



1 Reasons for Action

Improve the Compassionate Care of our Critical Units (Emergency Room, Hemodialysis, Intensive Care) Personnel in Dealing with Patients.

Process Start: Administration of Pre-test to Critical Care Units personnel before administration of intervention programs

Process End: Administration of Post-test to Critical Units personnel after administration of intervention programs

2 Current State

Self-Care Behavior	Pre-Test
Physical Self-Care	56%
Cognitive Self-Care	50%
Psychological and Emotional Self-Care	40%
Behavioral Self-Care	65%
Interpersonal Self-Care	44%
Existential Self-Care	78%
Quality of Life Scales	Pre-Test
Compassion Satisfaction	67%
Burnout	87%
Secondary Traumatization	82%
Compassionate Nursing Care Scales	Pre-Test
Professional Performance	90%
Continuous Follow-up	84%
Patient-Centered Performance	88%
Emphatic Communication	72%

3 Target State

Self-Care Behavior	Pre-Test	Post-Test
Physical Self-Care	56%	Increased
Cognitive Self-Care	50%	Increased
Psychological and Emotional Self-Care	40%	Increased
Behavioral Self-Care	65%	Increased
Interpersonal Self-Care	44%	Increased
Existential Self-Care	78%	Increased
Quality of Life Scales	Pre-Test	Post-Test
Compassion Satisfaction	67%	Increased
Burnout	87%	Decreased
Secondary Traumatization	82%	Decreased
Compassionate Nursing Care Scales	Pre-Test	Post-Test
Professional Performance	90%	Increased
Continuous Follow-up	84%	Increased
Patient-Centered Performance	88%	Increased
Emphatic Communication	72%	Increased

4 Gap Analysis



5 Solutions

Interventions	Possible Outcomes
Integrate regular physical activities into their weekly schedules, specifically allocate one-hour sessions every Tuesday and Thursday	Enhance Critical Units personnel self-care practices
Integrate daily devotional and prayer time before work starts and spiritual group activities	Improve spiritual life and relationship with colleagues.
Conduct a one-on-one session within Mental Health Clinic and psychoeducation	Recognize and address mental health concerns and cater mental health issues and concerns
Conduct one day small group training session focused on the principles of "iCare for Souls".	Instill a deep understanding of compassionate care, emphasizing nursing practice on emphatic and supportive aspects.
Reduce duty hours from 12 hours to 9 hours per shift in adherence to DOH guidelines	Support the well-being of nursing personnel and enhance capacity for compassionate care. Improve the overall work-life balance of the nursing personnel.

6 Rapid Experiments

Self-Care Behavior	Pre-Test	Post-Test After the Implementation of Intervention Programs
Physical Self-Care	56%	Improved
Cognitive Self-Care	50%	Improved
Psychological and Emotional Self-Care	40%	Improved
Behavioral Self-Care	65%	Improved
Interpersonal Self-Care	44%	Improved
Existential Self-Care	78%	Improved
Quality of Life Scales	Pre-Test	Post-Test After the Implementation of Intervention Programs
Compassion Satisfaction	67%	Improved
Burnout	87%	Improved
Secondary Traumatization	82%	Improved
Compassionate Nursing Care Scales	Pre-Test	Post-Test After the Implementation of Intervention Programs
Professional Performance	90%	Improved
Continuous Follow-up	84%	Improved
Patient-Centered Performance	88%	Improved
Emphatic Communication	72%	Improved

7 Implementation Plan

Programs	Responsible Person	Due Date
Phase 1 Create Team For The Study/Action Research/Pre-Test	Mr. Nestor Molleda/Chris Del Monte	February 2023
Phase 2 Intervention Program Integrate regular physical activities into their weekly schedules, specifically allocate one-hour sessions every Tuesday and Thursday	Mr. Nestor Molleda	April 2023
Integrate daily devotional and prayer time before work starts and spiritual group activities	Mr. Dennis Rubin Mr. Niel Esdrelon Ms. Herschell Dumaua Mr. Christopher Del Monte	April 2023
Conduct a one-on-one session within Mental Health Clinic and psychoeducation	Mr. Handel Cabrera	May 2023
Conduct one day small group training session focused on the principles of iCare for Souls".	Mr. Handel Cabrera	July 2023
Reduce duty hours from 12 hours to 8 hours per shift in adherence to DOH guidelines	Ms. Sheena Mae Avance	June 2023
Phase 3 Post-Test/Analyze Result After Implementation of Intervention Program	Mr. Chris Del Monte	August 2023

8 Confirmed State

Metric	Period Test Conducted	Value	Percentage of Change
Self-Care Behavior			
Physical Self-Care	30 Days	Pre-Test: 56% Post-Test: 92%	56% ▲
Cognitive Self-Care	30 Days	Pre-Test: 50% Post-Test: 95%	45% ▲
Psychological and Emotional Self-Care	30 Days	Pre-Test: 40% Post-Test: 95%	55% ▲
Behavioral Self-Care	30 Days	Pre-Test: 65% Post-Test: 98%	33% ▲
Interpersonal Self-Care	30 Days	Pre-Test: 44% Post-Test: 89%	45% ▲
Existential Self-Care	30 Days	Pre-Test: 78% Post-Test: 99%	21% ▲
Average Increase: 42.5% ▲			
Quality of Life Scales			
Compassion Satisfaction	60 Days	Pre-Test: 67% Post-Test: 94%	27% ▲
Burnout	60 Days	Pre-Test: 87% Post-Test: 28%	59% ▼
Secondary Traumatization	60 Days	Pre-Test: 82% Post-Test: 24%	58% ▼
Average Decrease of B and ST: 58.5% ▼			
Compassionate Nursing Care Scales			
Professional Performance	30 Days	Pre-Test: 90% Post-Test: 100%	10% ▲

9 Insights

- ✓ Critical Units Personnel needs work-life balance.
- ✓ Hospital activities, physical, social, mental, and spiritual enhance the well-being of personnel
- ✓ Well-being of personnel affects their dealings to patients