

Background

- Emotional recovery from burnout is higher among healthcare workers (HCW) who engage in self-care behaviors;
- 2020 study of 21,000 HCWs resulted in 49% reporting burnout;
- 2021 survey of 1,327 HCWs, resulted in up to 69% reporting burnout;
- Studies show improvement in happiness is achievable and can reduce burnout.

Research Aim

- Conduct a randomized controlled trial of Salem Health staff and providers to determine how to improve subjective happiness.
- Research hypothesis: “Will HCW who engage in a positive psychology intervention improve and sustain happiness?”

Methods

- March, 2021, secured Institutional Review Board approval, IRB# 2138-21;
- March-June, 2021, recruited and randomized 180 participants: 93 experimental, 87 control.
- Collected baseline data on subjective happiness using the validated Subjective Happiness Scale (SHS) and current evidence-based behaviors known to improve happiness: meditation, exercise, expression of gratitude, nightly sleep, family/friend connections, random acts of kindness, expression of 3-good things, and nutritious meals/snacks.
- Oriented research subjects to respective roles:
 - Intervention group read “The Happiness Advantage” by Shawn Achor and then conducted a 21-day challenge to start/improve behaviors;
 - Control group maintained current life style and do NOT read the book;
- Collected SHS/behavior data 6 months post challenge for intervention group, 6 months post baseline for control group.

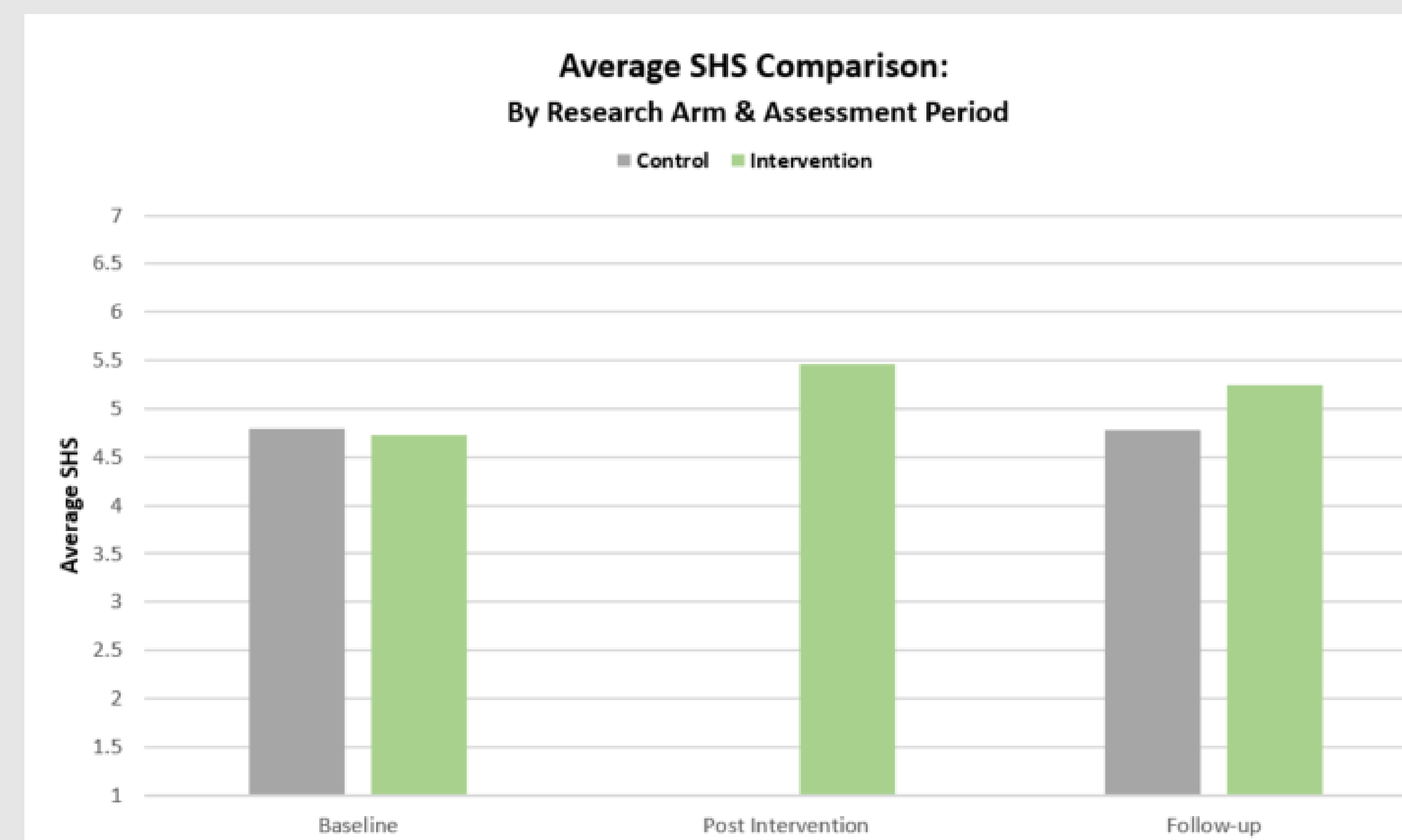
Results

Analysis of covariance (ANCOVA) within the intervention group showed the SHS significantly increased (p-value < .001) from baseline to post-challenge, an average increase of 17%.

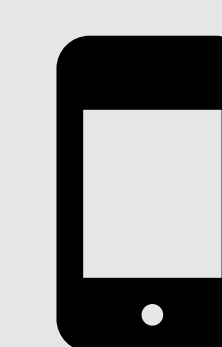
This poster was made possible by a grant from the Salem Health Foundation.



Experimental Subjects are **17% Happier** Post- Intervention and 6-months later!



The NEW PPE, “Positive Psychology Experience”



Take a picture to download Data Analysis Plan and Detailed Results

Conclusions



Happiness is a choice; research shows that increasing subjective happiness in HCWs is achievable.

Study Limitations

- Lost 3 participants after randomization & prior to receipt of any data – can’t model intent-to-treat;
- Significantly greater attrition in intervention group – potential threat to internal validity;
- Measured one intervention component (evidence base happiness behaviors), but not other component (knowledge acquired from The Happiness Advantage).

Implications for Practice

- This efficiency study with statically significant results should be replicated;
- Investigators to publish in a peer reviewed journal;
- Salem Health should continue to offer the intervention as an education program for staff/providers;
- Individual self-selection is likely to draw people who want to and believe they can change their subjective happiness.

References

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