

## Mindfulness for Enhanced Performance Course

Agency For Integrated Care has sent over 6 teams of staff for the course.





## Mindfulness for Enhanced Performance Course

The consequences of work related stress, especially in the human service sector, include poor sleep quality, anxiety, emotional exhaustion and burnout. Mindfulness-based interventions in the workplace have shown promising results in reducing stress, and enhancing employees well-being, job satisfaction and sleep quality. This research paper represents the findings of two studies conducted on employees from Agency for Integrated Care (AIC). Study 1 examined the effects of a 4-week mindfulness intervention on 38 participants on measures of burnout and perceived stress. Study 2 investigated the impact of a 4-week mindfulness intervention on perceived stress and sleep quality on 49 employees. Both studies adopted a single-group, pre-post intervention design. **In Study 1, participants reported significant improvements in professional achievement. Study 2 found significant improvements in participants' quality of sleep after the mindfulness intervention.** Qualitative feedback across the 2 studies demonstrated that participants learned techniques to reduce stress, and mindfulness helped them to become kinder and communicate more effectively with both their clients and colleagues.

**Table 2: PSS-10, MBI before and after intervention (N=38)**

Variable	Pre-Intervention		Post-Intervention		Pre-post difference			
	Mean	SD	Mean	SD	Mean	SD	<i>p</i>	<i>d</i>
PSS-10	19.82	5.09	18.24	5.1	-1.58	4.9	0.055	0.310
Emotional Exhaustion	26.45	12.35	24.92	10.46	-1.53	7.46	0.215	0.134
Depersonalisation	8.47	5.75	9.05	5.28	0.58	4.51	0.434	0.105
Professional Accomplishment	26.89	7.60	30.13	5.80	3.24	6.24	0.003*	0.484

*PSS-10* Perceived Stress Scale, *MBI* Maslach Burnout Inventory – Human Service Survey, *SD* Standard Deviation, *p* Significance Level (two-tailed), *d* Effect Size



## Mindfulness For Healthcare

Brahm Centre collaborated with the Institute of Geriatrics and Active Ageing to investigate the impact of a 4-week Mindfulness Programme on Healthcare Professionals from Tan Tock Seng Hospital in March 2017.



### Impact of a 4-week Mindfulness Programme on Healthcare Professionals' Stress, Mental Well-being and Sleep Quality: The Tan Tock Seng Hospital Experience

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#### BACKGROUND

- Healthcare Professionals (HCPs) often face high levels of stress in the delivery of quality patient care, which may have a negative influence on their well-being and sleep quality.
- Mindfulness interventions have demonstrated positive effects on HCPs, such as reduced stress, enhanced well-being, higher level of compassion<sup>1,2</sup>.

#### AIM

- We aim to examine the effects of our Mindfulness for Health (MIND4Health) programme on HCPs' health.

#### METHODS

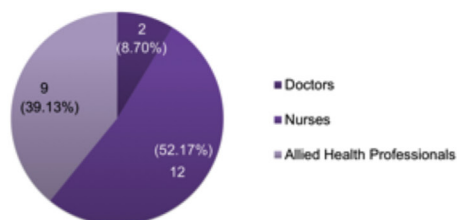
- Single group, pre-post study design
- 4-week mindfulness intervention developed and delivered by Brahm Centre. Figure 1

Figure 1: Programme curriculum and delivery



- Participants included 23 multidisciplinary HCPs involved in geriatric care from Tan Tock Seng Hospital (all females). Figure 2

Figure 2: Composition of multidisciplinary HCPs



- 17 (73.91%) completed pre- and post-course questionnaires
  - Perceived Stress Scale (PSS-10) (score range 0 – 40, higher PSS score indicates higher perceived stress)
  - Warwick-Edinburgh Mental Well-being Scale (WEMWBS) (score range 0 – 70, higher WEMWBS score indicates better mental well-being)
  - Pittsburgh Sleep Quality Index (PSQI) (score range 0 – 21, higher PSQI score indicates poorer sleep quality)
- Paired t-tests using SPSS version 21

#### RESULTS

- Mean age of participants: 36.22±8.68 years

Table 1: Pre- and post-programme scores for PSS-10, WEMWBS and PSQI

Variable	Pre-programme		Post-programme		Pre-post difference		
	Mean	SD	Mean	SD	Mean	SD	p-value
PSS-10	18.176	3.486	15.353	4.358	-2.824	4.940	0.032*
WEMWBS	46.118	5.407	53.000	7.080	6.882	6.264	0.000**
PSQI	6.824	2.186	5.529	1.625	-1.294	2.173	0.026*

\*p<0.05, \*\*p<0.001

Table 2: Correlations of PSS-10, WEMWBS and PSQI scores

		Pre-programme			Post-programme		
		PSS-10	WEMWBS	PSQI	PSS-10	WEMWBS	PSQI
PSS-10	Correlation	-	-0.439	0.103	-	-0.608**	0.334
	p-value	-	0.078	0.695	-	0.010	0.190
WEMWBS	Correlation	-0.439	-	0.150	-0.608**	-	-0.331
	p-value	0.078	-	0.566	0.010	-	0.194
PSQI	Correlation	0.103	0.150	-	0.334	-0.331	-
	p-value	0.695	0.566	-	0.190	0.194	-

\*\*p<0.01

#### Findings: Post-programme

- Participants reported a significant reduction of perceived stress, PSS-10 score 15.353±4.358 vs. 18.176±3.486, p<0.05. Table 1
- Mental well-being of participants was significantly improved, WEMWBS score 53.000±7.080 vs. 46.118±5.407, p<0.01. Table 1
- Sleep quality was significantly better, PSQI score 5.529±1.625 vs. 6.824±2.186, p<0.05. Table 1
- Mental well-being showed significant inverse correlation with perceived stress which was not observed pre-programme, r = -0.608, p<0.01. Table 2
- No significant correlation observed however, for perceived stress and sleep quality, and mental well-being and sleep quality, both pre- and post-programme. Table 2

#### CONCLUSION

- The 4-week MIND4Health programme seems to exert positive effects on perceived stress, mental well-being and sleep quality of healthcare professionals.
- More research is necessary in the local context, to evaluate long-term benefits of mindfulness on health and well-being of healthcare professionals and its influence on patient care.

#### REFERENCES

- Goodman, M.J. and Schorling, J.B., 2012. A mindfulness course decreases burnout and improves well-being among healthcare providers. *The International Journal of Psychiatry in Medicine*, 43(2), pp.119-128.
- Christopher, J.C. and Maris, J.A., 2010. Integrating mindfulness as self-care into counselling and psychotherapy training. *Counselling and Psychotherapy Research*, 10(2), pp.114-125.

The MIND4Health programme is supported by the Ng Teng Fong Healthcare Innovation Programme.



## Mindfulness program for healthcare workers: is it beneficial?

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### BACKGROUND

- In recent years, occupational stress may be causing burnout among healthcare workers which might be a potential threat to patient safety and healthcare quality.
- Numerous study have shown that mindfulness intervention can effectively help healthcare workers in managing physical and mental well-being.

### AIMS

- We aim to examine the impact of mindfulness program on healthcare workers from Tan Tock Seng Hospital, Singapore.

### METHODS

- Twenty-three TTSH staffs underwent a 4-weeks mindfulness program.



Figure 1: Programme curriculum and delivery

- Qualitative data was collected post-intervention via a feedback form to evaluate the impact of mindfulness in Healthcare worker working in the geriatrics field.
- Analysis of common themes was performed on the feedbacks collected.

### RESULTS

- All participants are female with an average age of  $36.2 \pm 8.7$  years old.
- Majority are nurses (52.17%), with minority being doctors (8.7%) and allied health professional (39.13%).
- Analysis of 23 qualitative feedbacks revealed several benefits of Mindfulness program such as improvement in interpersonal relationship and mental well-being.
- Majority of the participants felt calmer, more relax and achieve greater sense of control when applying the stop and breathe technique learnt from the mindfulness program.
- Mindfulness program had effected a positive change in the participants' attitudes and perspectives on life and work as they were able to apply mindfulness techniques regardless of the situation they were in.

Demographic	
Gender (% Female )	100%
Age	$36.2 \pm 8.7$
Occupation	
Doctors	8.7%
Nurses	52.17%
Allied Health	39.13%

Table 1: Demographics of participants

#### Mindfulness improves interpersonal relationship

“...I continued the course which proved very useful as it allowed me to learn how to manage my stress at work so that it won't unduly affect my loved-ones.

“Whenever there is a person that upsets me, I will take a moment to think that I need to be kind... instead of being mean to the person, I take a moment to relax and be nice to the person instead.

#### Mindfulness improves mental well-being

“I am better aware of my state of mind wherever I feel anxious/panicked.... It takes a “switch” of mindset” to turn negative situations into positive ones

“Mindfulness course has enabled me to control my emotions better and to reduce rumination of unpleasant events.

### CONCLUSIONS

- Mindfulness program improves HCW physical and mental well-being, with incorporation of mindfulness techniques into their personal and work life.
- We will need to embark on further studies to monitor effectiveness of mindfulness program and the sustainability of these benefits longitudinally.