Integrative Health and Wellness Assessment of Nursing staff to the Caring Science: Research Trajectory in a mid-size Hospital in Wyoming, USA.

Presented by John Nelson, MS, RN for Patti Legler, BSN, RNC; Sandra Maddux, MSN, RN, CNS-BC; Deanne Sramek, FNP-BC, RN, DNP; Barbara Dossey, PhD, RN, AHN-BC, FAAN; Susan Luck, MA, BS, RN, HNC, CCN; Bonney Gulino, MS, RN, PMHCNS-BC

STTI International Conference – CIRC track
August 2, 2012
RESEARCH BACKGROUND
Wyoming Medical Center

- Year five in studying Caring as perceived by patients using the Caring Factor Survey (Nelson & Watson).

- Year one in studying self-care as perceived by nurses using the Integrative Health & Wellness Assessment (IHWA) (Dossey)
Integrative Nurse Coach: Two Tracks

• Nurse Coach Self Development
  (Self-Reflection, Self-Assessments, Self-Evaluation, Self-Care)

• Client Self Development
Nurse Coaching: Art & Science
Integrative Nurse Coach 5-Step Process

Process 1: Active listening to the narrative
Process 2: Deep listening and skillful questioning
Process 3: Inviting opportunities, potentials, and change
Process 4: Integrating, practicing, and embodying change
Process 5: Guiding and supporting the transforming self
True health and human flourishing will require a vision of consciousness that honors choice and intention.
Dimensions of Health

- Genetic
- Biochemical
- Cultural
- Physical
- Mental
- Emotional
- Social
- Psychological
- Environmental
- Economical
- Spiritual
Integrative Health and Wellness Assessment (IHWA) Wheel

1. Life Balance & Satisfaction
2. Relationships
3. Spiritual Health
4. Mental Emotional
5. Physical (Nutrition, Exercise, Weight)
6. Emotional
7. Environmental
8. Health Responsibility
WELLNESS CONTINUUM

Wellness

Healthy Lifestyle:
- Nutritional Balance
- Relationships
- Healing Environments

BALANCE

Lifestyle challenges:
- Environmental
- Nutritional deficiencies
- Chronic Stress
- Symptoms/Disability

Death
Study

• Sample: Convenience of staff nurses (n=211) nursing staff from 13 units
• Setting: Wyoming Medical Center, Wyoming, USA
• Measures:
  – Integrative Health and Wellness Assessment (IHWA)
  – Caring Factor Survey (CFS): Assesses patient’s perception of caring
Study

• Design:
• Descriptive cross sectional study
• t-tests and ANOVA procedures to examine possible differences in demographics
• Qualitative data from both instruments
• Power analysis conducted for each statistical procedure
Key Findings

• Key finding 1: Response rate for the Integrative Health and Wellness Assessment (IHWA) was 51.8%.

• Key finding 2: The IHWA and CFS performed well psychometrically, Chronbach’s alpha .96 and .97, respectively.
Key Findings

• Key finding 3: There were no differences between role for any aspect of health and wellness.

• Key finding 4: There was a statistically significant difference in perception of attention to spiritual care, with the ICU and PCU scoring the lowest.
Key Findings

• Key finding 5: Across the 10 concepts of health and wellness the action plans varied based on high or low scores.

• Key finding 6: The use of quantitative and qualitative data for this report has provided insight into the “average” score for the 10 concepts of health and wellness.
Ranking of 10 Self-Care Dimensions (IHWA)

- Health Responsibility
- Emotional Total
- Mental Total
- Spiritual Total
- Relationships Total
- Life Balance Total
- Environment
- Physical: Nutrition Total
- Physical: Exercise
- Weight

Mean (average) Score
(higher scores indicate better self-care)
Readiness to Change
10 Self-Care Dimensions (IWHA)

I am ready to make a change or improvement in my:

- Environment
- Spiritual area
- Health Responsibility area
- Mental area
- Life Balance and Satisfaction
- Emotional area
- Relationship area
- Exercise
- Weight
- Nutrition area

Mean (average) score
(1 = Now, 2 = Within 2 weeks, 3 = Next month, 4 = In 6 months, 5 = In a year or more)
Priority for Change
10 Self-Care Dimensions (IWHA)

My priority for making a change in my:

- Environment is:
- Spiritual area is:
- Mental areas is:
- Emotional area is:
- Health Responsibility is:
- Life Balance and Satisfaction is:
- Relationships is:
- Weight is:
- Nutrition is:
- Exercise is:

Mean (average) Score
(1 = Highest priority, 2 = Priority, 3 = Medium priority,
4 = Very low priority, 5 = Never a priority)
Confidence for Change
10 Self-Care Dimensions (IWHA)

My confidence in my ability to make a positive change in my:

- Environment is:
- Life Balance and Satisfaction area:
- Spiritual area is:
- Emotional area is:
- Mental areas is:
- Weight is:
- Exercise in:
- Health Responsibility is:
- Nutrition area is:
- Relationships is:

Mean (average) Score
(1 = Very Confident, 2 = Confident, 3 = Somewhat confident, 4 = Not very confident, 5 = Not at all confident)
Spiritual Self-Care by Unit

Mean (average) Spiritual Total Score
(higher scores indicate better self-care)

* Unit statistically significantly different score from Outpatient and higher (alpha .05)
Spirituality – Action Plan

- Attend church
- Pray/meditate more
- Miscellaneous
- Pray
- Involve family/friends in my spirituality
- Satisfied with spirituality
- Get involved in group/activities
- Explore religion and/or spirituality
- Be more spiritual
- Yoga
- Routine spiritual time
- Reflect more
- Be thankful
- I am offended by these questions
- Help others
Spirituality – Action Plan

- Attend church
- Pray/meditate more
- Read Bible/scriptures/inspirational book
- Miscellaneous
- No action plan
- Satisfied with spirituality
- Involve family/friends in my spirituality
- Explore religion and/or spirituality
- Get involved in group/activities
- Be more spiritual
- Routine spiritual time
- I am offended by these questions
- Reflect more
- Be thankful
- Help others

Scales:
- 1.00 - 2.95
- 3.00 - 3.95
- 4.00 - 4.95
- 5.00
Weight – Action Plan

- Lean meat
- Personal trainer
- Self talk
- Set realistic weight loss goal
- Sleep / rest more
- Avoid emotional eating
- Avoid coffee and/or soda
- Set goal for smaller clothes
- Continue with my existing plan
- Pregnant and mindful of food / weight
- Weight myself routinely
- I am unsuccessful at loosing weight
- Count calories
- Avoid fatty and/or junk foods
- Drink more water
- Eat more fruits and/or vegetables
- Less fast food and/or eat at home more
- Lose "x" pounds
- Avoid sugar/sweets
- Watch portion size
- Diet / diet program (e.g. weight watchers)
- I want to maintain my current weight
- Eat healthier
- Miscellaneous
- Exercise

Count
Weight – Action Plan

[Weight Score Graph]

- Sleep/rest more
- Avoid emotional eating
- Continue with my existing plan
- Personal trainer
- Self talk
- Set realistic weight loss goal
- Lean meat
- Set goal for smaller clothes
- Avoid coffee and/or soda
- Weight myself routinely
- Count calories
- Pregnant and mindful of food/weight
- Drink more water
- I am unsuccessful at losing weight
- Avoid fatty and/or junk foods
- Eat more fruits and/or vegetables
- Less fast food and/or eat at home more
- Lose "x" pounds
- Avoid sugar/sweets
- Watch portion size
- Diet/diet program (e.g., weight watchers)
- Eat healthier
- I want to maintain my current weight
- Miscellaneous
- Exercise

[Percent Scale]
Correlation IHWA and CFS

- Sample size of six patient care units small
- Power analysis, post hoc two-tailed correlation, adjusted to alpha .20, power .62 and correlation .50.

NULL HYPOTHESIS: There is no relationship between nurses perception of self-care and patients perception of caring
Correlation IHWA and CFS

Nurse Report of Physical Exercise ($r = 0.662$, $p = 0.152$)
(higher scores indicate more exercise)

Caring as Reported by Patients
(higher scores indicate more caring)
Creating Health and Balance: Using data to drive interventions

Moving forward:
1. Wellness Corner in nursing newsletter
2. List of Fitness Centers with associated cost and discounts in the community
3. Sixty-Second wellness in-services on nursing units
4. Nutrition coaching
5. Brochure for healthy food choices
6. Wt Reduction Programs: advantages/disadvantages
7. Walking Strategies
8. Competitions among nursing units
9. Focus groups in units with low scoring spirituality scores
Thank You