

A Pilot Study to Improve Emotional Well-being of Early Career Midwives: A Modified Dialectical Behavioural Therapy Skills Training Group

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INTRODUCTION

Intervention

The purpose of this research is to identify what strategies will help early career midwives manage their emotions arising from workplace adversity, work dissatisfaction, low morale, psychological distress and burnout. Early career midwives have been identified as being at the highest risk of leaving the profession within 5 years of their registration. Learning and developing skills to manage emotions is therefore important for midwives to maintain job satisfaction, reduce emotional exhaustion and improve their resilience to workplace adversity.

97.1% Witness Traumatic Births

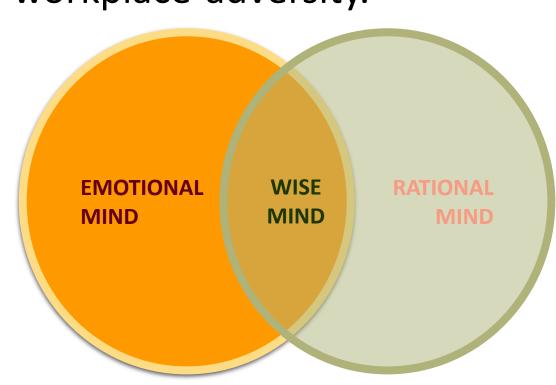
83% Emotional Distress

67% Burnout

25% Leave before NMC registration

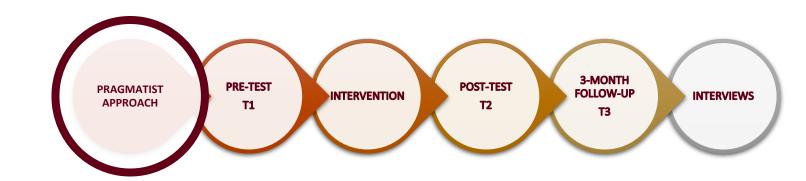
RATIONAL

DBT is an evidence based manualised skills training protocol aimed to improve and develop emotional regulation; suggesting that DBT skills can be effective across a variety of emotional needs. There is now a growing interest in applying DBT skills training for **non-clinical** populations and innovations are developing across the globe. Targeting the emotional labour and burnout relationship may alter this trajectory by equipping early career Midwives with an emotional toolkit and skills to manage relationships in practice and improve their resilience to workplace-adversity.

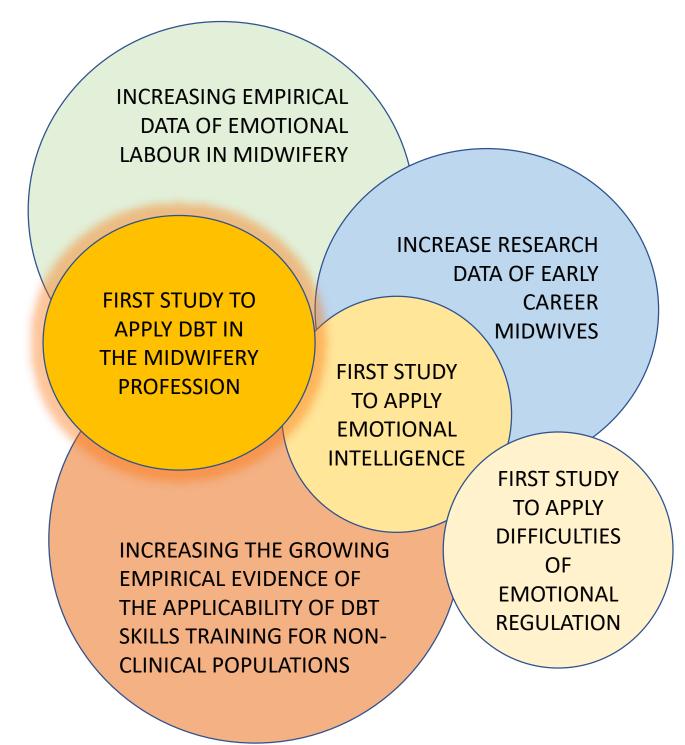


DESIGN

Designed to explore the preliminary effectiveness, feasibility, acceptability, applicability of a modified DBT Skills Training group intervention and DBT skills in practice. A two phased mixed method explanatory sequential design comprising a non-randomised quasi-experiment followed by qualitative interviews .



CONTRIBUTION TO KNOWLEDGE



INTERVENTION

This training intervention will be adapted to midwifery specific needs.

Modified to a 6
week programmers important future prob
2-hour sessions
per week.

The programme will be facilitated by an accredited DBT Trainer.

Core
Mindfulness
Skills

• Emp
desc
parti
mon
with

Emotional

Regulation

Skills

Interpersonal

Effectiveness

Skills

 Emphasizing observing, describing, and participating in the present moment effectively and without judgment

> Including a range of strategies for changing emotions quickly, as well as strategies for changing the tendency to respond emotionally in daily life situations

 From basic social skills training, to assertiveness and goal-oriented interpersonal problem solving in order to negotiate emotions in relationships

Distress Tolerance Skills

 Impulse control strategies for short-term actions and long-term strategies to accept difficult life events and realities

OUTCOME MEASSURES

- Maslach Burnout Inventory (MBI).
- Difficulties of Emotional Regulation Scale (DERS),
- Mayer, Salovey, Caruso Emotional Intelligence Scale (MSCEIT),
- Emotional Labour Scale (ELS),
- Resilience at Work scale (RAW)

REFERENCES

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