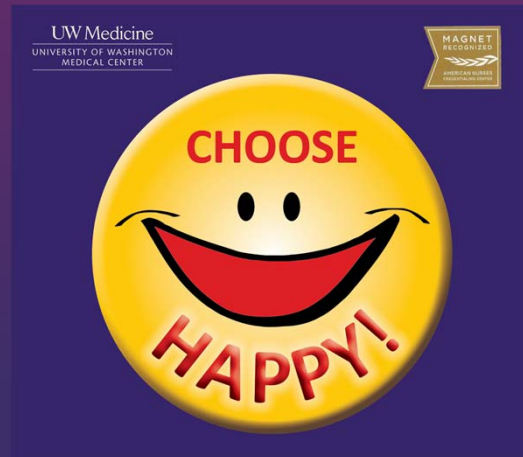
Days of Performance vs Burnout

Days Performed	Burnout score (avg)	Burnout
None or no response (n = 7)	1.7 ± 0.8	4/7 (57%)
1-7 days	1.4 ± 1.0	5/19 (26%)
8-14 days	1.2 ± 0.6	6/28 (21%)
15-22 days	1.1 ± 0.7	20/82 (24%)
23-31 days	0.7 ± 0.7	11/95 (12%)

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Next Steps

- 2020 Challenge
- Include UWMC - Northwest Campus
- Potentially patients and their families
- Succession planning



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Staff Comments

“In order to be in the moment for my patients, I have to be in an appropriate place myself...taking a moment to be introspective and mindful allows me to do that!”

“I think these practices help me be consistently patient and empathetic during my interactions with patients.”

“I’m a happier person when I come home to my family.”

“Less stress, sleeping better, overall more happy.”

“Even after our 21 days, we still occasionally share something we are grateful for. This has helped our group learn more about each other and what is important to us.”

“When I take care of myself, I am more able to take care of my patients.”

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