Compassion at the Heart of Well-being: An inter-disciplinary study of mindfulness, compassion and well-being in a healthcare setting

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Why focus on nurse well-being?

High levels of:

- Occupational stress
- Depression and anxiety symptoms
- ‘Compassion fatigue’
- Burnout
- Intention to leave

Associated with worse patient outcomes

Mark & Smith (2012), Occupational stress, job characteristics, coping, and the mental health of nurses, BJ Health Psychology
Sarafis et Al (2016), The impact of occupational stress on nurses’ caring behaviors and their health related quality of life, BMC Nursing
Mindfulness and Compassion

While mindfulness produces many well-being benefits, it has long been recognised in Buddhist teaching that true well-being requires both mindfulness and compassion.

“If you want others to be happy, practice compassion.

If you want to be happy, practice compassion”
(Dalai Lama 2010).
Study Design

RCT with matched wards as sampling unit

240 Nurses

- Meditation Training
- Positive Psychology
- Waitlist Control
Interventions

Meditation-Based
- Deep relaxation
- Mindfulness
- Kindness
- Compassion
- Self-Compassion

Positive Psychology-Based
- Goal mapping
- Character Strengths
- Clarifying values
- Gratitude, kindness and compassion
- Care of self and others
Study Timeline

- **Pre training measures**
  - T1 = 0 weeks
  - 2 day workshop
  - Daily activities to support learning

- **Post training measures**
  - T2 = 4 weeks
  - 1 day workshop

- **Final measures**
  - T3 = 16 weeks
  - Daily activities to support learning
Wide diversity of measures

- Self-report
- Performance
- Physiological
- Patient report
- Qualitative interviewing
- Ethnographic Observation
- Social Network Analysis
Main Self-Report Measures

- Well-being – WEMWBS, life satisfaction, affect
- Perceived stress – Brief PSS
- Mindfulness – FFMQ-15
- Self-compassion – Short MSC
- Empathy and compassion – Brief IRI
- Patient-Centred Compassionate Care Scale
- Appraisals of deservingness of compassion
- Experiential avoidance
- Solution-focused Inventory

Other SR measures include: expectations of treatment, burnout, climate of compassion, work meaning and engagement.
Wise action
Open mind
Open heart
Well-being
Relational well-being
Organisational well-being