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Journey to Wellness: Enhancing Well-Being Through a Holistic Retreat

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Journey to Wellness: Enhancing Well-Being Through a Holistic Retreat

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Background

- Healthcare staff prioritize providing care to others versus receiving care for themselves. This dedication can lead to feelings of mental, physical and emotional exhaustion, resulting in a lower sense of well-being.
- Healthcare staff at Baystate Medical Center (BMC) have expressed feelings of exhaustion which has negatively impacted their sense of well-being.
- A wide literature review substantiates the need for healthcare organizations to integrate self-care interventions with staff to enhance well-being and prevent burnout (Evans & Linzer, 2024; Kwon, 2023; Sist et al., 2022).
- Evidence-based interventions such as Reiki, M Technique®, aromatherapy, art therapy, encaustic wax, and mindful meditation are focused on promoting health and maintaining well-being (Evans & Linzer, 2024; Kwon, 2023).

Purpose

- The purpose of this study is to conduct a Holistic Healthcare Staff Retreat and examine the impact of the retreat on the perceived level of well-being of healthcare staff at BMC.

Goals/Objectives

1) Implement a Holistic Self-Care Retreat

- Design and organize a self-care retreat incorporating evidence-based holistic modalities such as Reiki, M Technique®, aromatherapy, art therapy, encaustic wax, and mindful meditation.
- Ensure the retreat is supported by organizational leadership and is scheduled at a time convenient for healthcare staff.

2) Develop and Execute a Learning Plan for Health and Healing

- Create a detailed learning plan that integrates various evidence-based interventions to enhance well-being at work and at home.
- Facilitate the retreat sessions using trained practitioners and provide resources for ongoing practice and support.

3) Measure the Impact of the Retreat on Employee Well-Being

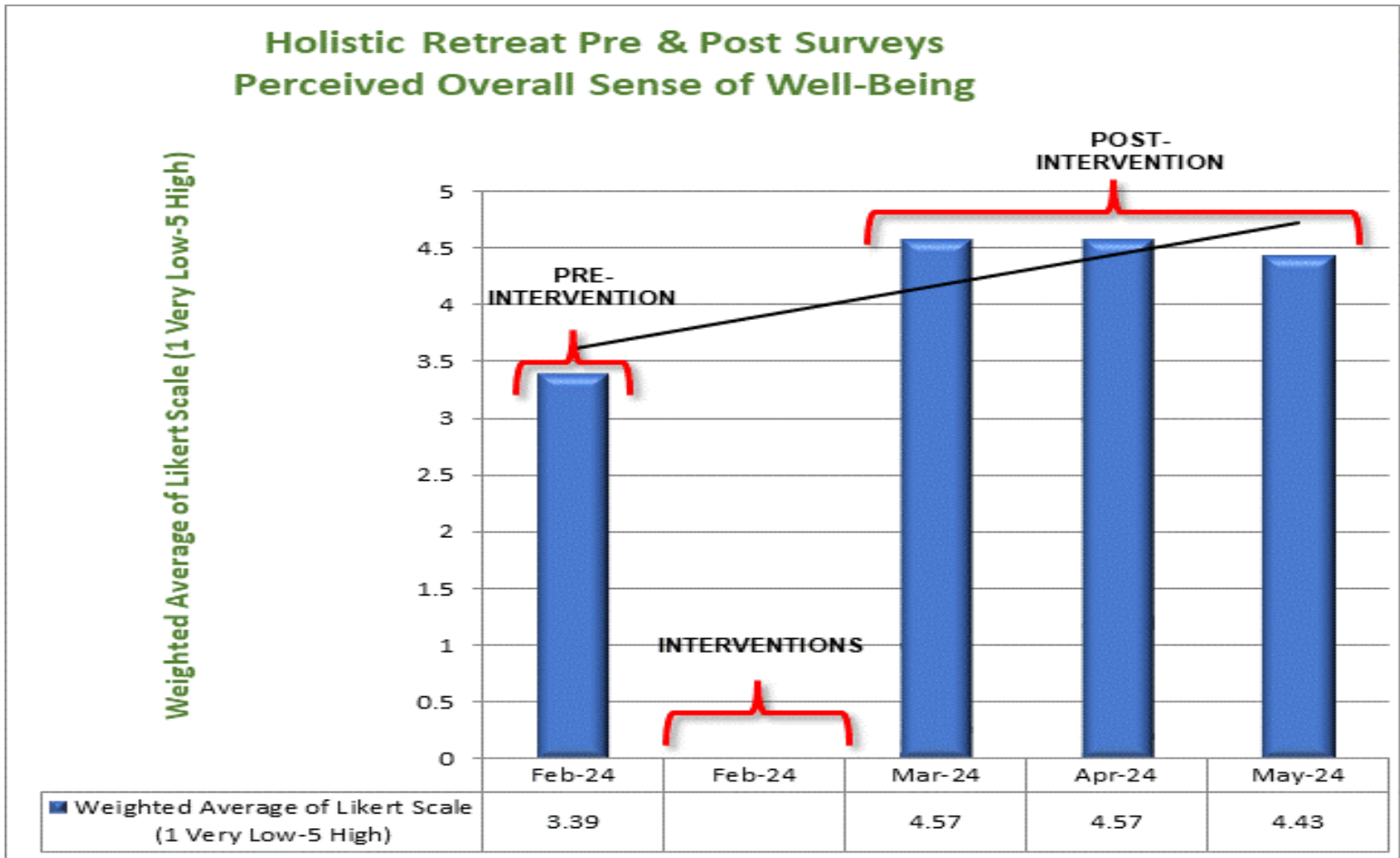
- Develop and distribute a survey to assess participants’ perceived level of well-being before and after the retreat.
- Analyze survey results to evaluate the impact of the retreat on employee well-being and identify areas for improvement.

Methodology

- The Holistic Healthcare Staff Retreat was held in January 2024.
- Staff who registered for the retreat received an email containing a QR code to access a pre-intervention SurveyMonkey survey.
 - The 17-question survey focused on assessing participants’ physical, emotional, mental, and spiritual well-being, as well as their self-care practices.
 - The survey used a 5-point Likert response scale that ranged from 1 (Very Low) to 5 (High).
 - A question key was, “*What is your current level of perceived overall sense of well-being today (physically, emotionally, mentally, spiritually)?*”
- Following the retreat, participants received an email containing a QR code to access the post-intervention survey. This survey, which contained the same 17 questions, was sent once a month for three consecutive months following the retreat.
- Question-level response scores were calculated and analyzed using descriptive statistics.

Outcomes

- The pre-intervention weighted average response score to the survey question, “*What is your current level of perceived overall sense of well-being today (physically, emotionally, mentally, spiritually)?*” was 3.39.
- The weighted average response scores to the same survey question, collected over three consecutive months post-intervention, yielded the following results:
 - March 2024 = 4.57, April 2024 = 4.34, and May 2024 = 4.43
 - There was an average increase of 31% pre- to post-intervention on this question.
- Employees reported being engaged in more activities of self-care, both at work and outside of work.



Conclusions

- The education provided to employees empowered them to integrate self-care interventions into their daily life routines to promote their own sense of well-being, at work and at home.
- Participants reported a sustained increase in their perceived wellness scores.
- It is imperative to encourage employees to take time to focus on themselves and engage in activities that promote their wellness.
- Healthcare organizations should continue taking a pro-active role in focusing and supporting their staff’s well-being.
- Consider engaging in more frequent self-care events, retreats in the future to support the staff’s work-life balance.

References

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