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Enhancing Team Resilience with Positive Psychology Tools - TeamTHRIVE™

SingHealth DukeNUS
ACADEMIC MEDICAL CENTRE

**Institute for
Patient Safety & Quality**

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Introduction

TeamTHRIVE™, a cluster programme in building team resilience and joy at work was introduced in 2021 by SingHealth Duke-NUS Institute for Patient Safety & Quality (IPSQ) to promote teams to thrive with Positive Psychology tools. The curriculum was crafted to provide training and is guided by 3 TeamTHRIVE™ Tools - 3 Good Things, Gratitude, 1 Good Chat (Fig. 1) to cultivate positive relationships.



Fig.1 TeamTHRIVE™ Tools

Aim

To establish an academic cluster programme to enhance healthcare teams' psychological capability and capacity for team resilience through the application of Positive Psychology tools.

Methodology

The TeamTHRIVE™ curriculum was co-developed with healthcare professionals who are passionate and proficient in helping teams to build psychological capabilities.

The approach was structured. Multi-disciplinary healthcare professionals with expertise and passion were invited in the co-design, co-facilitation and co-evaluation of TeamTHRIVE™. The activities and resources in achieving the aim of nurturing Positive Psychology Tools through useful daily practices were examined by the appointed faculty. The content was adapted and contextualised. Two pilot runs were held via Zoom on 18 February and 15 April 2021 (Fig. 2) with a total of 30 participants.



Fig.2 TeamTHRIVE™ Pilot Runs

Participants' evaluation for every TeamTHRIVE™ workshop was reviewed and curriculum was refined based on the feedback to ensure best learning experience was provided to the learners.

Result

Over 166 learners attended TeamTHRIVE™ from February 2021 to April 2022. From the programme evaluation (n=158), 143 (90.5%) learners agreed that programme objectives were met. 155 (98.1%) were satisfied with TeamTHRIVE™ (Fig. 3).

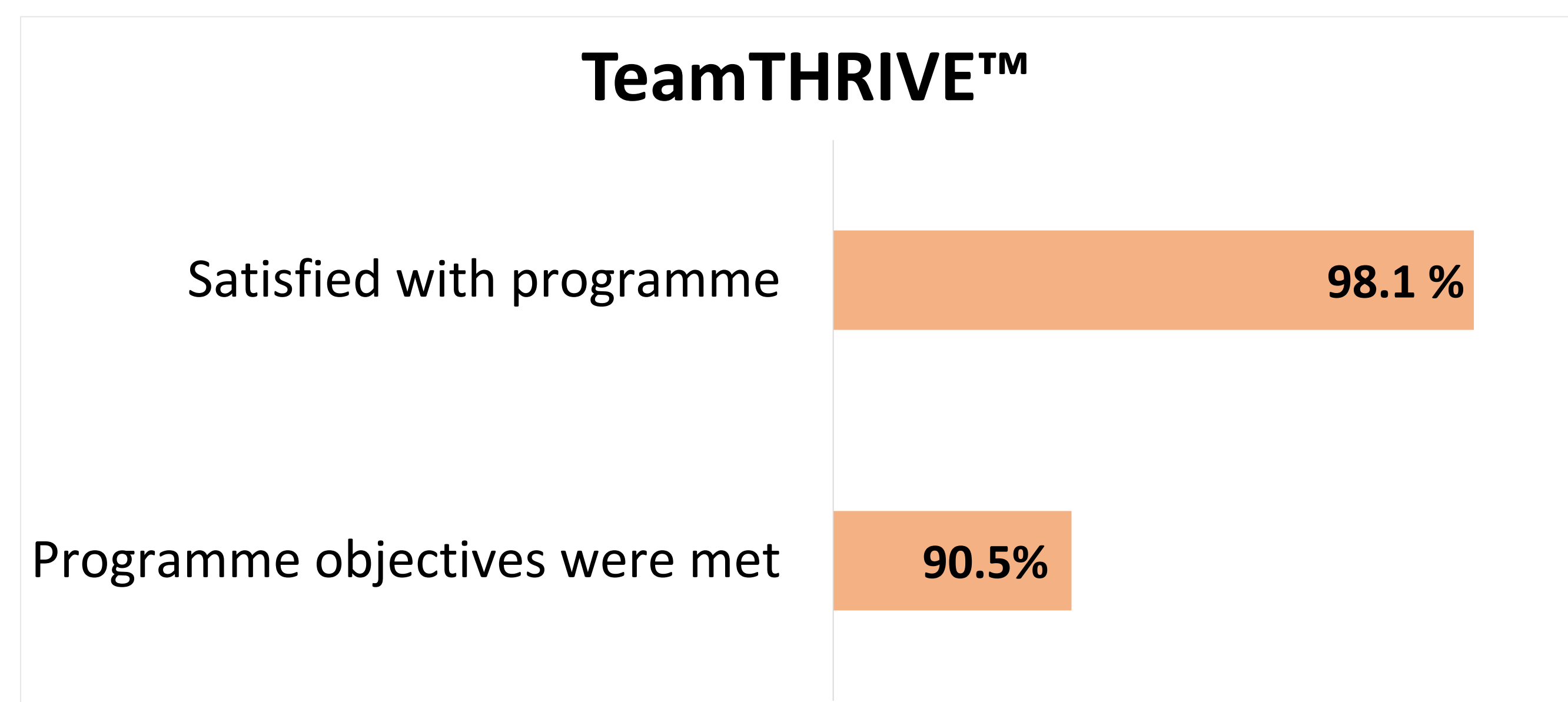


Fig. 3 TeamTHRIVE™ Evaluation Results

TeamTHRIVE™ made a strong impact on learners' emotions as the increase in positive emotions, from 84 of 158 (53.2%) to 117 of 124 (94.4%) were attained (Fig 4). The training objectives were met.

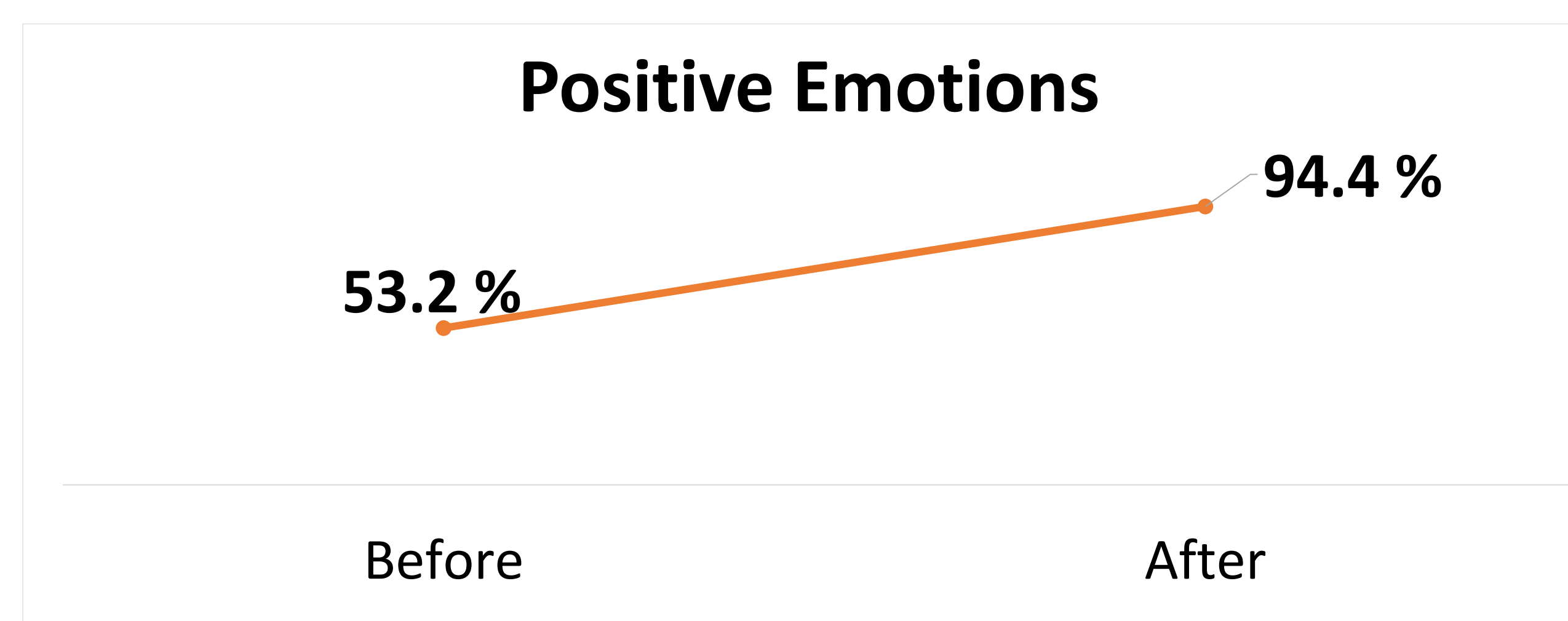


Fig. 4 Positive Emotions Results

In aiding learners to apply the Positive Psychology practices, one-on-one coaching was introduced where a coach was assigned to each learner after attending TeamTHRIVE™. The programme has successfully spread to Nursing Domain as well as Medical Residency. TeamTHRIVE™ Train-the-Trainer approach to sustain the pool of institution/domain faculty was effectively implemented. The total number of faculty stands at 23, and the programme is ongoing.

In garnering greater awareness, articles, and webinars on Positive Psychology and team resilience topics were also organized with good attendance (280 attended).

Conclusion

The cluster programme has achieved its objective of introducing practical Positive Psychology tools to healthcare professionals in supporting them to build team resilience. There is demand and TeamTHRIVE™ will be sustained by the certified pool of institution/domain faculty.