FLOURISHING Programme Evaluation

Pre-programme survey

Thank you for agreeing to participate in an evaluation of the FLOURISHING Programme. Please read the Participant Information Leaflet (PIL) attached and complete the consenting processes before proceeding to complete the survey. When you have completed the FLOURISHING programme, we will ask you to complete another questionnaire and invite you to take part in a one-to-one interview or focus group, so we can better understand your experience of the programme. If you are happy to participate, please proceed to the survey.

A little bit about you:

1. Which of the following best describes your current position?

□ Director of Nursing
□ Assistant Director of Nursing
□ Advanced Nurse Practitioner
□ Specialist Coordinator Nursing/Midwifery
□ Clinical Nurse Manager 3
□ Clinical Nurse Manager 2
□ Clinical Nurse Manager 1
□ Senior Staff Nurse
□ Staff Nurse
□ Midwife
□ Nurse Student
□ Midwife Student
□ Other _____

2. How long have you been in clinical practice as nurse/midwife (length of employment)?

□ Less than 3 months □ 3-6 months □ 6-12months □ 1-2 years □ 2-4 years □ 4-6 years □ 6-8 years □ 8-10 years □ 10-15 years □ More than 15 years

3. Approximately how many patients/services users are you responsible for currently?

□ 1-10 □ 11-20 □ 21- 50 □ 51-100 □ 101-500 □ 501-1,000

□ 1,001-10,000 □ 10,001-20,000 □ 20,000+ □ Other _____

4. Are you ever responsible for newly qualified staff (pre/post registration) / interns / students?

Yes No NA

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Section 1: Your Role

5. What are the main challenges that you encounter within your role at the current time? (Please tick all that apply)

□ Communicating with my team
□
□ Communicating with (patient) family members
□ Excessive workload
□ Managing my own stress
□ Low staff morale
□ My own feelings of fatigue and burnout
□
□ My level of responsibility
□
□ Time management
□
□ Impact/ consequences of COVID-19
□ Lack of resources
□ Having difficult conversations
□ Insufficient support
□
□
□ Communication from my line managers
□
□ Receiving the necessary training to fulfil the responsibilities of my role
□ Staying up to date and current with new protocol, policy etc.
□ Managing expectations from the patient/their family
□
□ Maintaining a healthy work-life balance
□ ~~Safeguarding and advocating for others~~
□ Insufficient supervision/ mentorship for me
□ Volume of communication e.g. emails
□ Toxic workplace culture
□ Unsafe clinical environments
□ Keeping up with mandatory training
□
□
□No time for self-care e.g. cooking, family time, beauty, physical activity,
□Constantly firefighting
□Not enough time for planning
□
□Managing conflict
□
□Not getting out of work on time
□ Inexperienced staff
□ Other _____

6. How well do you feel you are equipped to deal with these challenges at the current time?

Very equipped — Somewhat unequipped

Neutral

Somewhat equipped — Very unequipped

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Section 3: Workplace

7. Currently, how satisfied are you with your work-life balance?

Very satisfied
Somewhat satisfied
Neutral
Somewhat dissatisfied
Very dissatisfied

8. Which of the following currently apply to you in relation to your work/workplace?

	Never	Rarely	Sometimes	Often	Always
At my work, I feel bursting with energy.					
I find the work that I do full of meaning and purpose.					
Time flies when I am working.					
At my job, I feel strong and vigorous.					
I am enthusiastic about my job.					
When I am working, I forget everything else around me.					
My job inspires me.					
When I get up in the morning, I feel like going to work.					
I feel happy when I am working intensely.					
I am proud of the work that I do.					
I am immersed in my work.					
I can continue working for very long periods at a time.					
To me, my job is challenging.					
I get carried away when I am working.					
At my job, I am very resilient, mentally.					
It is difficult to detach myself from my job.					
At my work, I always persevere, even when things do not go well.					

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Section 3: The Programme

9. What are your goals for this FLOURISHING Programme?

□ Develop my communication skills
□
□ Prepare, plan and influence change
□ Manage my stress levels
□ Prevent/ manage my own feelings of fatigue and burnout
□ Plan more effectively
□
□ Learn how to improve my work-life balance
□
□ Improve my time management
□ Setting and managing realistic expectations and goals
□ Develop my level of self-awareness
□ Achieve higher levels of performance
□

□ Manage and prioritise my responsibilities
□ Learn how to effectively delegate and manage my workload
□ Improve team morale
□ ~~Safeguard and advocate for others~~
□ Identify staff burnout and manage it effectively
□ Increase my overall job satisfaction
□
□ Develop better coping mechanisms to carry out my role safely and effectively
□ Strengthen my resilience
□ Increase my confidence
□
□ Develop my emotional intelligence
□ Create a healthier me
□ Develop my self-care strategies
□ Learn how to maintain my own wellbeing

□ Other _____

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Section 4: Health and wellbeing

10. In general, would you say your health is:

Excellent Very good Good Fair Poor

11. How frequently do the following statements apply to you?

	None of the time	Rarely	Some of the time	Often	All of the time
I've been feeling optimistic about the future.					
I've been feeling useful.					
I've been feeling relaxed.					
I've been feeling interested in other people.					
I've had energy to spare.					
I've been dealing with problems well.					
I've been thinking clearly.					
I've been feeling good about myself.					
I've been feeling close to other people.					
I've been feeling confident.					
I've been able to make up my own mind about things.					
I've been feeling loved.					
I've been interested in new things.					
I've been feeling cheerful.					

Section 5: Satisfaction with health behaviours

How satisfied are you with your:	Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Very dissatisfied
Overall wellbeing					
Physical activity					
Nutrition					
Sleep					
Connection with nature					
Time spent on social media.					
Stress levels.					
Relationships at home					
Relationships at work					
Energy levels					
Alcohol intake					

Please add any other comments here

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