

Re-Finding Joy in Work in the Pediatric ICU

The study is the first part of a three-phase project. The project applies the Institute for Healthcare Improvement's Joy in Work (Perlo et al., 2017) to the physician and APP groups in the pediatric ICU team. This framework uses quality improvement methods to boost workplace well-being. The study emphasizes that addressing issues at the unit level, rather than focusing on individual behaviors, is crucial for reducing physician burnout and improving job satisfaction (Hu et al., 2021; Linzer et al., 2015).

The first phase consisted of interviews and surveys to measure four themes that impact the level of joy in work. The research team conducted 13 interviews, with questions that pertained to their perception of work and what made work meaningful. The surveys consisted of 23 Likert questions pertaining to emotional agency, workplace vigor/engagement, burnout, and self-efficacy. Emotional agency is one's ability to describe one's emotions and influence others (Hökkä et al., 2022). Workplace vigor/engagement is the willingness and enthusiasm one has at work (Schaufeli et al., 2019). Burnout is related to stress and the healthcare work environment (Perlo et al., 2017). The last is self-efficacy, which is whether a person or group believes they have the capacity to make effective change.

Key findings highlight the importance of teamwork, mutual support, and adequate staffing in creating a positive work environment. These findings will be used in phase two to inform a facilitated improvement workshop to. In spring 2025, phase three will assess the perceptions of joy in work and the workplace will be reassessed and compared to phase one. While the results aren't broadly applicable due to the unique setting, they offer valuable insights

into building wellness cultures in healthcare and stress the need for both individual and collective efforts to enhance joy at work.

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