iCare

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A Self-Care Program Based On:

Commitment

Accountability

Rewards

Electronic apps

Social Problem:

Of Healthcare Professionals Surveyed…

◆ **45%** report poor nutrition

◆ **68%** irregular exercise

◆ **74%** get insufficient sleep

(Leao, et al., 2017)

"Without the server, there is no service". (Willis & Molina, 2018)

Hospice & Palliative Care Employees

◆**68%** report a great deal of stress

◆**30%** employee turnover rate

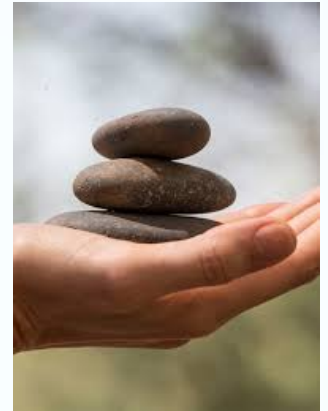◆**60%** turnover rate among hospice homecare staff

(Ho et al., 2019)

Target Population

Social workers, Nurses, CNAs, and Chaplains

GOALS:

In Hearth Hospice End-of-Life Staff...

◆ To decrease ANXIETY

◆ To decrease BURNOUT

◆ To decrease COMPASSION FATIGUE

◆ To decrease TURNOVER INTENTION

With a 6-Month Self-Care Program

End Objective

◆ To provide **enhanced continuity of care** to hospice patients by **well-balanced** end-of-life professionals.

ACTIVITIES:

- **Design** the self-care program based on rewards and the use of electronic apps.

- **Recruit** 40 participants who commit to a 6 month program.

- **Administer** survey questionnaire to measure dependent variables and demographics.

- **Monitor** the program.

Survey
Scales Used

- ◆ **Self-Care Assessment Worksheet** to measure self-care activity participation.

- ◆ **Hospital Anxiety & Depression Scale (HADS-D)** to measure anxiety.

- ◆ **Maslach Burnout Inventory** to measure burnout.

- ◆ **Professional Quality of Life Scale (ProQOL-5)** to measure compassion fatigue.

- ◆ **Turnover Intention Scale (TIS-6)** to measure turnover.

Self-Care Activities
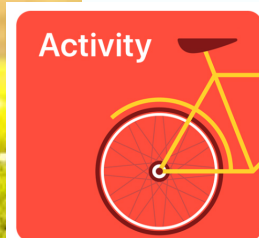
EVALUATION PLAN

◆ After 6 months, participants will take a post-test.

◆ Survey questionnaire will again measure rates of:

1) **Anxiety**

2) **Burnout**

3) **Compassion Fatigue**

4) **Turnover Intention**

◆ iCare team will compare to pre-test scores.

iCare SUSTAINABILITY

◆ Convince administration of program's importance.

◆ Use of incentives to keep participants motivated.

◆ Focus on individualized self-care plans.

◆ Use of electronic apps for portability and flexibility.

iCare Questions

References

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