

A Mixed Method Study to Evaluate the Effectiveness of a Resilience Building Programme for New Healthcare Professionals

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Background

The healthcare profession, regardless of its discipline (i.e. doctors, nurses, social workers, pharmacists, etc), entails helping others, not only in responding to patients' physical needs but also emotional needs too. Managing situations of complexity and uncertainty, lack of control and support, and establishing social interactions with patients and caregivers evoke strong emotional reactions in healthcare professionals. Hence, providing quality healthcare at the clinical setting can become emotionally demanding and draining. Studies conducted on nurses, social workers, as well as other healthcare professions reported higher levels of work-related stress and burnout than other occupations. Moreover, compassion fatigue and burnout were found to be common amongst healthcare professions.

Aim

This study aims to evaluate the effectiveness of a newly developed resilience curriculum for new healthcare professionals in the first years of their healthcare profession.

Method

A mixed methods study will be conducted at KK Women's and Children's Hospital. An estimated size of 300 new healthcare professionals, aged 21-35 years, who have been employed for one year or less will be invited to participate in this study using convenience sampling. Quantitative measures include the Resilience Scale for Adults (RSA), Perceive Stress Scale (PSS), and Singapore Youth Resilience Scale (SYRESS). Pre-test will be conducted to obtain participants' baseline resilience levels and post-test will be conducted after participants completed the resilience programme. Focus group interviews will also be conducted at the end of the program to provide qualitative data to evaluate effectiveness of the study.

The study will introduce a newly designed educational resilience curriculum involving gamification and face-to-face teaching that sets as a platform to introduce and expose participants to the concept of resilience, its significance, along with the various ways available to build resilience in their new career.

While the design of the curriculum is still ongoing, modified table games such as UNO and Mahjong has been designed to feature the Health Promotion Board's six Resilience Mental Tools through sharing of personal experiences. A digital game in collaboration with Singapore Polytechnic Interns is also in the process of creation to cater to the more tech-savvy generation of new healthcare professionals.



Figure 1. The Resilience UNO Game modified from the original game of UNO cards.

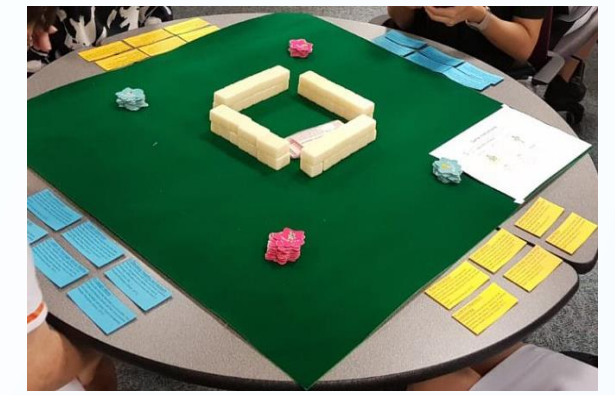


Figure 2. The Resilience Mahjong Game modified from the traditional Chinese Mahjong tiles.

Conclusion

Findings of this pilot study also set the base for future research developing effective interventions to build resilience and promote good mental health amongst healthcare professionals.

References

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