

Increasing Job Satisfaction: Results from an exploratory study examining professional quality of life in TR

CTRA Webinar

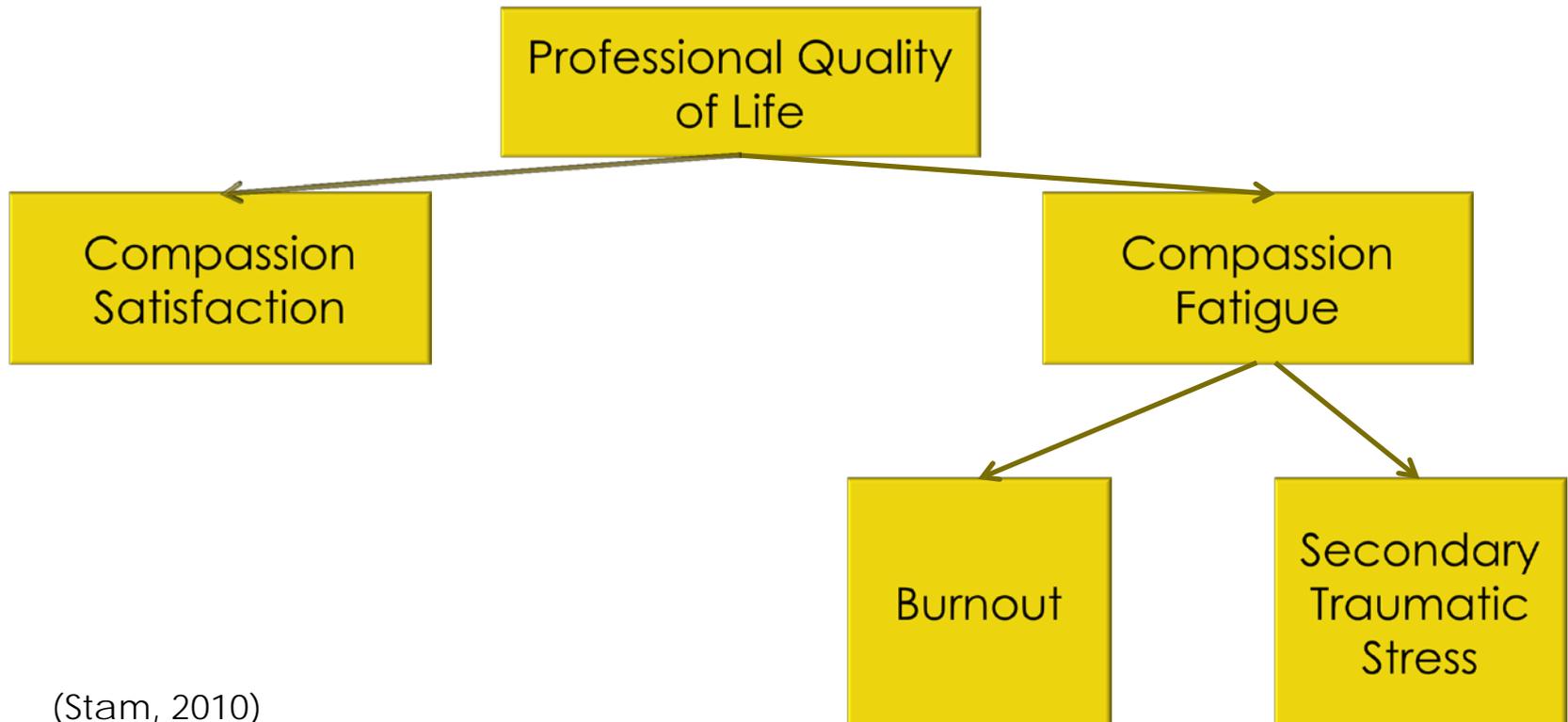
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Outline

- Professional Quality of life (PQoL)
- Recreation therapists PQoL
- About the Participants
- Results
- Discussion

What is Professional Quality of Life?



(Stam, 2010)

Recreation Therapists PQoL

Recreation Therapists may be Susceptible to Compassion Fatigue:

- ❑ Their work with clients
- ❑ Interactions with clients
- ❑ Barriers in the workplace
- ❑ Perceptions of their work

How to Increase PQoL?

- Self-Compassion has been seen in other healthcare professions to reduce compassion fatigue and burnout (Hefferman, 2010; Neff & Costigan, 2014; Raab, 2014).



What is Self-Compassion?

“being open and moved by one’s own suffering, experiencing feelings of caring and kindness toward oneself, taking an understanding, nonjudgmental attitude toward one’s inadequacies and failures, and recognizing that one’s own experience is part of the common human experience.” (Neff, 2003a, p. 224)

Background About Participants

- ❑ 6 Participants
 - ❑ 6/6 had Bachelor Degrees
 - ❑ 5/6 were CTRS
 - ❑ 3/6 Long-term Care
 - ❑ 3/6 Mental Health
- ❑ Worked 6-26 years in the field
- ❑ All identified as having a high professional QoL

Results

- Professional Sense of Self
- Relational Competence
- Creating Balance



Results

Professional Sense of Self

- Awareness & utilization of skills and strengths
- “I certainly feel like [...] my role as supervisor is more suited to my ability and my strengths. [...] I'm satisfied because I feel like I am able to use a lot of my skills.” (Jo)



Professional Sense of Self

- ▣ Passion for field
- ▣ “I guess I'm really passionate about my career choice (laughing) and so rec therapy is you know something that I not only facilitate and preach but I also practice. So I think just having that passion and being able to do something that you generally believe in really helps with your overall satisfaction in your job.”
(Sarah)



Professional Sense of Self

- Sense of Purpose
- “I just love coming into work. So for me I think a big thing is [...] I’m making an impact on these people’s lives. [...] I’m definitely very enthusiastic about what I do and I feel like myself and my lifestyle assistant do [...] change their life for the better. [...] I feel like I have a purpose.” (Laura)



Relational Competence

- ▣ Developing relationships with clients
- ▣ "...there's a big connection with the individuals that we work with so you get to know them really well and really personally, kind of on a different level than I think some other healthcare professionals might get to know them cause we of course look at what they're good at." (Meg)



Relational Competence

- Developing a sense of community in the workplace
- “I like collaborating with a team whose of a similar kind of mindset as me. So there's a lot of age differences, education differences, professional opinion differences, and when you find a coworker who thinks like you do, and wants to achieve the same things that you do it makes work a lot easier. A lot, a lot easier.”
(Meg)



Creating Balance

- Creating balance in emotions
- “So I think just making sure that my own pattern of thinking, that I'm involving some of the coping strategies I'm teaching to bring back some balance definitely helps [...] shift my perception.” (Sarah)



Creating Balance

- Creating balance in life
- “But I do really try not to take [work] home with me. So when I do get home we typically have like a ten minute rule or so and if there was something stressful that we kind of just need to vent about or process or we do the general, “how was your day?” and so giving each other kind of a time frame to do that so your life at home doesn't become your work life. [...] so yeah so we've gotten quite good at being able to [...] do that together. And then I'm finding that it's not kind of staying fueled up from something that has occurred because I haven't spent all night thinking and discussing it and thinking and ruminating about it. “(Sarah)



Creating Balance

- Creating balance through self-compassion
- "...I've certainly never called it that. But [...] I feel like I have mostly been kind to myself." (Jo)



Discussion

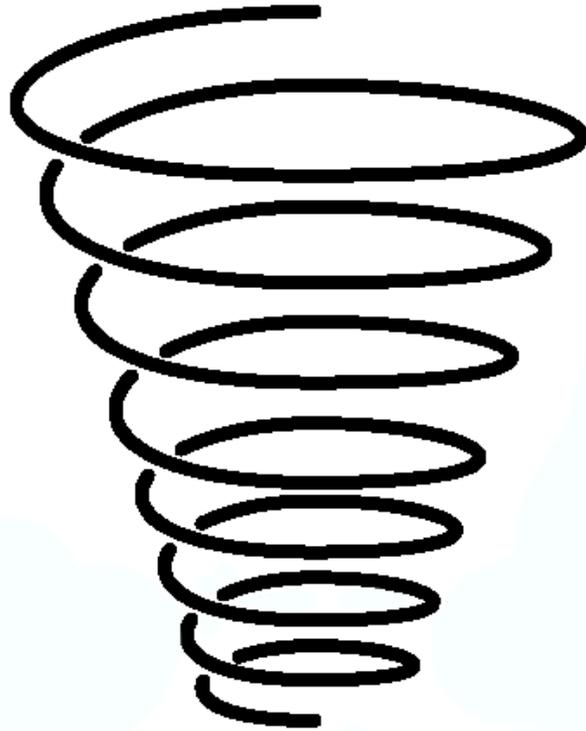
- Strategies to build positive emotion:
 - Utilizing Strengths
 - Mindfulness & Emotion Regulation
 - Engaging and Sharing Passions
 - Sense of Community at work

Building Positive Emotion

Life
Satisfaction

Passions

Mindfulness



PQoL

Sense of
Community

Utilizing
Strengths

Coping

“constantly changing cognitive and behavioral efforts to manage specific external and/or internal demands that are appraised as taxing or exceeding the resources of the person.”

(Lazarus & Folkman, 1984, p. 141)

How to Increase PQoL?

- Build positive emotion
- Utilize strengths
- Engage & Share passions
- Create balance in life & emotions
- Build sense of community at work

Questions & Contact

Thank You!

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