

Renew My Organization

Resources for Implementation of Organizational Health Promotion Initiatives



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Developing Organizational Health Promotion Initiatives: Intervention Specific Initiatives

Each of the evidence-based interventions will have identified model organizational programs listed, as well as expert recommendations listed for three levels of organizational implementation (listed below). Health promotion initiatives are listed in a leveled format so that organizations can select initiatives based on the roles of administration required, whether through time, funds, or resources, to support a given initiative.

Level 1: Acknowledge, participate and support healthcare employee participation in health promotion activities, whether individual, group activities or workshops at your organization.

Level 2: Support the time, location, and funds necessary to conduct health promotion activities at the local healthcare organization.

Level 3: Develop policies and collaborations to support local, state, national outreach for health promotion initiative promotion among health care employees.

Evidence-based Interventions

(Click to visit a specific intervention or Scroll below for all of them)

[Acceptance and Commitment Therapy](#)

[Cognitive Behavioral Therapy & Mindfulness](#)

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Acceptance and Commitment Therapy (ACT) Specific Initiatives

Expert Recommendations for Organizational Promotion of Acceptance and Commitment Therapy		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> • Participate in Lunch & Learn on what ACT is and the basic ACT practices at your local institution. • Practice guided meditation daily for 5-min at workplace as mini-groups (2-4 people). 	<ul style="list-style-type: none"> • Create discussion groups to learn from each other what ACT means to them and how group members experience and practice it. 	<ul style="list-style-type: none"> • Provide funds/specific insurance with coverage for ACT therapy and time. • Advocate for policies/laws that destigmatize seeking mental health services among healthcare staff. • Create Zen rooms for meditation and reflection activities. • Identify the causes of organization-related stress and implement organization-focused interventions that aim stressor reduction.

Examples of Organizational Programs for Promotion of ACT:

- A **1-day ACT workshop** delivered in the context of a routine staff support service was effective for reducing psychological distress among health care workers. The brief nature of this group intervention means it may be particularly suitable for staff support and primary care mental health service settings. The findings indicate that the beneficial effects of an ACT workshop on distressed employees' mental health were linked to improvements in specific mindfulness skills (Waters et al., 2018).
- A **4-session ACT training program** was designed to reduce psychological distress among healthcare staff. The study employed a parallel group randomized controlled design. Reliable and clinically significant changes in psychological distress were apparent in larger proportions of those in the ACT arm, with twice as many showing reliable change in the intervention group compared to controls. (Prudenzi et al., 2022).
- This study indicates that a **smartphone administered a 6-week stress intervention based on ACT** can reduce perceived stress and increase general health among middle managers among middle managers at medium- and large-sized companies (N50 employees) in Sweden (Ly et al., 2014).

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Cognitive Behavioral Therapy (CBT) & Mindfulness Specific Initiatives

Expert Recommendations for Organizational Promotion of CBT and Mindfulness		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> • Participate in Lunch & Learn on what ACT is and the basic ACT practices at your local institution. • Practice guided meditation daily for 5-min at workplace as mini-groups (2-4 people). 	<ul style="list-style-type: none"> • Create discussion groups to learn from each other what ACT means to them and how group members experience and practice it. 	<ul style="list-style-type: none"> • Provide funds/specific insurance with coverage for ACT therapy and time. • Advocate for policies/laws that destigmatize seeking mental health services among healthcare staff. • Create Zen rooms for meditation and reflection activities. • Identify the causes of organization-related stress and implement organization-focused interventions that aim stressor reduction.

Examples of Organizational Programs for Promotion of CBT and Mindfulness:

- **Mindfulness Based Stress Reduction (MBSR) program** developed by Kabat-Zinn in 1979 is an educationally based program that focuses on training in the contemplative practice of mindfulness. **It is an eight-week program where participants meet weekly for two-and-a-half hours and join a one-day long retreat for six hours.** The program incorporates a combination of mindfulness meditation, body awareness and yoga to help increase mindfulness in participants. The practice is meant to facilitate relaxation in the body and calming of the mind by focusing on present-moment awareness. The program has proven to be effective in reducing stress, improving quality of life and increasing self-compassion in healthcare professional settings (Botha, et al., 2015). It has also been applied to survivors of breast cancer (Matchim, et al., 2011).

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Emotional Freedom Therapy (EFT)

Specific Initiatives

Expert Recommendations for Organizational Promotion of Emotional Freedom Therapy		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> Online tutorial 3 minutes or less on the basic principle of EFT with the visual tapping pressure locations. Video demonstrations: <ol style="list-style-type: none"> https://youtu.be/iq_OHh3PvtU https://www.youtube.com/watch?v=GVg50ox8czo 	<ul style="list-style-type: none"> An EFT weekly newsletter or a wellness news blast to team to reinforce concepts of EFT and bullet points on how to begin. Informational webpage: https://healthy.kaiserpermanente.org/health-wellness/health-encyclopedia/he.emotional-freedom-technique-eft.acl9225 	<ul style="list-style-type: none"> Create an EFT series quarterly where an EFT professional comes to the organization and conducts an EFT Circle during a lunch and learn. This would reinforce the need to prioritize wellness and provide booster knowledge on how to conduct EFT. Group EFT demonstration: https://youtu.be/jBpI6asekGM?si=gY9KIM0XEBdL2K8E

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Emotional Intelligence Specific Initiatives

Expert Recommendations for Organizational Promotion of Emotional Intelligence (EI)		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> Offer EI training through HR or local professional development units; Provide funding for individuals to complete EI trainings offered via workshops and online forums. Incentivize or recognize individuals who complete the training. 	<ul style="list-style-type: none"> Implement formal program as described in articles or hire local EI experts to host trainings. Recruit team, unit, or department leaders to implement EI measure and assessment training for their staff. Study impact on employee metrics. Normalize and incentivize expectations for participation. 	<ul style="list-style-type: none"> Budget reasonable funds for securing EI experts for assessing EI and hosting EI trainings for organization. Post information and reminders about EI throughout facility to incorporate it into culture of organization. Include EI assessment and training in employee evaluation metrics. Have EI development included in leadership goals and evaluations. Sponsor EI training 1 x per year (2-3 month focus that includes assessment and training).

Examples of Organizational Programs for Promotion of Emotional Intelligence:

- Significant differences in experimental-control group trainings within on EI within health care settings were identified in research using as little as **3 sessions targeting specific outcomes**, such as personalized-situation anxiety (Nooryan, et al., 2011), a **6-month program** (Karimi, et al., 2020) and a **10-session program** that also included personal consultations with EI experts and discussion of team EI profiles (Tadmor, et al., 2016).

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Psychological Detachment Specific Initiatives

Expert Recommendations for Organizational Promotion of Psychological Detachment		
Level 1 (Individual)	Level 2 (Group/Team)	Level 3 (Organization)
<ul style="list-style-type: none"> Lunch & Learn on what psychological detachment is and activities that promote psychological detachment. Practice guided meditation daily at workplace 	<ul style="list-style-type: none"> Creating discussion groups to learn from each other what psychological detachment activities they use and practice. 	<ul style="list-style-type: none"> Policies, funds, and time supporting no - communication after hours Have retreats throughout the year.

Examples of Organizational Programs for Promotion of Psychological Detachment:

- The results showed improvements in health and wellbeing during short vacations ($d = 0.62$), although this effect faded out rather quickly. Employees reported higher health and wellbeing during vacation, the more relaxed and psychologically detached they felt, the more time they spent on conversations with the partner, the more pleasure they derived from their vacation activities and the lower the number of negative incidents during vacation. **Experiences of relaxation and detachment from work positively influenced health and well-being even after returning home. Working during vacation negatively influenced health and well-being after vacation** (de Bloom et al., 2012).
- Employers should encourage their employees to use their vacation time so that they can benefit both mentally and physically. An employee who is mentally tired and disengaged can be more expensive for employers than those who actually quit. Quiet quitting is a new term used to define disengaged employees who "opt out of tasks beyond one's assigned duties and/or become less psychologically invested in work." (Harvard Business Review, 2022). For further reading: <https://hbr.org/2022/09/when-quiet-quitting-is-worse-than-the-real-thing>

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