



In development intervention, professionals aim to enhance working practices and interaction

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Methods

Approach: Qualitative process evaluation using a multi-case study approach.

Scope: Assesses development processes of fifteen workplaces across Finland organized by Ministry of Social Affairs and Health.

Data Collection: Recorded group discussions from the initial workshop where professionals established goals and development targets.

Analysis: Content analysis guided by questions on development objectives, and workplace-specific characteristic

Ethical considerations: The research was conducted in accordance with the Declaration of Helsinki, and permission to collect the data was obtained from the healthcare district and FIOH’s Ethics Committee (decision 26 January 2024)

Preliminary findings

- Workplace-specific characteristics vary based on: Sector of the work unit, level of trust among professionals and willingness to critically evaluate management.
- Competence and professionalism are prominent themes in group discussions.



Conclusions

- The social services and healthcare professions are experiencing a global labor shortage. Enhancing the appeal and retention requires the development of work and processes through community-level interventions that reduce workload and bolster resources (Shiri et al. 2023).
- In workplace development interventions, professionals aim to enhance common working practices and interaction, with the goal of improving well-being at work.
- The community based intervention provides workplaces with concrete models to support co-creation and permanent changes in working practices.