CORA Cork Open Research Archive
Cartlann Taighde Oscailte Chorcaí

Title	An evaluation of participant experience of "Kindness Works Here", a kindness and self-compassion workshop for healthcare and non-healthcare professionals
Authors	O'Byrne, Emma;Murphy, Mike;Kells, Mary;Power, Anne;O'Brien , Siobhan;McElhiny, Teresa
Publication date	2021-06-09
Original Citation	O'Byrne, E., Murphy, M., Kells, M., Power, A., O'Brien, S. and McElhiny, T. (2021) 'An evaluation of participant experience of "Kindness Works Here", a kindness and self-compassion workshop for healthcare and non-healthcare professionals', Clinical Psychology Today. Available at: https://clinicalpsychologytoday.wordpress.com/2021/06/09/an-evaluation-of-participant-experience-of-kindness-works-here-a-kindness-and-self-compassion-workshop-for-healthcare-and-non-healthcare-professionals/ (Accessed: 4 July 2023)
Type of publication	Article (peer-reviewed)
Link to publisher's version	https://clinicalpsychologytoday.wordpress.com/2021/06/09/an-evaluation-of-participant-experience-of-kindness-works-here-a-kindness-and-self-compassion-workshop-for-healthcare-and-non-healthcare-professionals/
Rights	© 2021, the Authors.
Download date	2026-11-16 07:08:18
Item downloaded from	https://hdl.handle.net/10468/14698

UCC
University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

An evaluation of participant experience of “Kindness Works Here”, a kindness and self-compassion workshop for healthcare and non-healthcare professionals.

Clinical Psychology Today Uncategorized June 9, 2021June 24, 2021 17 Minutes
Emma O’Byrne, Mike Murphy, Mary Kells, Anne Power, Siobhan O’Brien and Teresa McElhiny



Abstract

Aim: To evaluate the experience of a workshop based on kindness and self-compassion theory amongst healthcare and non-healthcare professionals in Ireland.

Methods: Participants were recruited for the workshop through the health service and a mental health promotion initiative, to which a variety of workplaces are affiliated. All participants completed a 3-hour workshop based on kindness, compassion and self-compassion literature. A bespoke

quantitative and qualitative feedback survey was completed post workshop. Qualitative data was compiled and analysed using thematic analysis.

Advertisements

StoryTerrace ®
Our Professional Writers Capture Your Life Story
Beautiful Book. Search For Writers.

REPORT THIS ADPRIVACY

Results: The workshop's content was reported as relevant to the workplace by 84.8% of participants and considered useful at work by 85.3%. A further 74.8% of participants reported it was very likely that they would implement kindness strategies at work in future. Thematic analysis revealed three master themes; Everyone should be exposed to these ideas; Making the science of kindness relevant and understandable; Experiencing a culture of kindness.

Discussion: Increasingly research on kindness and compassion in healthcare suggests that education and promotion of these concepts serves to improve professionals' and organisations' well-being. Kindness Works Here was perceived as relevant and acceptable. Future research should focus on working with management, creating a culture of kindness in workplaces and larger randomised evaluations of the workshop.

Key words: Self-compassion, kindness, compassion, workplace, well-being, evaluation.

Introduction

Occupational Stress and Well-being

The United Nations declare that it is a fundamental human right of every worker to have a work environment that does not negatively impact their psychological, physical, social or financial well-being[1]. Despite this, there are still evidence of work related morbidity, with stress being reported as a major concern with respect to occupational well-being[2, 3]. Stress at work and its consequences for physical and psychological health has been studied in a variety of professions, including but not limited to psychologists[4,5], dentists[6], manufacturing workers[3], primary school principals[7] and nurses[8]. A workforce experiencing high levels of stress also negatively impacts an organisations' productivity and delivery of service[9,10] with less stressed employees associated with greater productivity and work related performance[11]. Promoting workplace well-being and creating a work environment that supports employees' psychological health has become an essential element of many organisations' occupational health policies[12].

Compassion in Healthcare

The evidence on occupational stress, burnout and psychological distress at work suggests they are highly prevalent amongst healthcare professionals (HCPs) globally[13-16]. The concerns around burnout and organisational bureaucracy has led to research about how compassion and kindness can be better introduced to the interpersonal functioning of healthcare systems, particularly amongst HCPs.

These issues have led to increased research and conversations about kindness in healthcare as an antidote to organisational challenges such as burnout, reduced HCP effectiveness, negative patient experience and poor cost efficiency[17, 18]. Initiatives such as the 'Gathering of Kindness' (GOK)[19] and the work of Youngson and Blennerhassett[20] demonstrate the impact of creating a conversation and

"ripple effect" of kindness and compassion within organisations and amongst individuals in healthcare. The ripple effect is based on the work of Hamilton[21] which suggests kindness is contagious. Hamilton[21] proposes that being the recipient of an act of kindness is more likely to encourage the provision of kindness to another in future. The GOK was established in Australia in 2017 as a response to discovering that staff well-being and effectiveness were directly correlated to organisational 'negativity' which includes bullying, a lack of trust, respect and compassion for others at work. Although the GOK is focused on healthcare, it is an initiative that aims to include a variety of professions and stakeholders in the conversation in their aim to create a kinder and more effective healthcare system. Similarly, Youngson and Blennerhassett[20] 'Hearts in Healthcare' initiative is a global movement aiming to 're-humanise' healthcare through education on, and promotion of, kindness and compassion. Youngson and Blennerhassett[20] research shows that promoting a culture of compassion and kindness improves psychological health and may act as an antidote to workplace stress in HCPs, as well as improving patient experience and outcomes. Many studies show that a culture of compassion and kindness in healthcare promotes staff well-being and more effective patient care[22, 23-26]. This evidence highlights a need to bring the concepts of kindness and compassion to healthcare systems globally.

Kindness Works Here

Healthy Ireland (HI) is a government-led initiative aiming to improve the health and well-being of people living in Ireland by 2025. Improving the health and well-being of the workforce is one element of this overarching framework[27]. The Health Service Executive (HSE), the largest employer in Ireland, has launched a number of initiatives to support the HI goal of a healthier workforce. A subcommittee of the HI steering group, in Cork/Kerry Community Healthcare was established and tasked with the remit of considering how to enhance kindness and compassion within workplaces. To this end, the group developed a workshop "Kindness Works Here" (KWH). This workshop was based on kindness, compassion and self-compassion theory and informed by the work of the GOK and Youngson and Blennerhassett[20]. The workshop aimed to facilitate discourse about kindness and compassion in the workplace, and provide information on the theory, application and benefits of kindness, compassion [28] and self-compassion [29] for psychological well-being and satisfaction at work. KWH aimed to create a conversation that would lead to actions of kindness within the department and teams of those who attended it.

Broadening the Target Audience

The literature highlights a need to broaden the conversation about kindness and compassion beyond HCPs [30]. An examination of the research highlights the positive association between non-HCPs' psychological well-being and interventions grounded in kindness and self-compassion theory (including information technology companies[31], female managers[32] and entrepreneurs[33]). These studies reiterate the message from the GOK, Hearts in Healthcare[20], and Hamilton [21] which encourage working with a broader target audience to further the effect of and conversation about kindness at work. The KWH group partnered with a local mental health promotion initiative to which a number of workplaces, including universities, local enterprises and community groups, are affiliated to broaden the reach of the workshop as suggested by the literature[19, 21, 30].

Aim

The present study's primary aim was to qualitatively evaluate participant experience of the Kindness Works Here workshop, amongst healthcare and non-healthcare professionals, to inform future workshops.

Method

Study Setting and Design

This research was conducted within the public health service and the workplaces affiliated to a mental health promotion organisation in the Republic of Ireland. A qualitative design was employed through the use of qualitative feedback surveys.

Participants

An email inviting employees to sign up to attend the workshop that included a link to make a booking was sent to an all users email within the Cork/Kerry Community Healthcare Organisation, relevant managers across disciplines within the Cork/Kerry Community Healthcare Organisation, and managers at the workplaces (including community groups, educational institutions and small and medium enterprises) affiliated with the local mental health promotion initiative involved. These emails were then further circulated amongst all staff working with these managers and included a variety of disciplines within and outside the health service. The recruitment occurred between 2018 and 2020 for five workshops. The opportunity to take part in the evaluation of the workshop was explained on the day of the workshop. A total of 68 participants, from various disciplines including nursing, medicine and psychology, from five workshops participated in the evaluation overall.

Measures

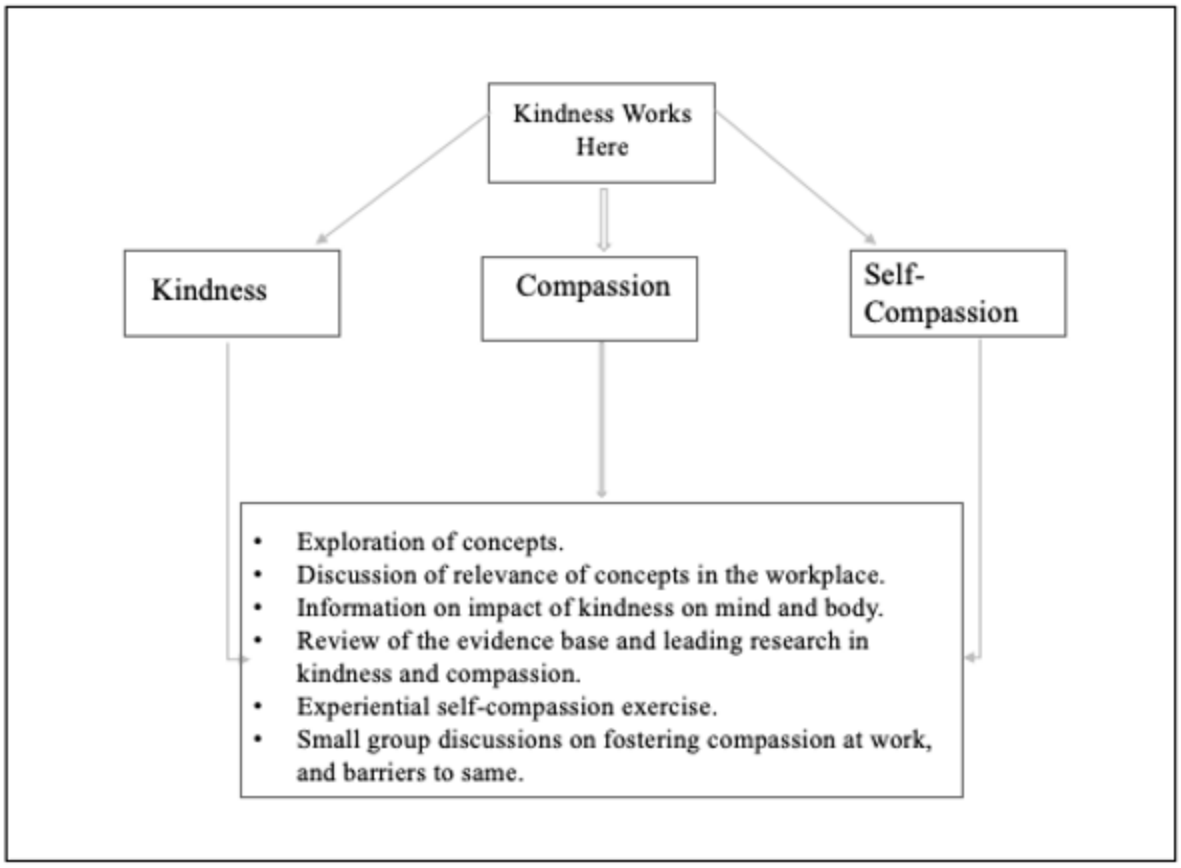
Programme Evaluation Survey: A bespoke quantitative and qualitative feedback survey was distributed at the end of the workshop which included questions on relevance, most and least useful aspects and overall participant experience. The survey was developed by the KWH committee guided by Streiner, Norman[34]. The survey was completed and returned directly after participation using an anonymous drop off box to reduce demand characteristics.

Intervention

KWH is a 3-hour kindness, self-compassion and compassion focused workshop. The workshop's topics are outlined in Figure 1, including, an exploration of the concepts of kindness and compassion, discussion of the relevance of compassion in a workplace context and an overview of the impact of kindness on the mind and body. Experiential practice of a self- compassion exercise and small group discussions were also included. Power Point slides, videos, discussion, sharing of experiences and experiential exercises combined for a multi-modal method of facilitation.

Figure 1

Kindness Works Here: Workshop Topics and Structure.



Procedure

Ethical approval was granted from the Clinical Psychology Research Ethics Committee at University College Cork and informed consent was obtained from all participants prior to their participation. The workshop was created and facilitated by members of the KWH subcommittee, including professionals from psychology, nursing and human resources. Participants completed the feedback survey onsite directly after the workshop ended.

Data Analysis

Quantitative data was inputted into SPSS V. 26 [35] and frequency statistics were completed.

Qualitative data from the feedback surveys were compiled into one dataset and thematic analysis was conducted using NVivo V.12[36]. An inductive, systematic approach was used in line with Braun and Clarke's six stages of thematic analysis[37]. Reflexivity and the primary researcher's own biases were addressed through the use of reflective note making and consultation with MM during the analysis process. Inter-rater reliability was assured through the reviewing of codes by a named author (MM) on a randomly selected section of the transcript.

Results

Quantitative Analysis

In total 68 participants consented to take part in the research and returned feedback forms. Table 1 and 2 detail the participants feedback on the relevance and overall experience of the workshop.

Table 1: *Relevance and usefulness of KWH workshop percentages.*

	Relevance to work environment	Relevance to role at work	Usefulness in role at work
A lot	91.2%	84.8%	85.3%
A little	1.4%	1.6%	1.5%
Somewhat	7.4%	13.6%	13.2%
Not at all	0%	0%	0%

Table 2: *Workshop Experience*

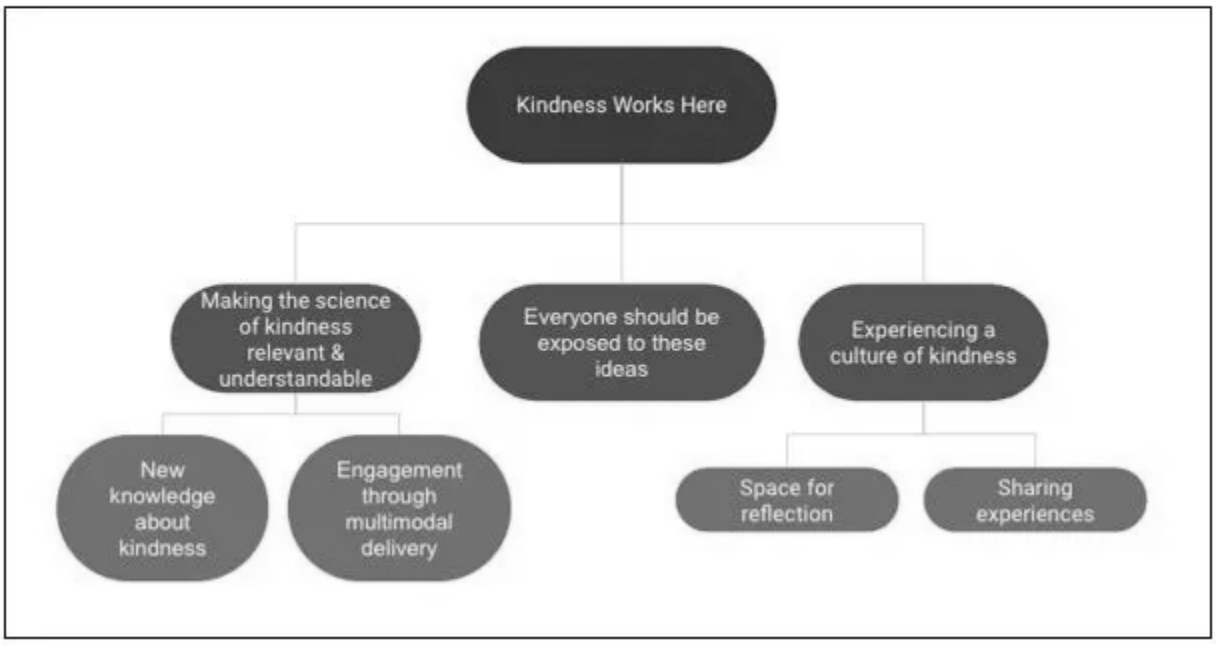
	Overall presentation	Recommend to a colleague	Likelihood to implement kindness ideas in future
Very good/Very	86.8%	97.1%	73.1%
Good/Somewhat	11.8%	0%	16.4%
Fair/A little	1.4%	0%	4.5%
Poor/Not likely	0%	2.9%	6%

Qualitative Analysis

Three master themes and 4 subordinate themes emerged from the qualitative data of 68 participants. The master themes were; *Everyone should be exposed to these ideas; Making the science of kindness relevant and understandable; Experiencing a culture of kindness* (Figure 2).

Figure 2

Thematic Map



Theme 1: Everyone should be exposed to these ideas

Participants referred to the breadth of professionals, teams and individuals who they believed should be exposed to the concepts explored in the workshop. The results suggest that there is a belief amongst participants that everyone in their workplace should experience the workshop and that everyone has a responsibility to spread kindness at work. *"Ideally everyone should be exposed to these ideas/this movement on some level."*

A need for departments and teams to complete the workshop for the concepts to have a greater impact at work was outlined by this theme. A wider roll out of the workshop to all levels of an organisation's hierarchy, particularly management, was an important element of this theme also.

"The more people who do the workshops the more the culture will change." "Deliver it in a team environment." "I think it is essential for management – top down impact."

The overarching theme of the need for a wider audience to result in a greater impact on the transfer of kindness into the workplace was evident from the data. Participants felt everyone would benefit from experiencing the workshop. Methods of reaching a wider audience were proposed such as delivering it to whole teams or management within an organisation rather than individuals. The theme encompasses an idea that a wider audience will lead to a greater impact at work with respect to the concepts explored.

Theme 2: Making the science of kindness relevant and understandable

The data suggested that both the information provided and the method of teaching were important elements of the workshop experience and funnelled into an overarching theme of making the science of kindness relevant and understandable. This theme revealed two sub-ordinate themes relating to the type of content and the method of delivery, named "New knowledge about kindness" and "Engagement through multimodal delivery" respectively.

New knowledge about kindness

Many participants provided details on new information they learned during the workshop, specific material they had found helpful, and how this new information would impact their work.

"Getting reminders about the effects of kindness and its impact." "Real examples of how kindness works (were helpful)."

Participants reported finding the comprehensive approach to a difficult to define topic as particularly helpful. The workshop's provision of scientific evidence on kindness appeared to be valuable content that may have encouraged participants to engage more with the workshop. *"It is a topic (kindness) that can be hard to pin down and grasp." "Sharing the scientific effects of kindness on well-being, gives a more in depth knowledge of what kindness is."*

The information on self-compassion was described as new and "most useful" for many. The self-compassion ideas and the use of experiential exercises to practice it, was received positively by workshop participants. *"Focus on self-compassion (as most useful)." "Loved the self-compassion practice."*

Engagement through multimodal delivery

The delivery of the information appeared to be a part of an overall positive experience of the workshop with the use of videos, discussions, Power Point slides and experiential exercises being perceived positively by participants and reported to aid learning. *"YouTube videos were very good." "Slides were excellent." "It was beautifully presented." "The practical exercises (as most useful)."*

Overall this theme suggests that the content and delivery was engaging, valuable and novel to participants.

Theme 3: Experiencing a culture of kindness

The atmosphere created allowed for an immersive experience of kindness in the workshop and appeared from the data, to be as important as the information, teaching, resources provided and length of the workshop. Attendees highlighted a need to "experience" the workshop rather than just be provided with the information. Two sub-themes emerged within this theme; "Space for Reflection" and "Sharing Experiences."

Space for Reflection.

Space for reflection on the topic appeared to allow participants time to refocus on how they approach kindness towards themselves and at work. This sub-theme suggested that the atmosphere created by the facilitators and group provided a reflective space that an individual participant could not have created on their own e.g. through reviewing slides or reading a book on the concepts. This theme appeared to give importance to providing a space to take time to identify areas in need of change in their workplace. The culture of kindness experienced at the workshop provided encouragement to participants to make changes and carry the message of kindness into their workplaces. This space for reflection appeared to play an important role in creating a positive culture of kindness on the day. *"It's a good way to refocus." "Great opportunity to reflect on the importance of kindness in the workplace."*

Sharing Experiences

This sub-theme indicated a realisation about a common shared humanity amongst participants and their colleagues. The sharing of stories and opinions from facilitators and attendees may have supported the experience of being involved in creating a culture of kindness at the workshop. *"I think the personal stories shared have the most impact."*

Both sub-themes contributed to participants overall experience of being immersed in a culture of kindness on the day. They described the atmosphere of the workshop as a friendly, refreshing and encouraging space, allowing for reflection and sharing of personal experiences. This theme highlights the reported need to "experience" the workshop rather than just learn the content to encourage participants to carry the experience of creating a culture of kindness on the day back to their workplace.

Discussion

The aim of this study was to evaluate participants' experience of a kindness, compassion and self-compassion based workshop that focused on starting a conversation about, and promoting a culture of kindness and compassion at work, both inside and outside the health service. The results suggest the workshop provided new insights and reminders to participants on the benefits of practicing kindness towards themselves and others within the context of work. It was highlighted that the experience of kindness at the workshop was fundamental to its acceptability and impact, with many participants commenting on the overall "experience" rather than just the content provided. Taking time to reflect and consider the benefits of kindness both towards others and themselves was considered a valuable element of the workshop. This was expressed through the identification of self-compassion as an important concept within the theme, "Making the science of kindness relevant and understandable" as well as "Space for reflection" in the theme "Experiencing a culture of kindness." Reaching a wider audience particularly management staff was put forward as important future

considerations by participants who felt everyone should be exposed to KWH. Overall, the results suggest that the workshop was perceived as relevant, engaging and beneficial by both HCPs and non-HCPs.

Literature on kindness and compassion in healthcare highlights a need to start a global conversation about these concepts[20, 30]. The themes generated from the thematic analysis of the data suggest that kindness and self-compassion based workplace interventions, specifically KWH are accessible, valuable and relevant to a variety of professions in an Irish cohort, with the same themes and comments being provided across professions in the present study. The analysis highlights a request for greater managerial involvement and a whole department/team delivery for the concepts to have a greater impact on workplace culture. These findings align with the work of Lilius et al., (2008)[18] whose research on organisational suffering and compassion suggest that when compassion was experienced from *a number of co-workers* or an *entire department*, rather than from just one co-worker, it resulted in employees making positive inferences about the organisation and its care for them as an individual. Lilius et al., (2008) also reported employees experience acts of compassion least frequently from supervisors and managers at work, highlighting the need for greater managerial involvement in line with the present study. Worline and Dutton[30] further highlight the association between organisational cultures that promote and act within a compassion framework and worker well-being and effectiveness. The workshops evaluated in this study required individual employees to sign up to participate. This resulted in a mixture of individuals from varying professions, departments and teams attending the workshops. Participants reported benefits from completing the workshop in this way and reported motivation to engage with the ripple effect of kindness and accept their own personal responsibility to share and act on the concepts discussed. However, the themes "Everyone should be exposed to these ideas" along with the literature[18, 30] suggests there is value in trying a departmental/team approach that includes management when facilitating KWH, both in the health service and beyond, in future.

Limitations

A number of limitations exist within the present study. The use of qualitative feedback surveys alone without the planned supplementary focus groups post-workshop due to Covid-19 was a primary limitation with potential loss of detail on participants' workshop experience as a result. The workshops were completed pre- Covid-19 with the focus groups planned for late March 2020, however these were not feasible due to the pandemic. The current findings are limited in their generalisability as; the majority are healthcare workers in a specific region of the Irish health service; all those who participated chose to take part in the workshop, suggesting a potential underlying interest and potential positive bias for the workshop. These limitations could be addressed through using a larger and randomised sample from both healthcare and non-healthcare organisations. Quasi-experimental designed studies may allow for unbiased feedback from participants who do not have an active interest or motivation to attend KWH. Social desirability bias cannot be ruled out of our findings as facilitators remained onsite during the completion of the feedback surveys. Despite the anonymity of the qualitative questionnaire there was still potential for bias.

Finally, despite systematic reflection and inter-rater coding, the researchers own implicit biases regarding expected outcomes and experiences of the workshop may have affected the themes developed during analysis and should be noted as a further limitation of the findings.

Future Research

Future research should focus on facilitating the workshop to larger and more diverse groups of professionals at work. The consequent evaluation of these future workshops should be followed by more in depth evaluation using focus groups. Online survey platforms should also be utilised in

future to reduce the social desirability biases associated with in person survey completion. Future study should aim to establish measurable pre- post- quantitative outcomes of interest to allow for the assessment of the objective impact of the workshop on individuals and workplaces. It may also be helpful to consider longer term research e.g. 3-months post workshop, to gather follow up data about participants' experience of transferring their learning and experience to the workplace. Finally, based on the findings of the present study iterations of this or similar workshops should focus on creating an immersive experience of kindness and compassion within the group, and include opportunities for participants to engage in discussion and sharing. Piloting the workshop to an entire team and/or department including management should also be considered.

Conclusion

Occupational Health departments within many organisations are focusing more on the psychological well-being of employees. Kindness, compassion and self-compassion driven interventions that promote organisational change have been shown to be positively associated with greater psychological well-being at work amongst healthcare professionals. The workshop evaluated in this study suggests KWH and starting a conversation about kindness and compassion are perceived as relevant, accessible and beneficial in the workplaces of a variety of professions, both HCPs and non-HCPs.

References

1. Declaration on Occupational Health for All. The World Health Organisation; 1994.
2. Lindberg P, Vingård E. Indicators of healthy work environments–a systematic review. Work. 2012;41(Supplement 1):3032-8.
3. Wang Z, Liu H, Yu H, Wu Y, Chang S, Wang L. Associations between occupational stress, burnout and well-being among manufacturing workers: mediating roles of psychological capital and self-esteem. BMC psychiatry. 2017;17(1):364.
4. Rupert PA, Dorociak KE. Self-care, stress, and well-being among practicing psychologists. Professional Psychology: Research and Practice. 2019.
5. Roncalli S, Byrne M. Relationships at work, burnout and job satisfaction: a study on Irish psychologists. Mental Health Review Journal. 2016.
6. Song K-W, Choi W-S, Jee H-J, Yuh C-S, Kim Y-K, Kim L, et al. Correlation of occupational stress with depression, anxiety, and sleep in Korean dentists: cross-sectional study. BMC psychiatry. 2017;17(1):398.
7. Darmody M, Smyth E. Primary school principals' job satisfaction and occupational stress. International Journal of Educational Management. 2016.
8. Mark G, Smith AP. Occupational stress, job characteristics, coping, and the mental health of nurses. British journal of health psychology. 2012;17(3):505-21.
9. Colligan TW, Higgins EM. Workplace stress: Etiology and consequences. Journal of workplace behavioral health. 2006;21(2):89-97.
10. Pinheiro M, Ivandic I, Razzouk D. The economic impact of mental disorders and mental health problems in the workplace. Mental Health Economics. 2017:415-30.
11. Warr P, Nielsen K. Wellbeing and work performance. Diener E, Oishi S Tay L, editors Handbook of well-being[Internet] Salt Lake City, UT: DEF Publishers. 2018.
12. Dollard MF, Bakker AB. Psychosocial safety climate as a precursor to conducive work environments, psychological health problems, and employee engagement. Journal of Occupational and Organizational Psychology. 2010;83(3):579-99.
13. Hall LH, Johnson J, Watt I, Tsipa A, O'Connor DB. Healthcare staff wellbeing, burnout, and patient safety: a systematic review. PloS one. 2016;11(7).
14. Halter M, Boiko O, Pelone F, Beighton C, Harris R, Gale J, et al. The determinants and consequences of adult nursing staff turnover: a systematic review of systematic reviews. BMC

Health Serv Res. 2017;17(1):824.
15. Clough BA, March S, Chan RJ, Casey LM, Phillips R, Ireland MJ. Psychosocial interventions for managing occupational stress and burnout among medical doctors: a systematic review. Syst Rev. 2017;6(1):144.
16. Shields M, Wilkins K. Findings from the 2005 National Survey of the Work and Health of Nurses. 2006.
17. Ballett J, Campling P. Intelligent Kindness: Reforming the Culture of Healthcare. London: RC Psych Publications; 2011.
18. Lilius JM, Worline MC, Maitlis S, Kanov J, Dutton JE, Frost P. The contours and consequences of compassion at work. Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior. 2008;29(2):193-218.
19. Kindness Go. What is the gathering of kindness? 2020 [Available from: https://www.gatheringofkindness.org/what-is-the-gathering-of-kindness (https://www.gatheringofkindness.org/what-is-the-gathering-of-kindness).
20. Youngson R, Blennerhassett M. Humanising healthcare. 2016.
21. Hamilton D. The Five Side-effects of Kindness: This Book Will Make You Feel Better, Be Happier & Live Longer: Hay House, Inc; 2017.
22. Davidson JE, Graham P, Montross-Thomas L, Norcross W, Zerbi G. Code Lavender: cultivating intentional acts of kindness in response to stressful work situations. Explore. 2017;13(3):181-5.
23. Wiklund Gustin L, Wagner L. The butterfly effect of caring–clinical nursing teachers' understanding of self-compassion as a source to compassionate care. Scandinavian Journal of Caring Sciences. 2013;27(1):175-83.
24. Şenyuva E, Kaya H, Işik B, Bodur G. Relationship between self-compassion and emotional intelligence in nursing students. International journal of nursing practice. 2014;20(6):588-96.
25. Heffernan M, Quinn Griffin MT, McNulty SR, Fitzpatrick JJ. Self-compassion and emotional intelligence in nurses. International journal of nursing practice. 2010;16(4):366-73.
26. Hundall Stamm B. Professional Quality of Life Measure: Compassion, Satisfaction, and Fatigue Version 5 (ProQOL). 2009.
27. Framework HI. Healthy Ireland in the Health Services National Implementation Plan. In: Health, editor. 2015.
28. Gilbert P. Compassion and cruelty: A biopsychosocial approach. 2005.
29. Neff K. Self-compassion and psychological well-being. Constructivism in the human sciences. 2004;9(2):27.
30. Worline M, Dutton JE. Awakening compassion at work: The quiet power that elevates people and organizations: Berrett-Koehler Publishers; 2017.
31. Quirk MJ, Ivtzan I. Soft is hard: building resilience with loving kindness meditation at work. Yoga Phys Ther Rehabil: YPTR-137 DOI. 2017;10.
32. Pires FB, Lacerda SS, Balardin JB, Portes B, Tobo PR, Barrichello CR, et al. Self-compassion is associated with less stress and depression and greater attention and brain response to affective stimuli in women managers. BMC women's health. 2018;18(1):1-7.
33. Engel Y, Noordijk S, Spoelder A, van Gelderen M. Self-Compassion When Coping With Venture Obstacles: Loving-Kindness Meditation and Entrepreneurial Fear of Failure. Entrepreneurship Theory and Practice. 2019:1042258719890991.
34. Streiner DL, Norman GR, Cairney J. Health measurement scales: a practical guide to their development and use: Oxford University Press, USA; 2015.
35. Corp. I. IBM SPSS Statistics for Windows version 26. Armonk, N.Y., U.S.A.
36. Ltd. QIP. NVivo Qualitative Data Analysis Software version 12. 2018.
37. Braun V, Clarke V. Using thematic analysis in psychology. Qualitative research in psychology. 2006;3(2):77-101.

Authors

Emma O'Byrne, Trainee Clinical Psychologist, University College Cork.

Dr. Mike Murphy, School of Applied Psychology, University College Cork.

Dr. Mary Kells, Principal Psychologist, North Lee Mental Health Service, HSE.

Anne Power, Well-being at Work Officer, Human Resource, HSE.

Siobhan O'Brien, Assistant Director of Nursing, HSE.

Teresa McElhiny, Senior Health Promotion Officer, HSE.



Published by Clinical Psychology Today

View all posts by Clinical Psychology Today

Create a free website or blog at WordPress.com.