Implementation of an Intervention to Reduce Mental Health Stigma in Healthcare Workers

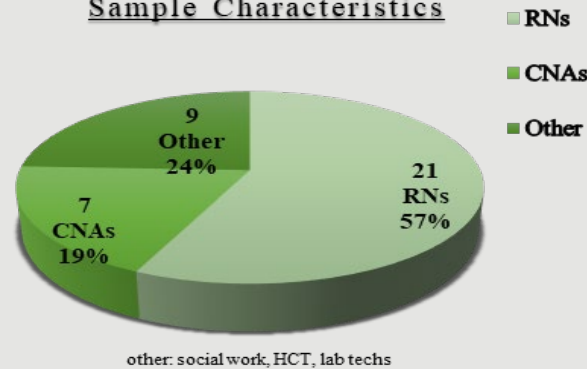LaQuinta Kee, MSN, PMHNP-BC, DNP Candidate

Background and Purpose

➢ Common among healthcare workers: burnout, anxiety, depression, and other mental health issues

➢ Care-seeking and ongoing treatment participation hindered by mental health stigma; major barrier

➢ Workplace interventions: promote mental health, raise awareness of mental illness, reduce stigma; likely improve employee and organizational health

The purpose of this DNP project is to plan, implement, and evaluate a unit-based intervention to reduce mental health stigma among healthcare workers

Methods

➢ <u>Theory</u>: Goffman's theory of Stigma

➢ <u>Translational framework</u>: John Hopkins Evidence-based practice model

➢ <u>Setting/Sample</u>: Oncology and Ortho-spine unit in a not-for-profit healthcare center in Southeastern U.S; Staff who provide direct patient care

➢ Pre/post test study design with convenience sample using the Opening Minds Stigma Scale for Health Care Providers (OMS-HC)

Results

Sample Characteristics

- RNs
- CNAs
- Other

9 Other 24%
21 RNs 57%
7 CNAs 19%

other: social work, HCT, lab techs

Table 1: OMHS-CH Pre/Post Questionnaire

OMHS-HC	N	Min.	Max.	Mean	Median	SD
Pre-	37	35	59	47.08	54	5.81
Post-	37	36	51	44.56	45	3.79

Implementation

➢ 5–10-minute mental health reflection added to recurring monthly staff meeting

➢ Topics: mental health literacy, mental health stigma, self-care, and organizational resources

➢ Informational flyers posted in unit breakrooms, bathrooms, and other approved locations

Discussion

➢ Intervention was feasible and acceptable; no significant difference between pre/post intervention

➢ Increasing awareness of self-health for HPs can create an opportunity for individuals to learn more and want to seek treatment

References

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