



A Positive Psychology Pilot to Improve Clinician Burnout & Work Satisfaction: Impact of Power THRIVE on VHA SCI Nurse Managers

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Power THRIVE is a Whole Health restorative education series designed to decrease burnout and increase fulfillment in VHA's work force.

<https://marketplace.va.gov/innovations/thrive-transforming-health-and-resiliency-through-values-based-experiences>

INTRODUCTION

Burnout, disengagement and employee attrition are at an all-time high in healthcare. Interventions to improve professional fulfillment and reduce burnout are needed to secure our work force.

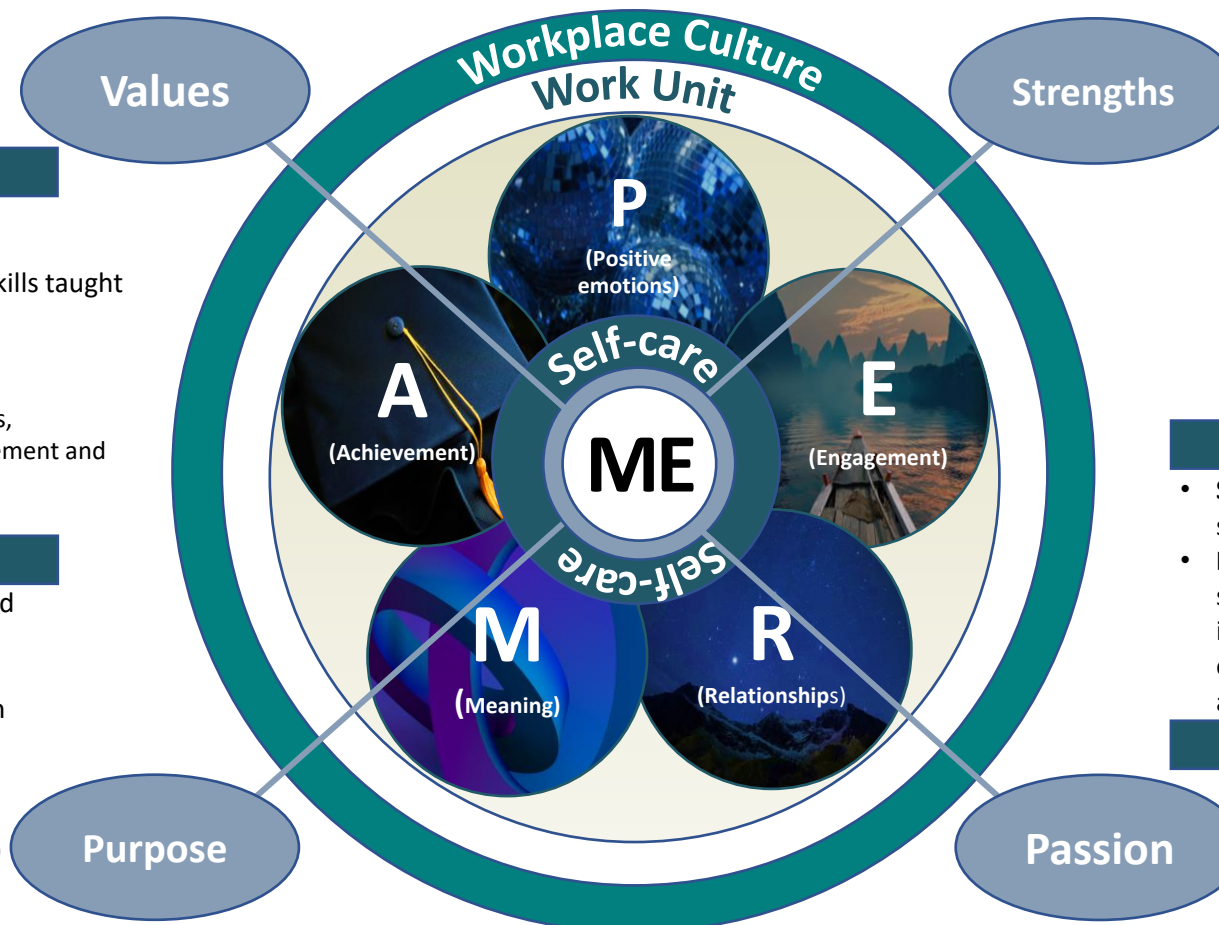
POWER THRIVE INTERVENTION

- Four bi-weekly one-hour virtual cohort workshops
- Led by MD and PsyD facilitators
- Growth mindset, introspection and rejuvenation skills taught through didactic, playbook and breakout activities
- Core tenets:
 - ✓ Whole Health¹
 - ✓ Positive Psychology: PERMA (Positive emotions, Engagement, Relationships, Meaning, Achievement and Accomplishment) + Self-care²
 - ✓ Strengths-based Job Crafting³

ASSESSMENT

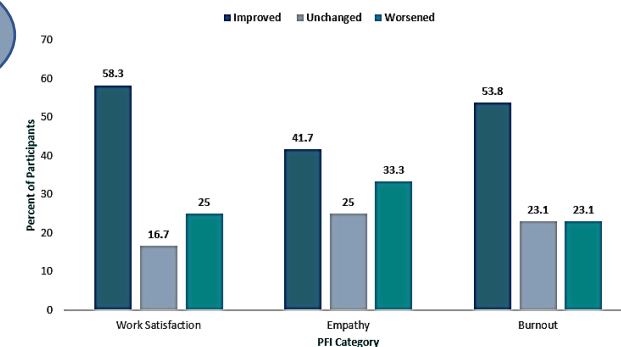
- **Sample size:** n=12 nurse managers from Spinal Cord Injury Unit, Tampa Veterans' Hospital
- **Pilot cohort baseline characteristics:** Higher than average empathy and work satisfaction; lower than average burnout
- **Scale:** Self-reported 1-week-pre and 4-weeks- post Stanford Professional Fulfillment Index (SPFI) measuring three domains: (1) work satisfaction; (2) empathy for others; (3) burnout
- **Analysis:** Non-parametric paired-samples sign test

Power THRIVE PERMA+ Model



PILOT RESULTS

**IMPACT OF POWER THRIVE
WORK SATISFACTION, EMPATHY, AND BURNOUT**



INTERPRETATION

- **Sample size:** Due to small sample size, this information should be viewed as preliminary
- **Impact:** 58.3% of participants had improved work satisfaction and 53.8% had improved burnout post intervention; only 41.6% had improved empathy for others. Power THRIVE may improve work satisfaction and burnout, but not empathy.

REFERENCES

1. **Live Whole Health** - <https://www.va.gov/wholehealth/>
2. **Positive Psychology Framework PERMA Plus** - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8819083/>
3. **Strengths-based Job Crafting** - <https://idun.augsburg.edu/cgi/viewcontent.cgi?article=1181&context=etd>