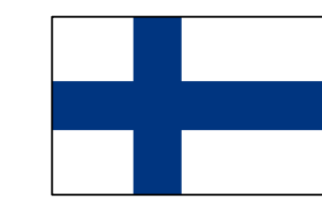


DEVELOPING AND EVALUATING A DIGITAL OCCUPATIONAL WELL-BEING INTERVENTION AMONG NURSE EDUCATORS

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Introduction

- Occupational well-being is defined to consist of four aspects of working life: 1) worker's resources and work, 2) working conditions, 3) work community, 4) professional competence.¹
- The focus is on the first aspect, the balance between personal resources and workload factors among nurse educators.
- SHINE, self-help intervention for educators, was developed and evaluated according to MRC framework (Figure).²

Results

Development phase

- 1) Review study
 - Self-conductive interventions can promote personal resources during working hours using self-conductive exercises (e.g, physical activity, self-reflection and deep breathing).³

- 2) Cross-sectional survey study
 - Nurse educators' resources are inadequate to manage high mental workload needing more supporting actions during working hours.⁴

Evaluation phase

- 3) Quasi-experimental study
 - SHINE found no significant effects on primary outcome resource-workload-balance.⁵
 - SHINE was effective promoting recovery at work, general well-being and self-regulation of personal resources at work.⁵

- 4) SHINE process-evaluation study
 - Usability was good, especially reported easy usage and learnability.
 - Utility was good, especially seen as good break promoter at work.
 - Workload is the main usage barrier during working hours.

Feasibility

- 1) Conducting 4-week pilot study (n=9 educators).
- 2) Piloting study procedures.
- 3) Piloting usability and utility.

Development

- 1) Systematic review of self-conductive beneficial interventions among educators (n=13 studies).
- 2) Cross-sectional survey among nurse educators (n= 552 educators) to identify the development needs.
- 3) Creating a program theory and developing SHINE intervention considering the real working life of nurse educators.

Evaluation

- 1) Effectiveness quasi-experimental study (intervention group n= 37 control group n= 40 educators).
Outcomes:
 - resource-workload-balance
 - overall occupational and general well-being
 - physical activity, recovery, self-regulation and workplace support
- 2) Usability and utility – a process evaluation study (n=37 educators).

Implementation

- To be continued...
- 1) Refining the program theory.
 - 2) Better understand the key uncertainties.
 - 3) Aim to be widely adopted in the real working life.

Conclusions

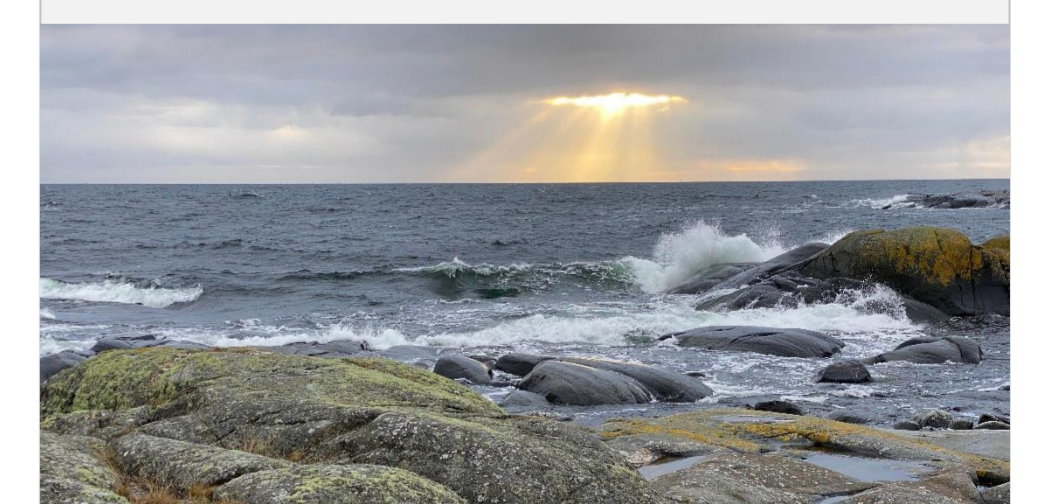
- There is a need to focus on supporting nurse educators' personal resources at work seen as inadequate.

SHINE

- is effective promoting recovery experiences at work.
- has been found usable and useful in the real working life of nurse educators.
- needs further development with stakeholders:
 - modifications to reach effectiveness to promote resource-workload-balance.
 - long-term follow-up; now having only one month follow-up showing already good results.
 - modifications to usage strategy integrating SHINE in the daily routines with participation of managers.

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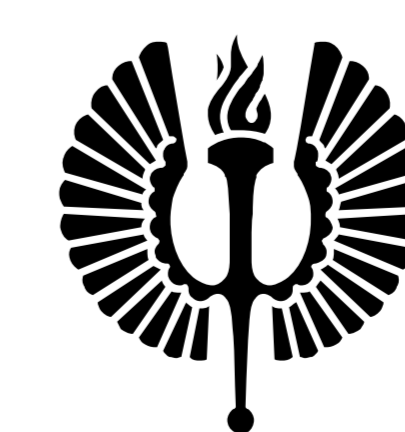


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