



University of
Salford
MANCHESTER

(Re)Searching for compassion in Pre-Registration Nurses; A start to finish approach

**Trinity Health and Education
International Research Conference**

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Introduction



- **Aim and objectives of the study**
- To identify and test compassion in a group of student nurses.
- To examine the sustainability of compassionate practice in a group of student nurses.
- To contribute to the evidence base concerning compassionate care to inform nurse education policy and practice.

Method



- University Ethical approval
- 2013-2014 Pre-registration nursing students (Mental Health, Adult, Children & Young People's)
- Within 4 weeks
 1. Self-Compassion Scale (Neff, 2003)
 2. Compassion for Others Scale (Pommier, 2011)
- After first placement of at least 4 weeks (within 6 months)
 3. Professional Quality of Life Scale (Stamm, 2009)
- Repeated 2016-2017 Last week of programme

Included Questionnaires



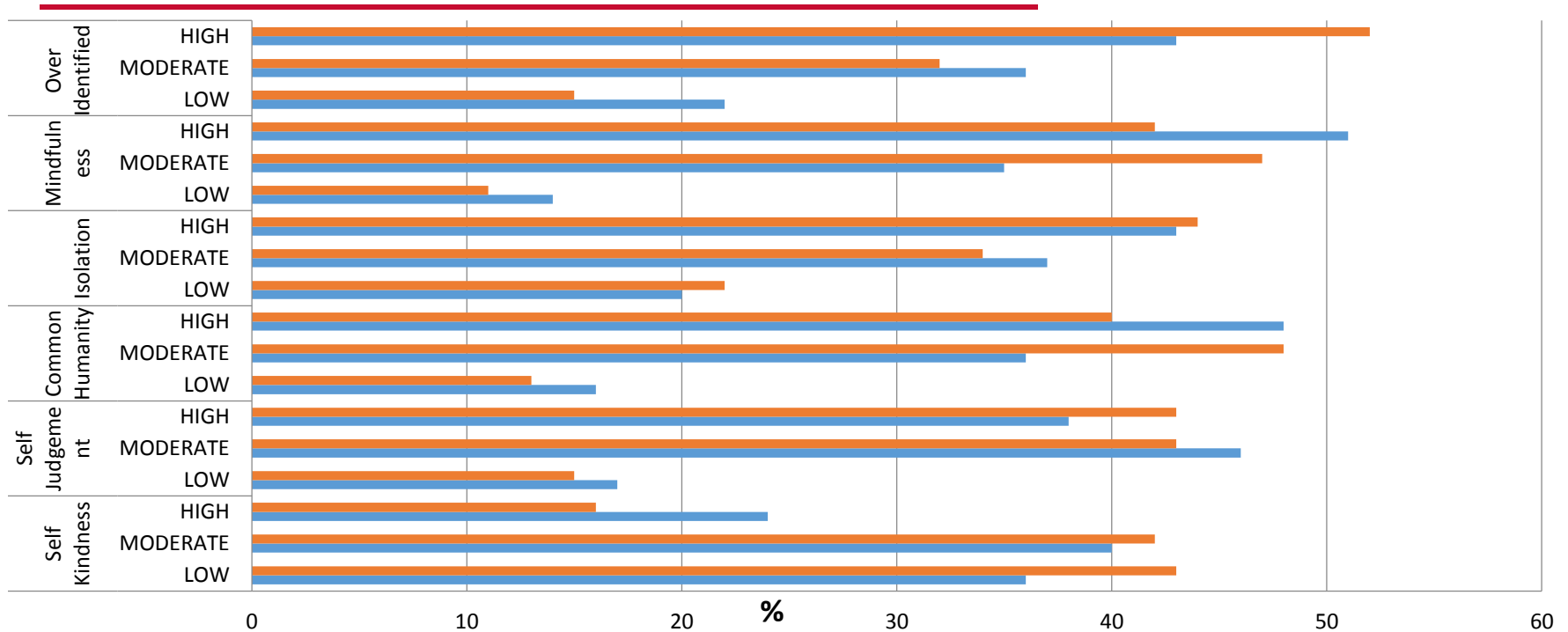
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	Start 2013-14	End 2016-17	Matched
Self Compassion	166	253	36/36
Compassion	166	264	37/37
Professional Quality of Life	110	264	25/25

Results



Self Compassion total responses compared

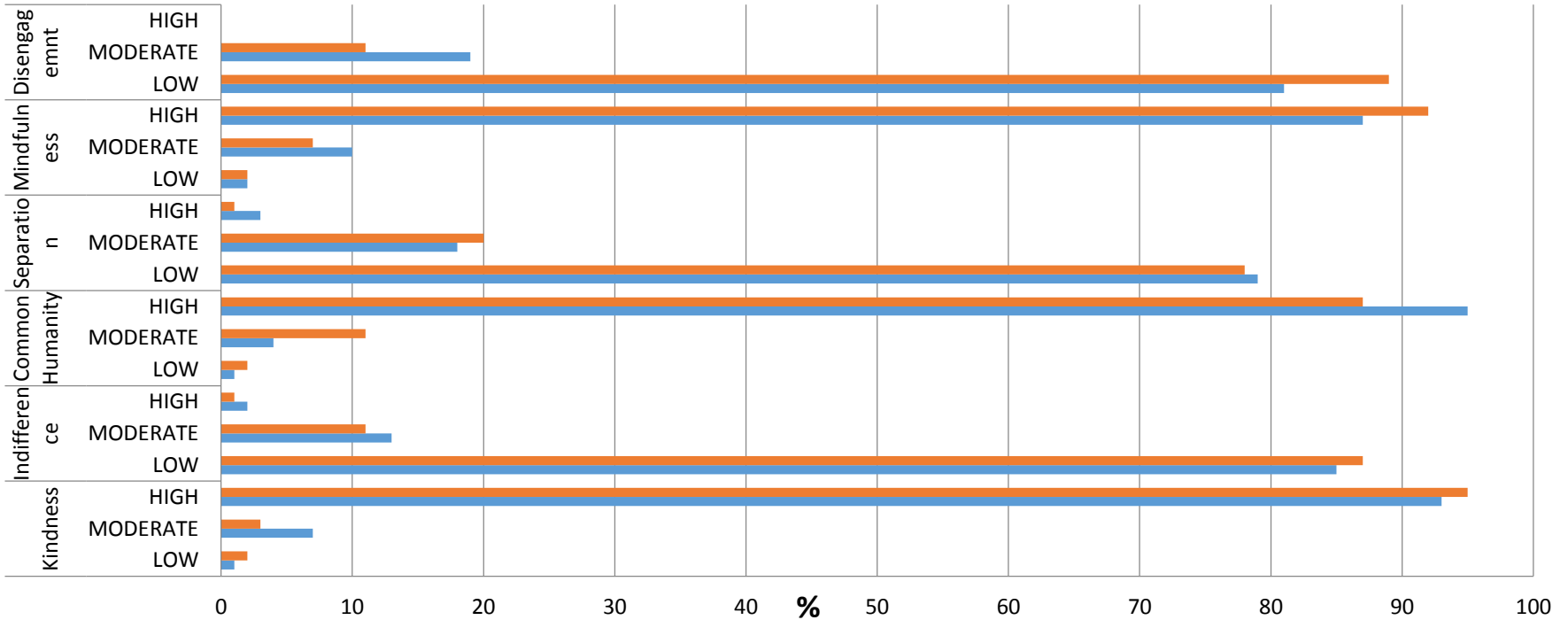


	Self Kindness			Self Judgement			Common Humanity			Isolation			Mindfulness			Over Identified		
	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH
■ END	43	42	16	15	43	43	13	48	40	22	34	44	11	47	42	15	32	52
■ START	36	40	24	17	46	38	16	36	48	20	37	43	14	35	51	22	36	43

Results



Compassion total responses compared

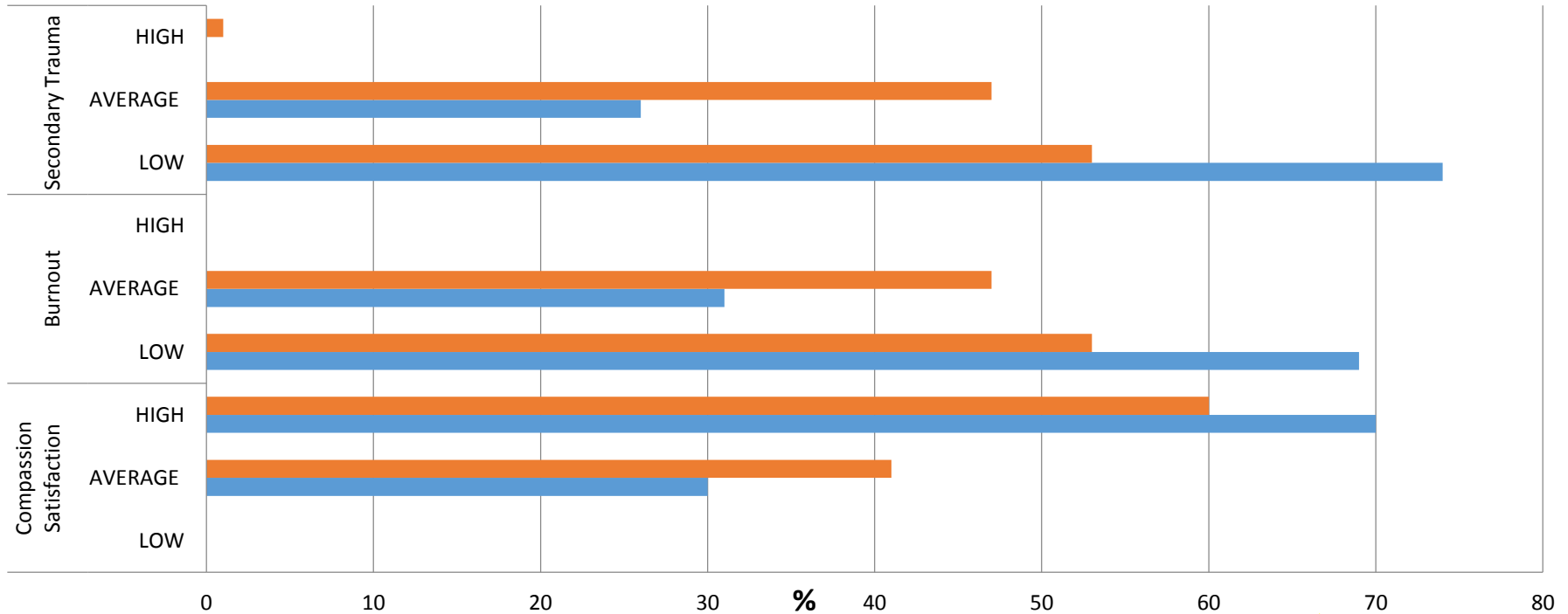


	Kindness			Indifference			Common Humanity			Separation			Mindfulness			Disengagement		
	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH
END	2	3	95	87	11	1	2	11	87	78	20	1	2	7	92	89	11	0
START	1	7	93	85	13	2	1	4	95	79	18	3	2	10	87	81	19	0

Results



Professional Quality of Life total responses compared

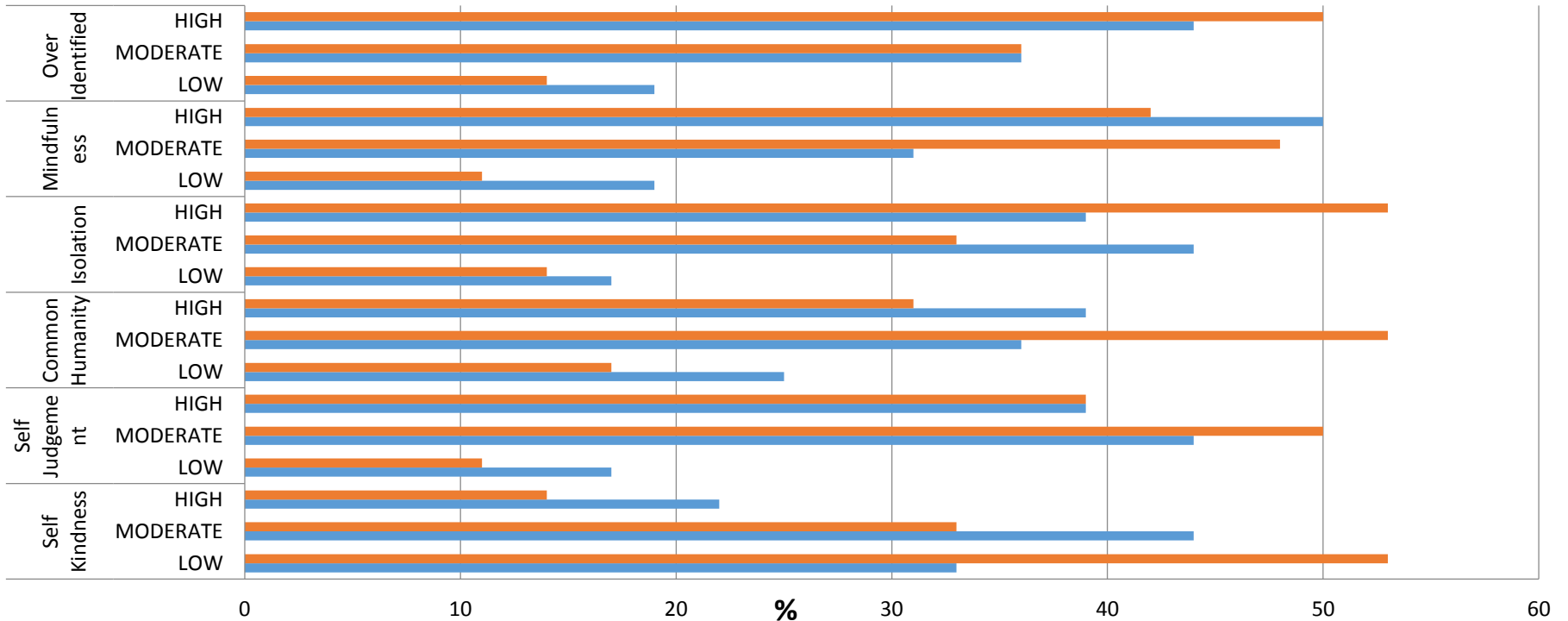


	Compassion Satisfaction				Burnout			Secondary Trauma		
	LOW	AVERAGE	HIGH	LOW	AVERAGE	HIGH	LOW	AVERAGE	HIGH	
END	0	41	60	53	47	0	53	47	1	
START	0	30	70	69	31	0	74	26	0	

Results



Self Compassion Matched Group compared

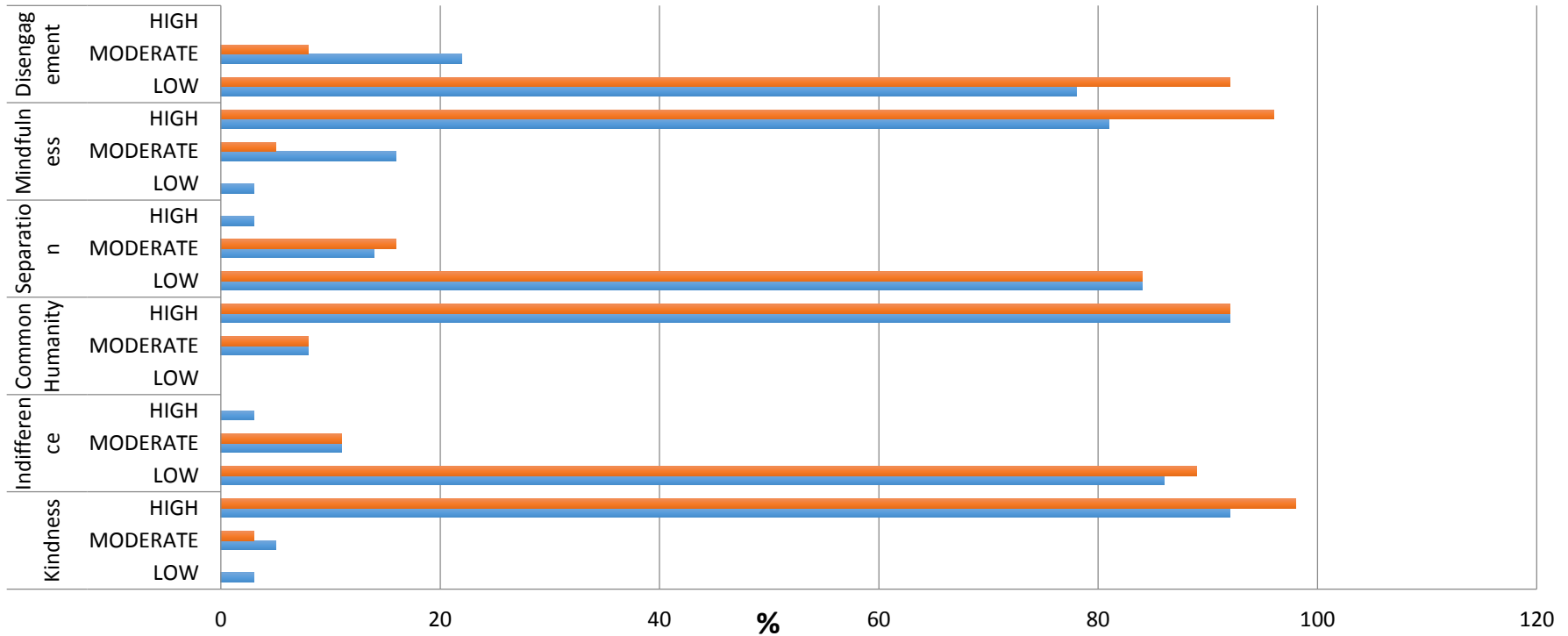


	Self Kindness			Self Judgement			Common Humanity			Isolation			Mindfulness			Over Identified		
	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH
END	53	33	14	11	50	39	17	53	31	14	33	53	11	48	42	14	36	50
START	33	44	22	17	44	39	25	36	39	17	44	39	19	31	50	19	36	44

Results



Compassion Matched Group compared

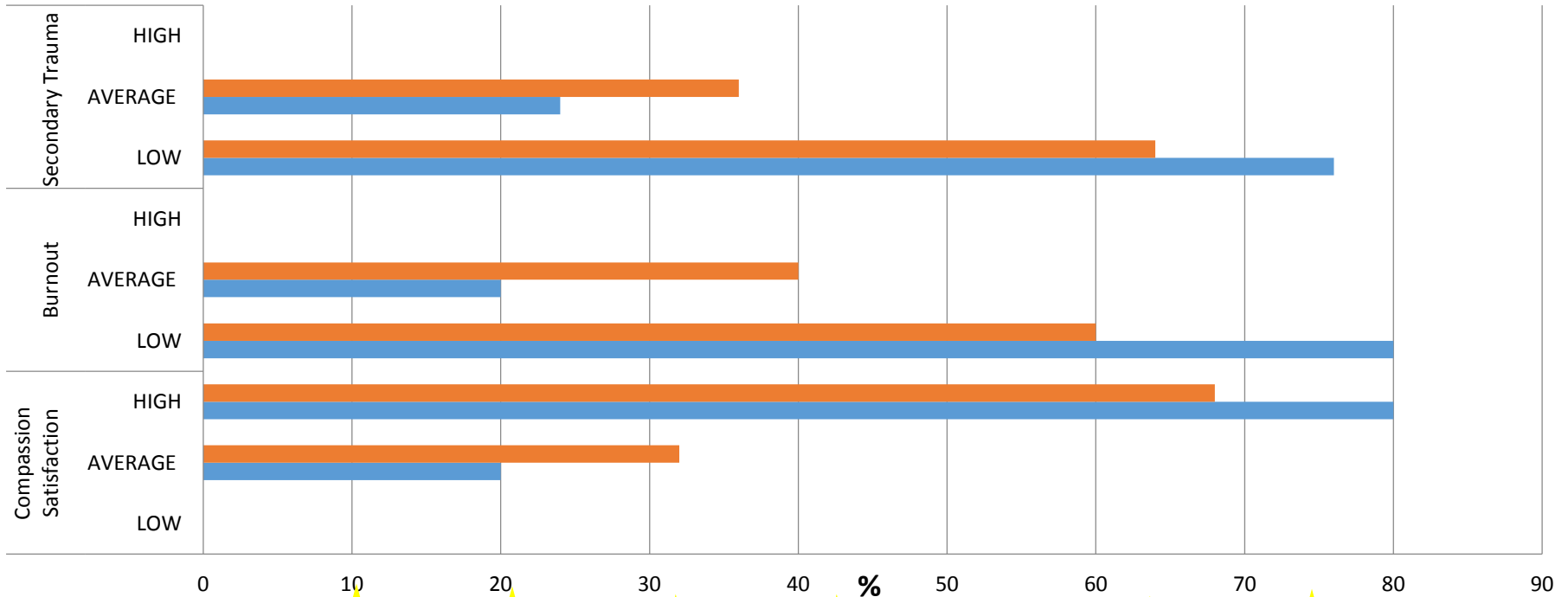


	Kindness			Indifference			Common Humanity			Separation			Mindfulness			Disengagement		
	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH	LOW	MODERATE	HIGH
END	0	3	98	89	11	0	0	8	92	84	16	0	0	5	96	92	8	0
START	3	5	92	86	11	3	0	8	92	84	14	3	3	16	81	78	22	0

Results



Professional Quality of Life Matched Group compared



	Compassion Satisfaction			Burnout			Secondary Trauma		
	LOW	AVERAGE	HIGH	LOW	AVERAGE	HIGH	LOW	AVERAGE	HIGH
END	0	32	68	60	40	0	64	36	0
START	0	20	80	80	20	0	76	24	0

Findings ~ 5%+ difference



Total

Matched

Self
Compassion

Less self kind , more self judging & over identifying

Mindfulness and common humanity became more moderate at the expense of high

Isolation remained the same

Less self kind, more self judging and over identifying

Mindfulness and common humanity became more moderate

Isolation moved from moderate to high scores

Compassion

Kindness & Mindfulness increased

Indifference and separation remained similar

Common humanity becomes more moderate at the expense of high

Low score for disengagement at the expense of moderate

Kindness & Mindfulness increased

Indifference & separation remained similar as did common humanity

Low score for disengagement at the expense of moderate

Professional
Quality of
Life

Increased moderate scores for compassion satisfaction at expense of high

Increased burnout at the expense of low
Increased secondary trauma

Increased moderate scores for compassion satisfaction at expense of high

Increased burnout at the expense of low
Increased secondary trauma (no high scores)

Implications



○ Limitations...

- Levels of compassion for others are sustained, some aspects increased
- Reduced self kindness, more self judging
- Reduction in compassion satisfaction
- Increased burnout & secondary trauma
- Increase over identification...
- ...Less disengagement
- ❖ Attention-at Pre & Post-Qualification
- ❖ Individual, organisational culture and policy levels

References



- Neff, K. D. (2003). Development and validation of a scale to measure self-compassion. *Self and Identity*, 2, 223-250.
- Pommier, E. A. (2011). The compassion scale. *Dissertation Abstracts International Section A: Humanities and Social Sciences*, 72, 1174.
- Stamm, B.H. (2009). Professional Quality of Life : Compassion Satisfaction and Fatigue version 5 (ProQOL)./www.isu.edu/~bhstamm or www.proqol.org.