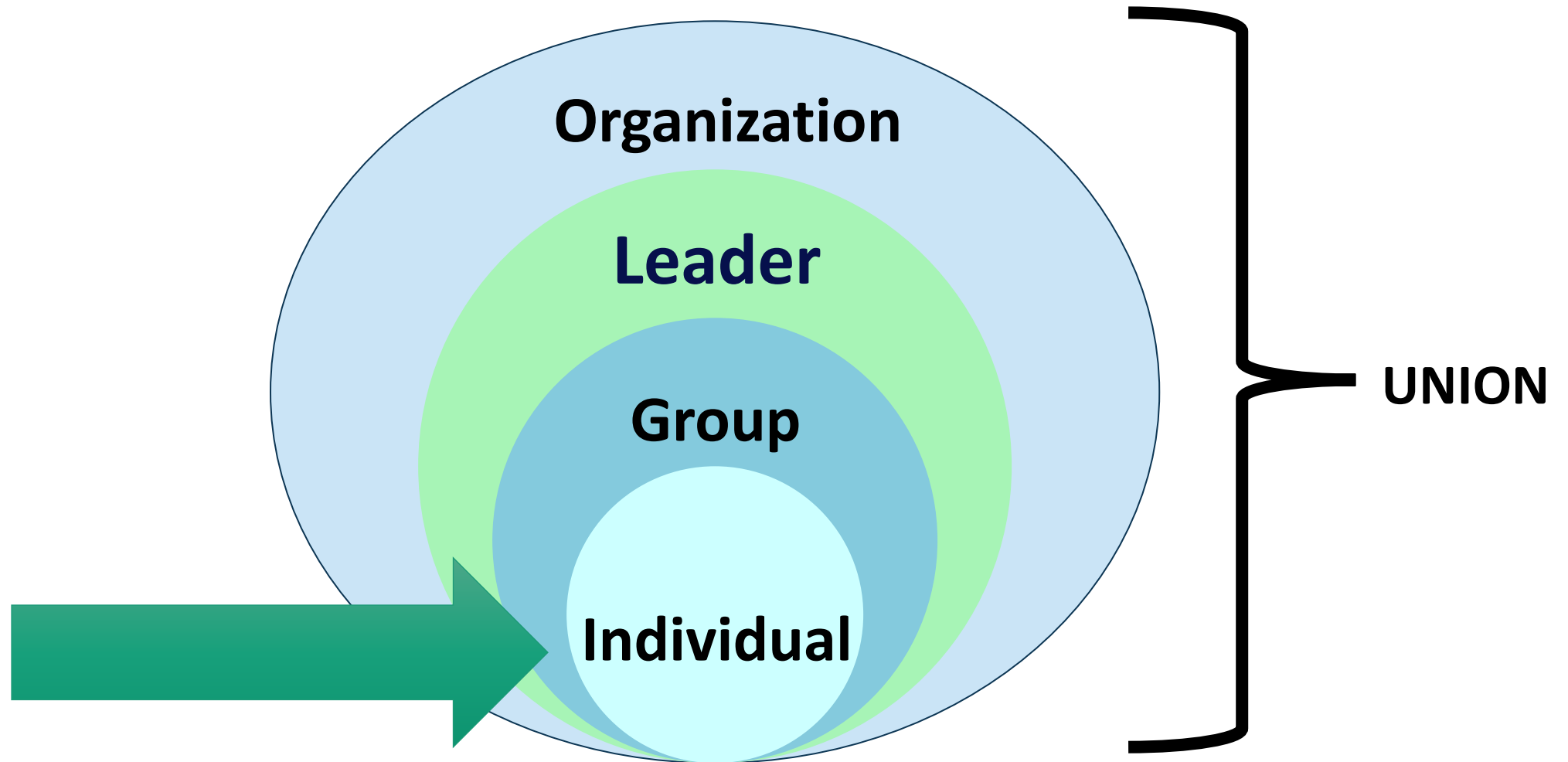


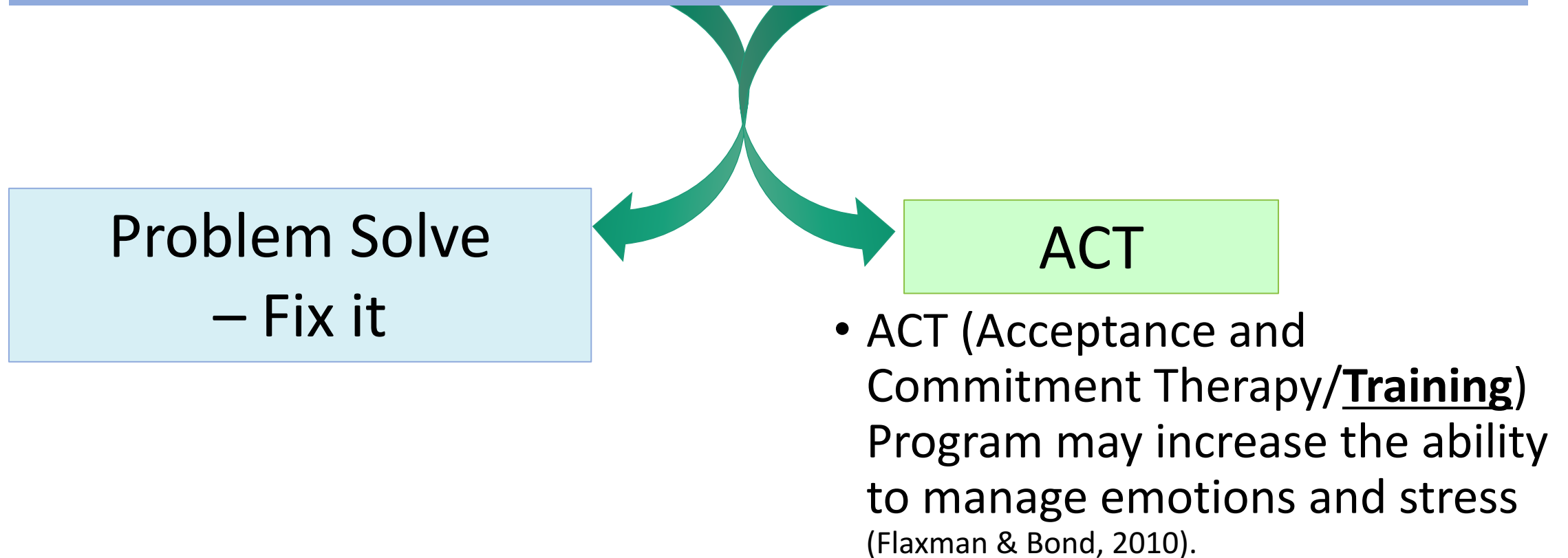


ACT'ing to Improve Well-Being and Reduce Strain

How do we support employees?



How do we support employees?



What is ACT?

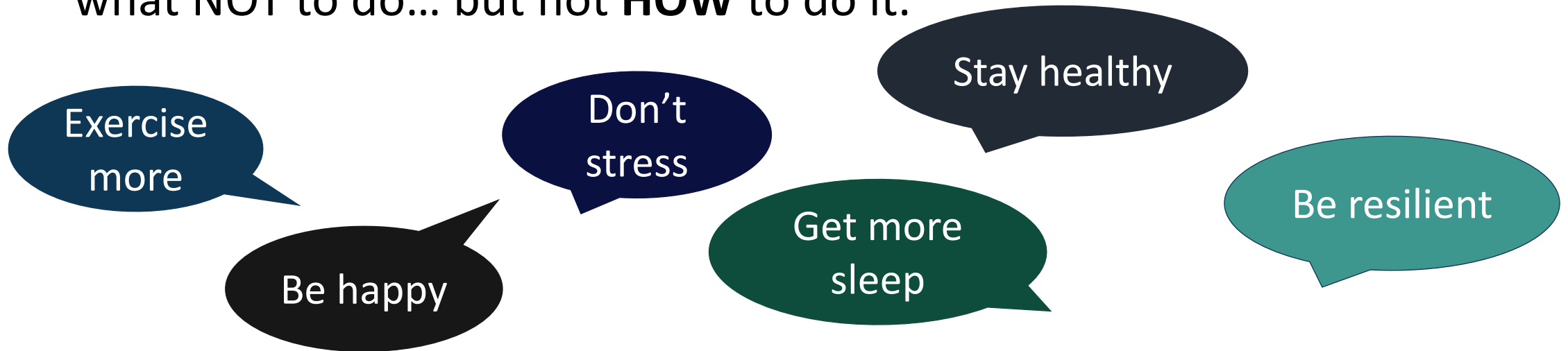
- Involves **mindfulness** and '**acceptance**' processes to develop skills to reduce the impact of negative stressors
- **Clarify values** → set goals → take action.
(Hayes et al., 2006).



- ACT targets how people relate to their thoughts & feelings, instead of trying to change thoughts & feelings. (Hayes et al., 1999)
- Psychological flexibility can lead to better mental health and job performance
(Bond & Bunce, 2003; Bond & Flaxman, 2006; Flaxman & Bond, 2006)

How is ACT different from what we usually do?

- We spend a lot of time telling people (& ourselves) **WHAT** to do or what NOT to do... but not **HOW** to do it.



- Instead... we need to help them (us) develop skills to overcome barriers that stop them doing the things they want to do.



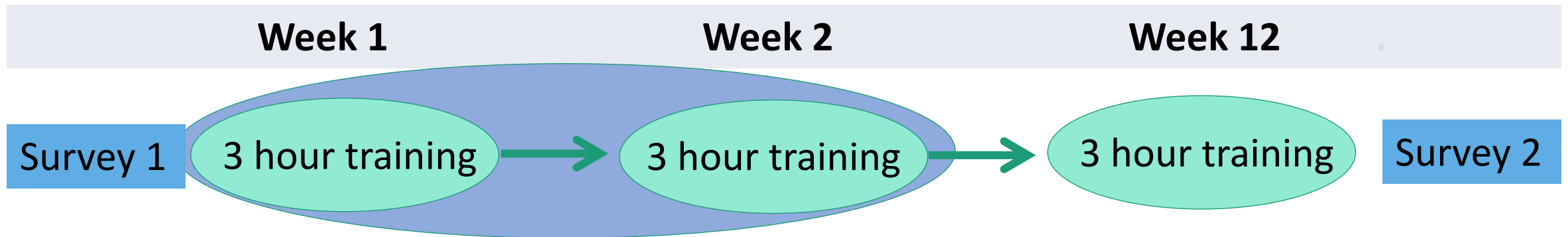
How can it work in the workplace?

- Health-care professionals
 - High rates of burnout
 - Low rates of help-seeking
 - Fix-it urge
- Self-care issues



What did we do?

- Organization-mandated training by clinical psychologists



Can we improve...

- ... psychological flexibility, distress tolerance, emotional regulation?
 - ... strain?
 - ... task performance & absenteeism?
 - ... collaboration & civility?
- (readiness for change)

Day et al., EAWOP, 2017; please do not cite without permission.

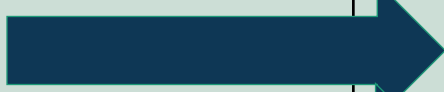
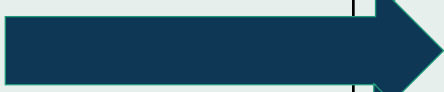
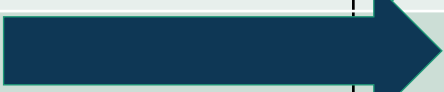


Participants

- N = 69 healthcare workers in Nova Scotia (mainly nurses)
- **N= 30 (matched data for Time 1 & 2)**
 - N= 27 women; N=2 men (1=not specified)
- Age: M = 36.46 years (SD = 12.30)
- Tenure: M = 12.48 years (SD = 10.99)



Results

	Time 1		Time 2	
	M	SD	M	SD
Workplace Psychological Flexibility	5.48	0.72	5.19	0.67
Distress Tolerance	3.65	0.79	3.51	0.82
Emotional Regulation	3.93	0.66	3.89	0.65
Strain	2.02		1.88	0.28
Performance	3.75		3.98	0.52
Absenteeism	0.83		0.40	0.89
Team Collaboration	5.31	0.91	5.28	0.82
Civility	3.72	0.75	3.70	0.61

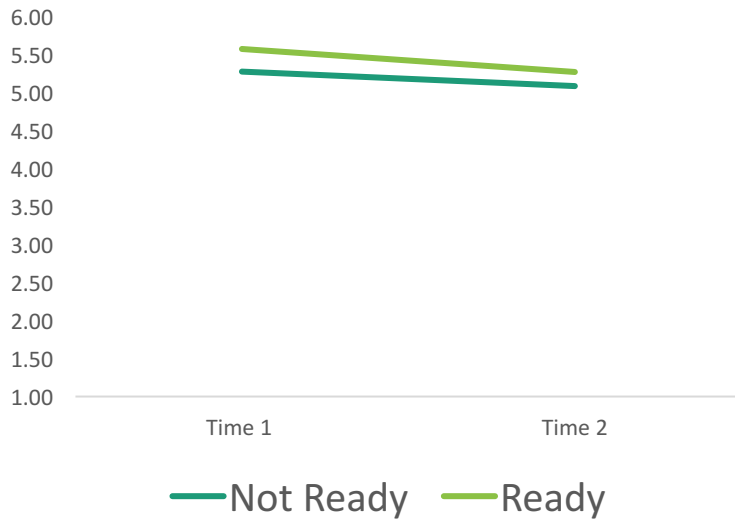
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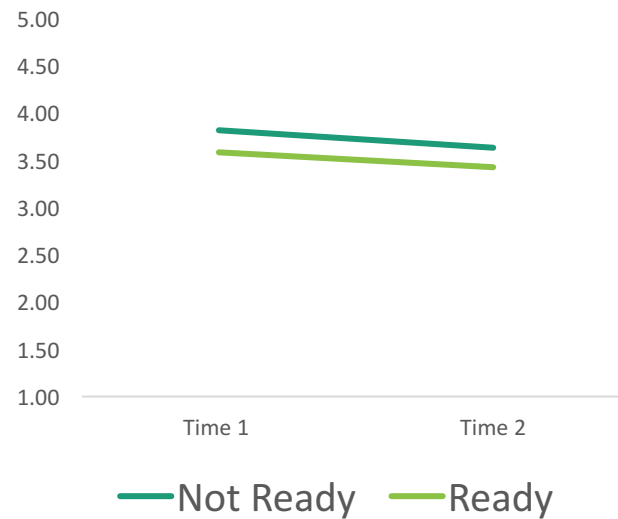
Readiness for Change?

Not Significant

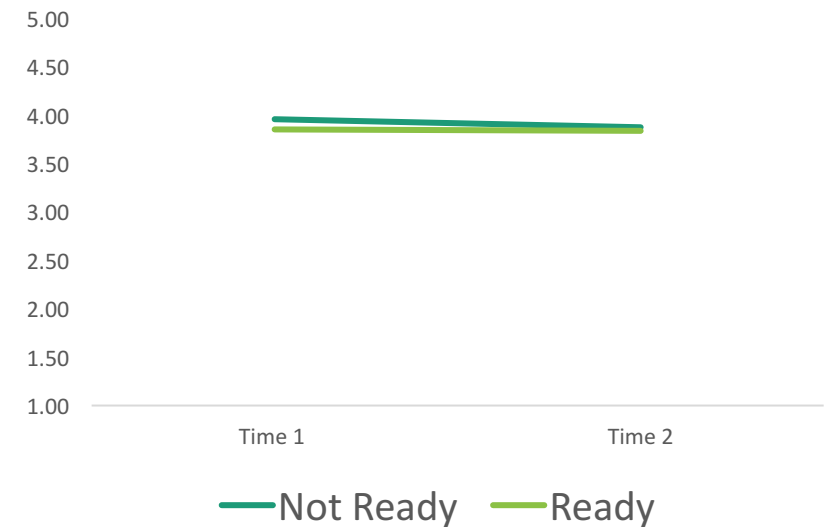
Psychological Flexibility



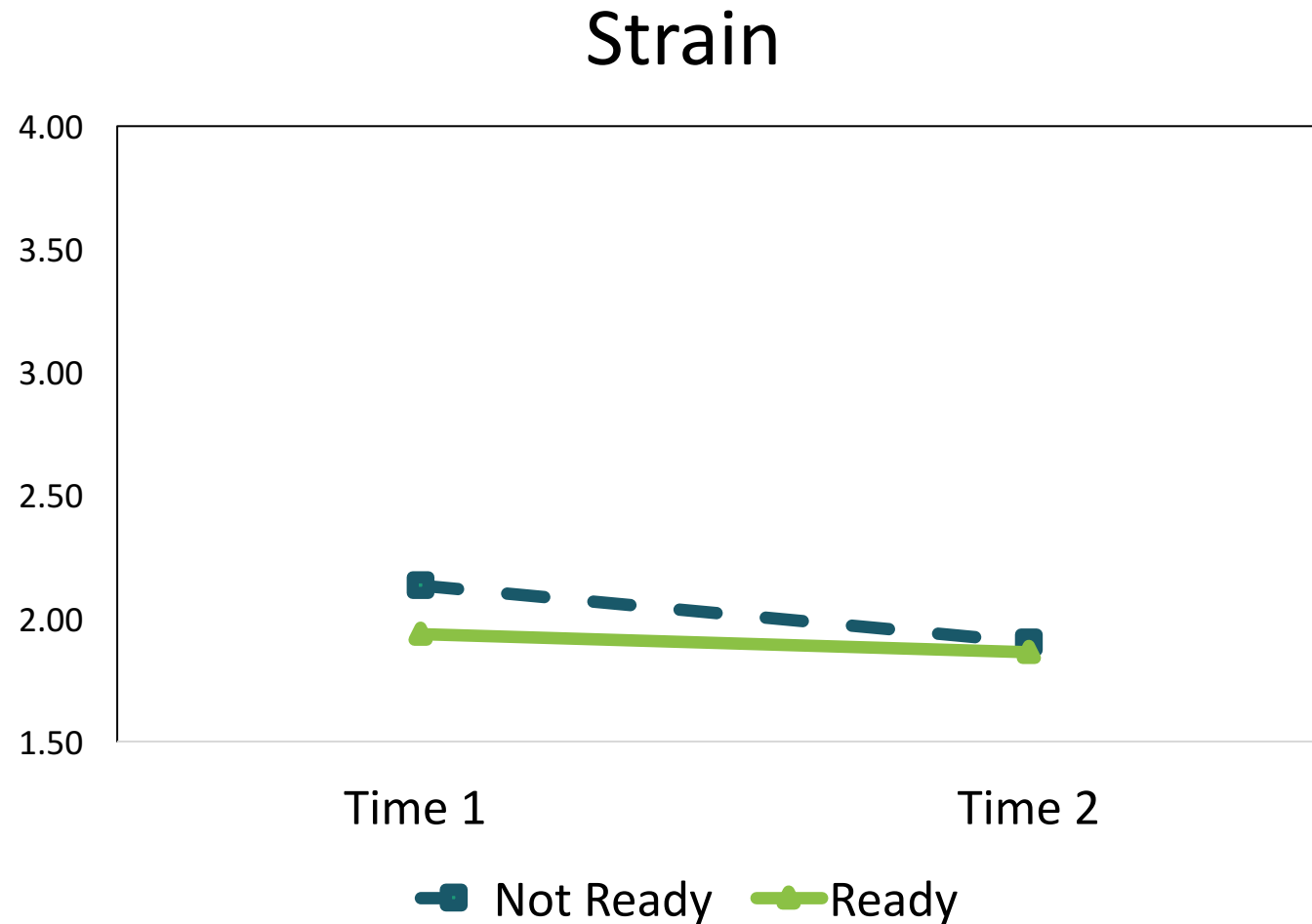
Distress Tolerance



Emotion Regulation

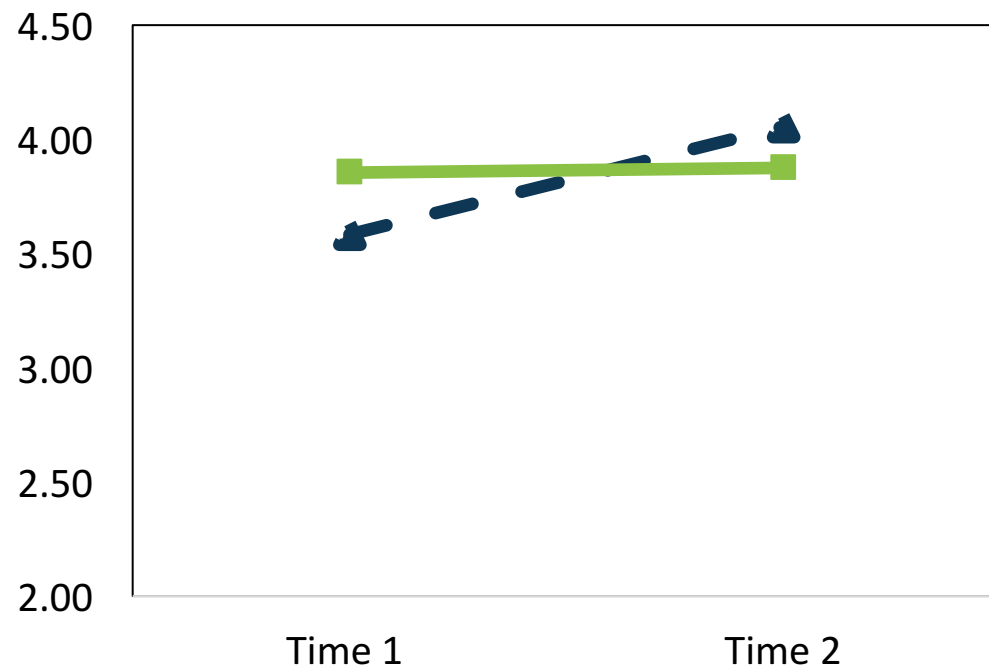


Does Strain decrease after ACT?



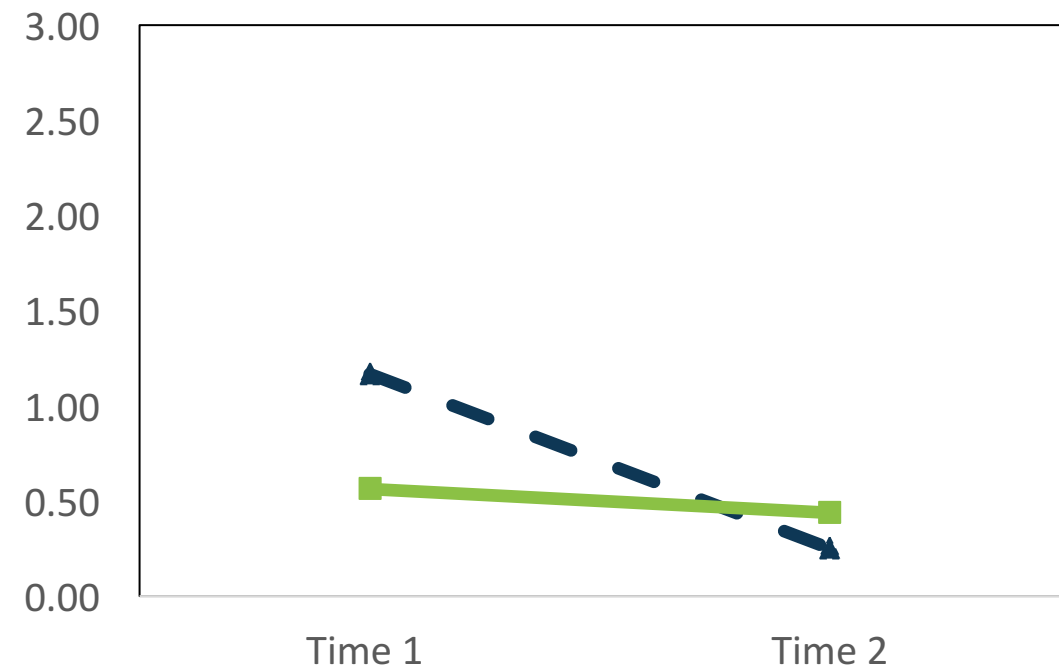
Does self-reported performance & absenteeism improve?

Performance



Not Ready Ready

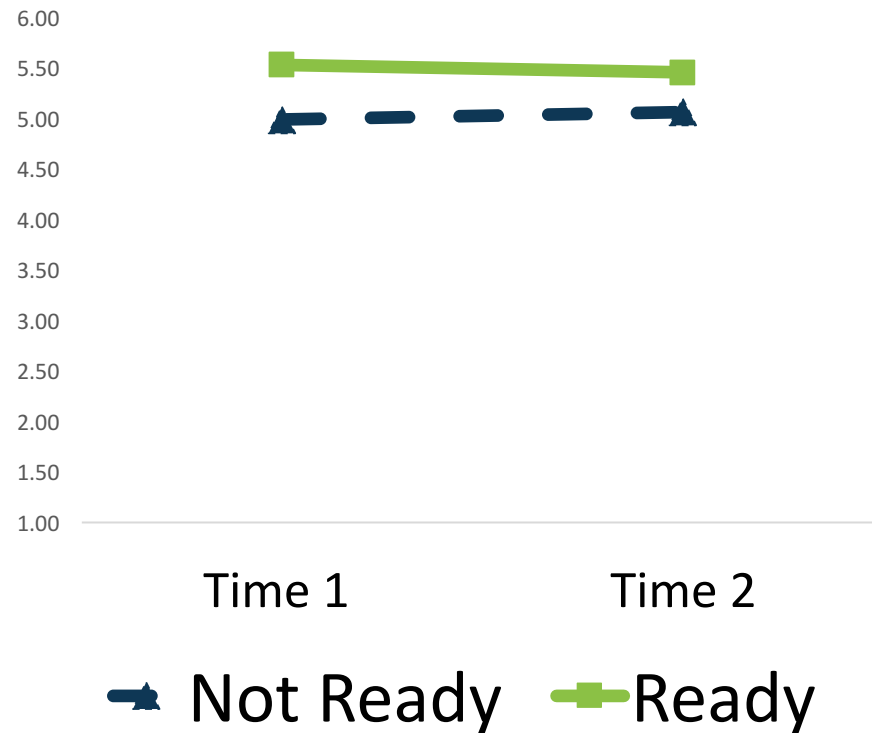
Days Absent



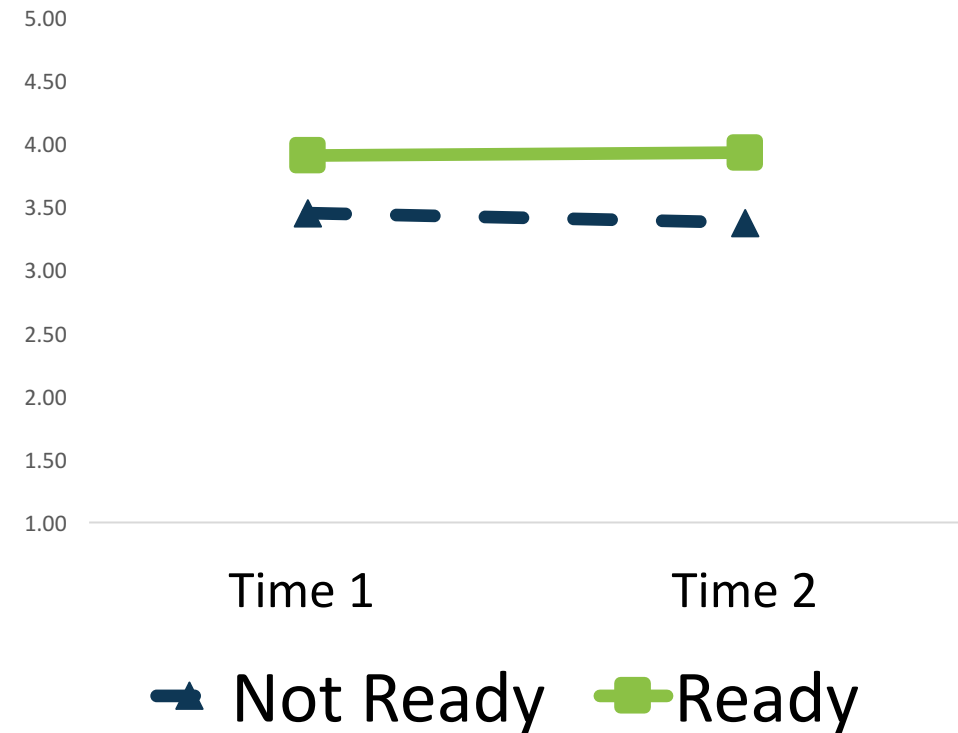
Not Ready Ready

Not significant, but...

Collaboration



Civility



Discussion

- Performance increased
- Strain decreased for the “NOT-ready” group...
 - Regression to the mean
 - Training sufficient to change their degree of readiness?
- The “not-ready” group reported more incivility than the “ready” group
- Absenteeism
 - “NOT-ready” group reduced from 1.17 to .25 missed days
 - Practical vs. statistical significance
- Psychological Flexibility, Distress Tolerance, Emotional Regulation → ns
 - Resistance to talking about feelings...
 - Reactance/Guilt – I’m not supposed to care for myself
 - Problem solving- instead of just accepting, fix it urge



Feedback

Content is great!

Remembering to do them/put in to practice were difficult

...tough to find a way to bring the techniques into my **day-to-day practice.**

After the initial session, I felt motivated to pursue my goals. The **motivation had faded** about a week later.

Moving Forward



ACT

- Organizational mandated??
 - Lack of perceived control
- 2 or 3 group sessions
- Motivation
 - Remembering/ day-to-day
- Scheduling
 - health-care professionals
- Organizational “issues”

ACTION

- Individual choice
 - Organizational ‘support’
- 10 sessions with manual
- Coaching
 - ongoing support & accountability
- Program Flexibility
 - time, location, scheduling
- Control group

Thank You

www.arladay.ca/EMPOWER

