

## Background

- There is a crisis of poor or at-risk well-being among healthcare workers
- Frontline healthcare workers experience negative effects of poor well-being at a higher rate than the general population:
  - ✓ Emotional exhaustion
  - ✓ Burnout
  - ✓ Depression
  - ✓ Suicide
  - ✓ Errors in Patient Care
- COVID-19 has further threatened well-being due to increased stress and uncertainty in the work environment

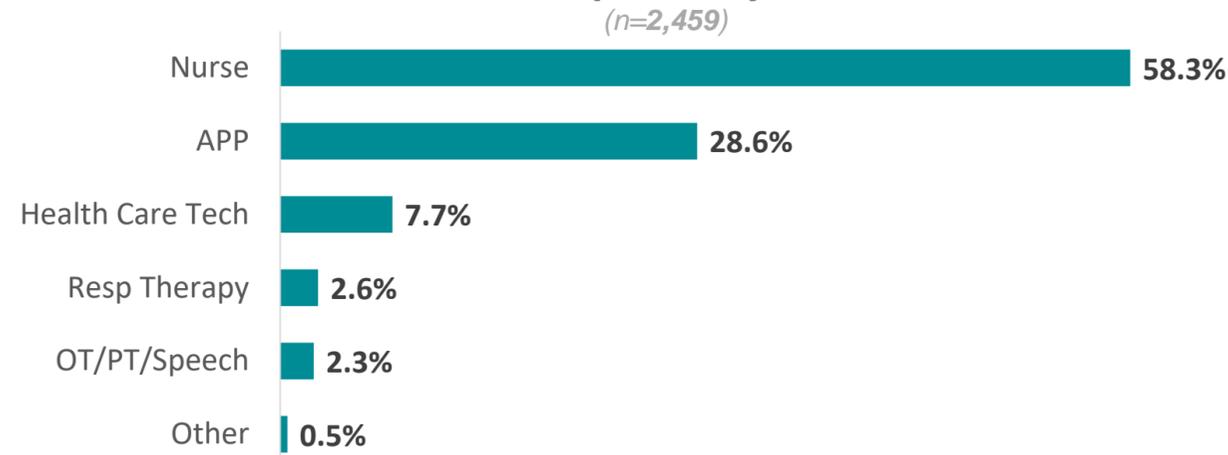
## Objectives

- Evaluate well-being and resilience among healthcare workers during COVID-19
- Identify modifiable work environment factors that affect well-being during COVID-19

## Survey

- Data collection: June 1, 2020 – July 17, 2020
- Nurses, advanced practice providers (NP, PA, CNM, and CRNA), respiratory therapists, health care technicians, and therapy services professionals (OT, PT, and speech therapists) at a large health system in the southeastern U.S. were recruited to participate in the study
- The well-being index (WBI) was used to measure well-being. Possible scores range from -2 to 9; based on the study sample and national benchmark data, a WBI  $\geq 2$  was defined as at-risk well-being in logistic regression models

## Participants by Role



**34.6%** of healthcare workers had at-risk well-being  
 (n=798)

## Factors that Significantly Affected Well-Being During COVID-19

	OR	95% CI	p-value
<b>Availability of PPE</b>	0.89	(0.81-0.98)	<b>0.018</b>
<b>Staffing</b>	0.80	(0.72-0.89)	<b>&lt;0.001</b>
<b>Workload</b>	1.34	(1.22-1.47)	<b>&lt;0.001</b>
<b>Psychological Safety among Team</b>	0.58	(0.49-0.68)	<b>&lt;0.001</b>
<b>Resilience</b>	0.92	(0.89-0.94)	<b>&lt;0.001</b>
<b>Emotional Support from the Organization</b>	0.73	(0.64-0.83)	<b>&lt;0.001</b>
<b>Used Support Resources for Well-Being</b>	2.22	(1.71-2.87)	<b>&lt;0.001</b>

## Methodology

- Descriptive statistics
- Logistic regression was used to determine work environment factors that affected well-being (WBI  $\geq 2$ )
- Odds ratios (OR) and 95% confidence intervals (95% CI) are reported. P-values  $<0.05$  were considered statistically significant

## Results

- **46.5%** response rate; 2,848 participants. Excluded healthcare workers who did not provide direct patient care (n=389); **2,459** healthcare workers remained.
- Missing items and incomplete scales resulted in variability in the sample size, depending on the specific analysis.

## Discussion

- Over 1/3 of healthcare workers are suffering from poor well-being during COVID-19
- Study findings suggest that at-risk well-being, during COVID-19, is significantly affected by the availability of PPE, staffing, workload, felt psychological safety among members of a team or patient care unit, resilience, belief that the organization understands the emotional support needs of staff caring for COVID+ patients, and the use of resources to support well-being.

## Conclusion

The results of this study provide a baseline understanding of well-being during COVID-19 and identify modifiable factors, within the work environment, that have a significant impact on well-being.