

Promoting Wellbeing by Utilizing the "Joy in Work" Curriculum

10th Annual CQI Conference October 29th, 2025



Speaker Introduction

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Session Agenda

- Welcome
- Home Visiting & CPRD introduction
- Annual Workforce Survey & burnout survey results
- Need for Joy in Work
- Joy in Work CQI Project
- PDSA Joy in Work Activity
- Video
- Wrap Up

Icebreaker





What is Home Visiting?

- Home visiting provides family support and coaching through planned, regular visits.
- Home visiting is a voluntary program.
- Trained professionals work with parents on practical parenting skills.

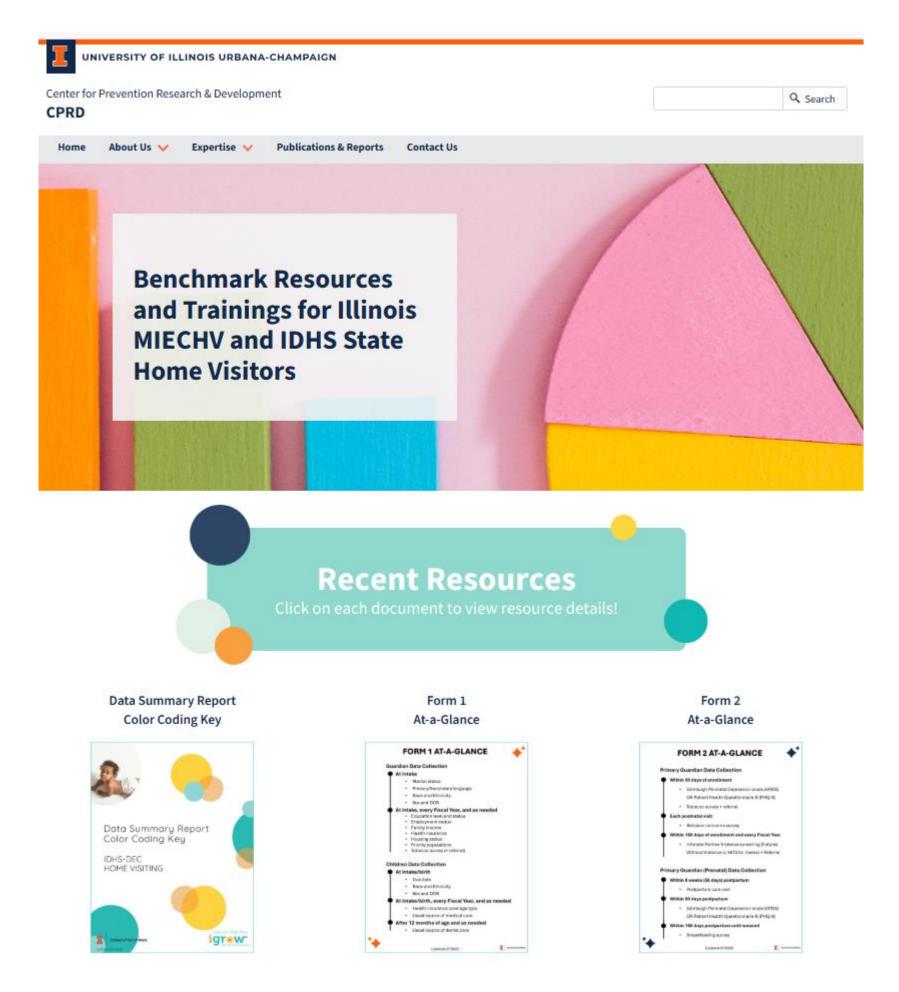




Home Visiting Team at CPRD

- Center for Prevention Research and Development (CPRD)
- School of Social Work at the University of Illinois (UIUC)
- Funding support from the Illinois Department of Human Services (IDHS)
 - Division of Early Childhood (DEC), Bureau of Home Visiting (BHV)
- Maternal, Infant, and Early Childhood Home Visiting (MIECHV)

CPRD Benchmark and Training Resources



CPRD Home Visiting Team



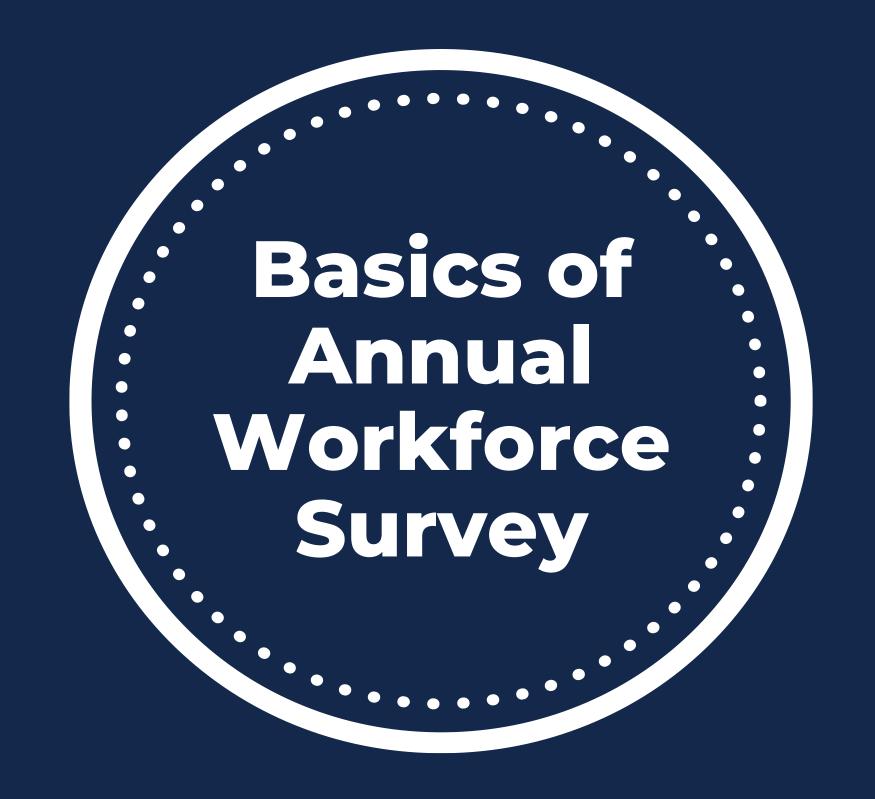
Key areas of our work:

- Home Visiting Data
 Support
- Research and Data Requests
- Coordinated Intake & Referrals
- CQI

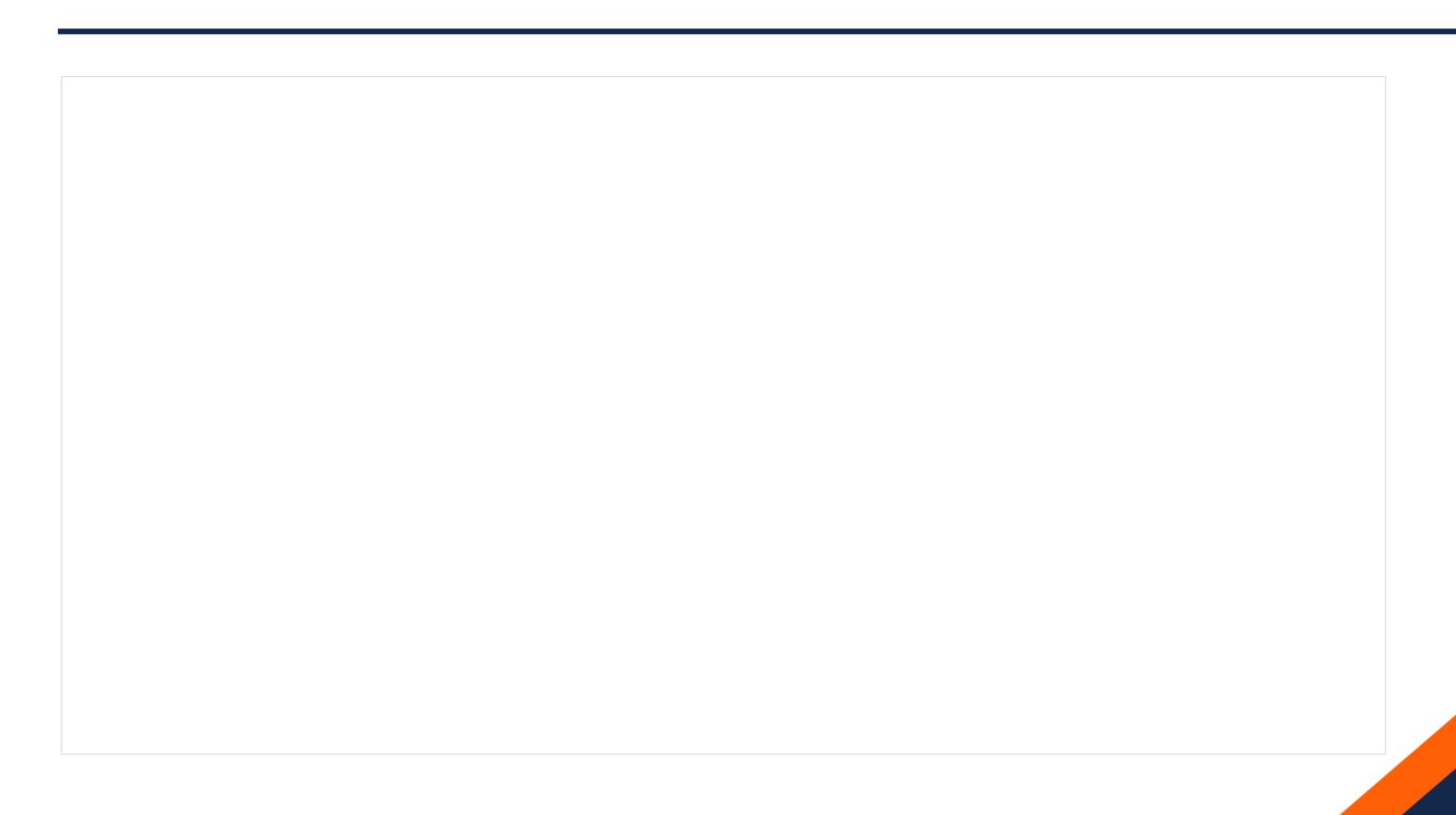
Learning Objectives

After attending this workshop, participants will be able to:

- 1. Evaluate the foundations of Joy in Work framework to be able to use in your agency and understand burnout and turnover.
- 2. Discover different CQI teaching methods for different experience levels for CQI teams.
- 3. Collaborate with colleagues about own self-care and wellness activities to help their overall Joy in Work.

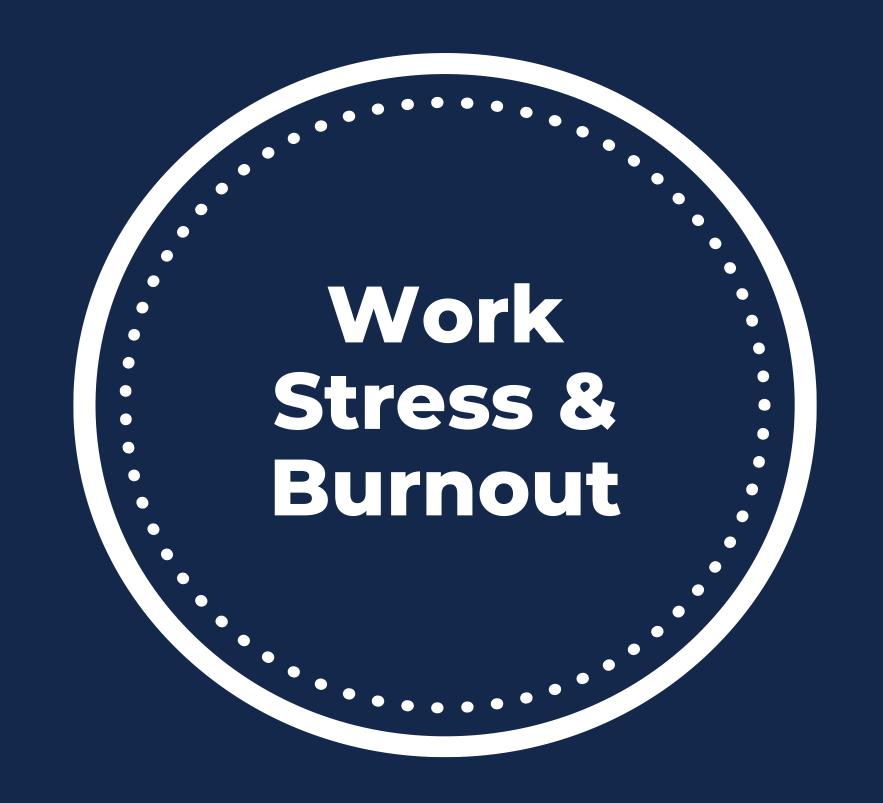


Purpose of IDHS-DEC Home Visiting Staff Survey



2024 Survey





Definitions of Terms

• **Stress** occurs as a cognitive perception of situations that are uncontrollable or unpredictable manifesting in both physiological and behavioral responses.¹

• **Burnout** is a prolonged response to chronic emotional and interpersonal stressors related to working with high-risk groups.²



¹ Alitz, P. J., Geary, S., Birriel, P. C., Sayi, T., Ramakrishnan, R., Balogun, O., ... & Marshall, J. T. (2018). Work-related stressors among maternal, infant, and early childhood home visiting (MIECHV) home visitors: A qualitative study. Maternal and child health journal, 22, 62-69.

² Begic, S., Weaver, J. M., & McDonald, T. W. (2019). Risk and protective factors for secondary traumatic stress and burnout among home visitors. Journal of Human Behavior in the Social Environment, 29(1), 137-159.

Menti Intro - Live Polling

- Use your cellphone camera
- Follow QR Code OR put menti.com in a
 browser and enter the code
- •When we get started, if you keep the browser open, Menti will automatically sync with our presentation.

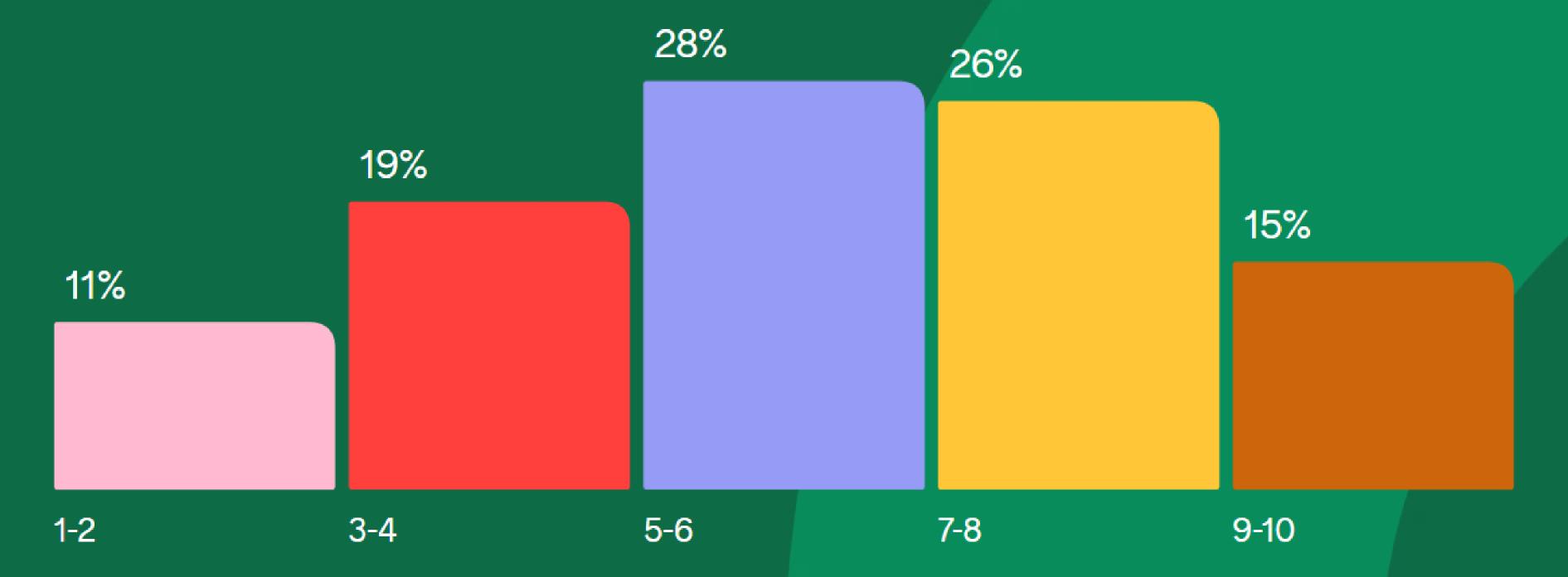


Menti Stress Scale

On a scale of 1-10, with 1 being lowest (not at all stressed) and 10 being the highest (extremely stressed), how would you rate your overall work stress level in the past year?



"On a scale of 1-10, with 1 (not at all stressed) and 10 (extremely stressed), how would you rate your overall work stress level in the past year?



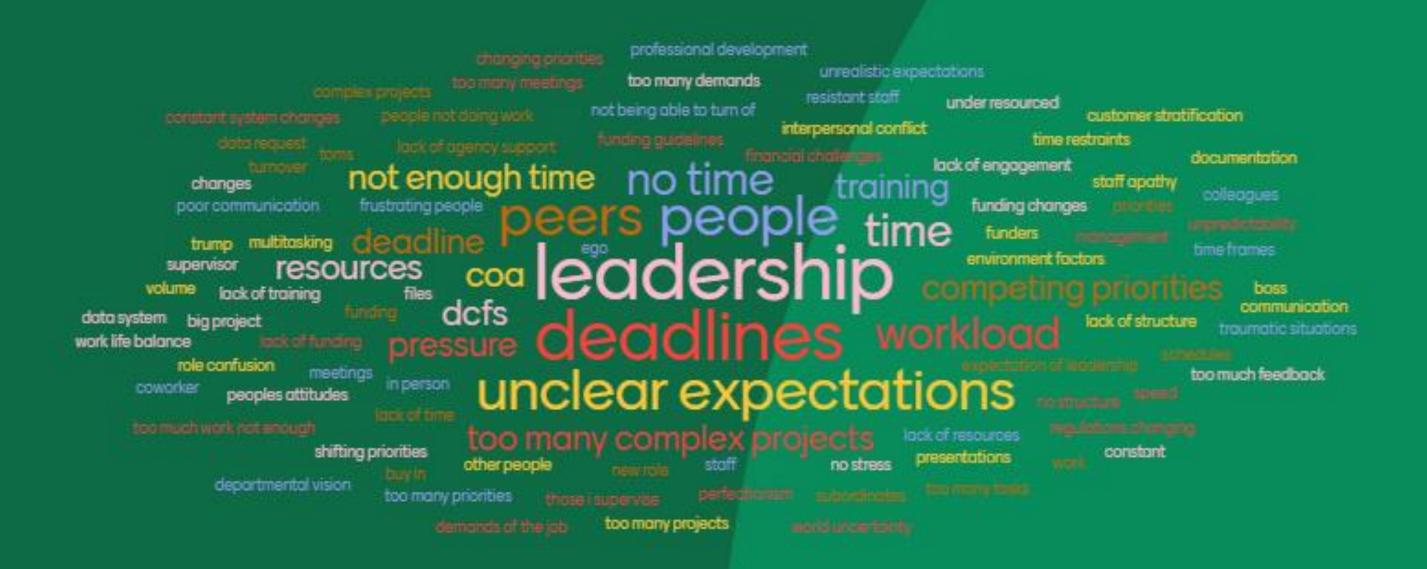
Biggest Work Stress Menti

What is your biggest work stress?



Join at Menti.com | Use code 4118 6110

What is your biggest work stress?





2024 Annual Survey: Work Stress

All survey participants were asked the question: "On a scale of 1-10, with 1 being lowest (not at all stressed) and 10 being the highest (extremely stressed), how would you rate your overall work stress level in the past year?"



Fig.1: Work stress scale

2024 Annual Survey: Work Challenges

Survey respondents identified the following work challenges as the most stressful over the past year. They are listed in order of frequency:

- Workload, work demands, and caseload requirements
- Paperwork, documentation, and overlapping administrative responsibilities
- Secondary stress from working with families in crisis
- Turnover and staffing shortage
- Changes in policies and leadership, or lack of support from supervisors

16% overall turnover for all IDHS-DEC & MIECHV



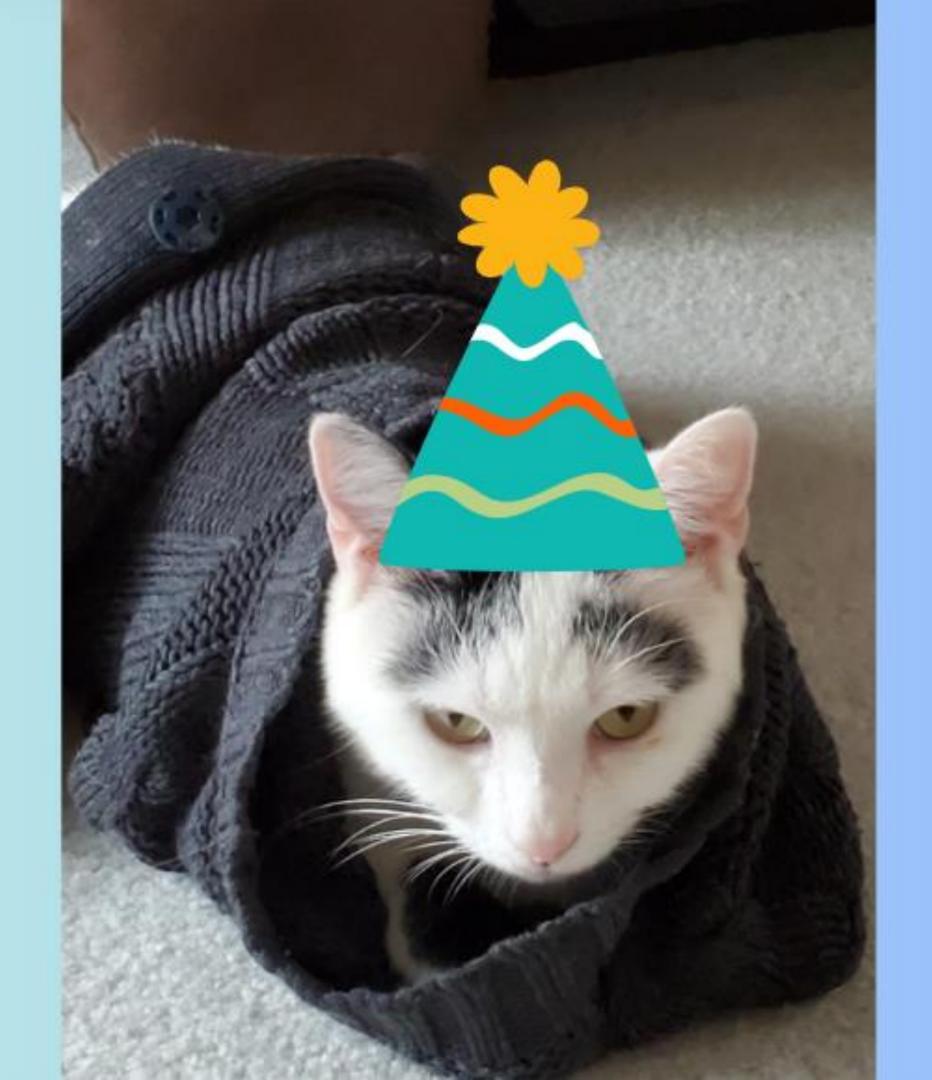


HOME VISITING WORKFORCE

JOY IN WORK

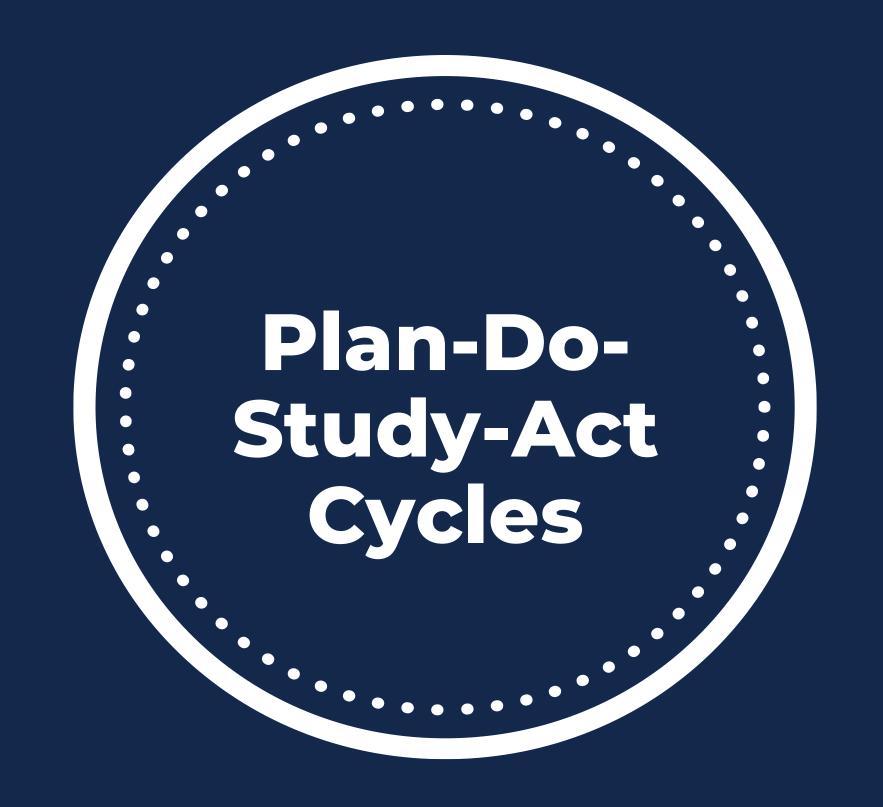
CQI Project 2024-2025

Happy Lay town



Any questions?





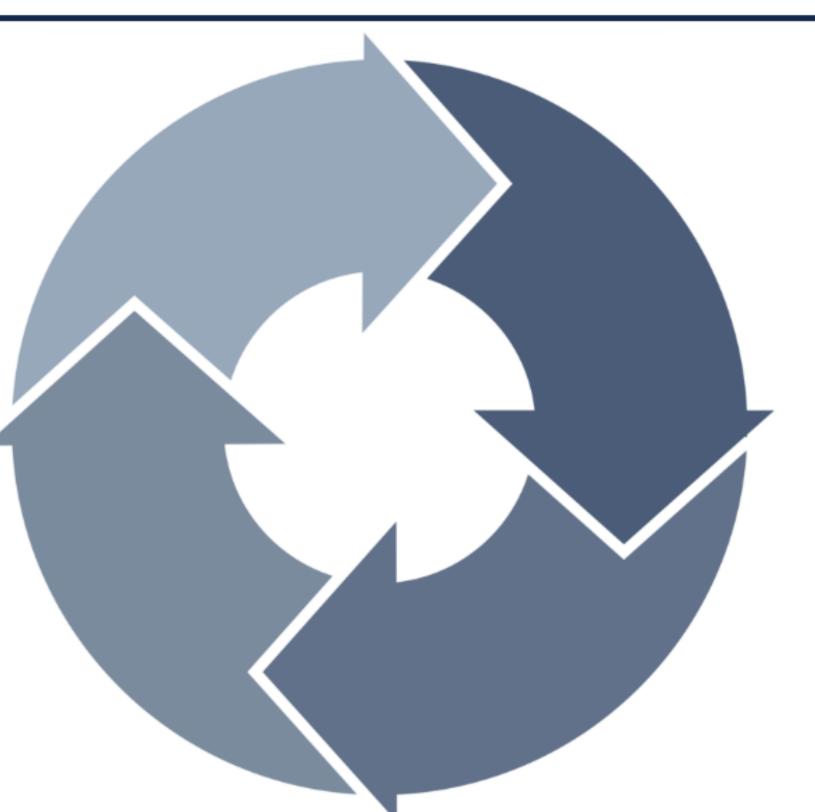
Plan, Do, Study, Act (PDSA)

Act

• What changes need to be ma

Study

- Compare data 1 predictions
- Summarize lessons learned



Plan

- Questions & predictions (why)
- Plan to carry out the cycle
- Plan for data collection

Do

- Carry out the plan
- Write out problems or observations



PDSA Workshee

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Plan, Do, Study, Act Worksheet

Plan: Plan the test, including a plan for collecting the data. Who, What, Where, When details of change idea:

What do you think is going to happen?

How will you know if you are successful (How will you measure success?)?

Do: Run the test on a small scale (What happened? Did anything unexpected occur? What was seen, heard, and experienced internally by those involved in the test?).

Study: Analyze the results and compare them to your predictions. Did the results of testing out the change idea and the prediction match up? Is there anything you would want to change, based upon what was learned from the test?

Act: Based on what you learned from the test, make a plan for your next step. Any modifications for the next test?

PDSA Worksheet modified from Institute for Healthcare Improvement PDSA Worksheet https://www.ihi.org/library/tools/plan-do-study-act-pdsa-worksheet



PDSA-Plan

•At your table, fill out the planning part of the PDSA worksheet.

- This includes:
 - Details of the PDSA test
 - Prediction for how it will work
 - How you will measure if it works.
- We will regroup in 4 minutes to do the activity!

Plan Questions

- What do you think is going to happen?
- What are you going to test?
- Who is going to test it?
- How will you know if you were successful?



Journaling or Art Activity



Journaling or Art Prompts:

- "What does Joy in Work look like to you?"
- "What does a good day at work look like for you?"



PDSA Worksheet

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Plan, Do, Study, Act Worksheet

Plan: Plan the test, including a plan for collecting the data. Who, What, Where, When details of change idea:

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How will you know if you are successful (How will you measure success?)?

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Study: Analyze the results and compare them to your predictions. Did the results of testing out the change idea and the prediction match up? Is there anything you would want to change, based upon what was learned from the test?

Act: Based on what you learned from the test, make a plan for your next step. Any modifications for the next test?

PDSA Worksheet modified from Institute for Healthcare Improvement PDSA Worksheet https://www.ihi.org/library/tools/plan-do-study-act-pdsa-worksheet



PDSA- Do, Study & Act

- At your table, fill out the study & act sections.
 - Do Try it out! What happened? Observations? Internal Experience?
 - Study Were you successful? Did your predictions come true? What did you learn?
 - Act- What should happen next?
 - Adapt- change
 - Adopt- start adding into schedule
 - Abandon stop



Debrief with table

- Did the PDSA fit with your prediction?
- How could you put this into your workplace?
- •If you were doing Joy in Work at your agency, how could you blend burnout principles and stress reduction into what you do?



Do you have any questions?



Joy in Work Resources

- IHI Joy in Work White Paper
- 17 Team Building Activities
- Team Contract Worksheet
- Vicarious Trauma Action Plan
- Assessing Your Life Balance
- Joy in Work Video Transcript

QR Code Workforce Brief Part 2



Tools for Teaching CQI

- Helpful tools:
 - Videos tutorials for people at different levels of CQI
 - Handouts detailing different CQI tools
 - Peer sharing calls
 - Individual coaching calls
- Resources:
 - James Bell Associates: CQI Toolkit (slides for different CQI tools) https://www.jbassoc.com/resource/continuous-quality-improvement-toolkit/
 - Oregon Joy in Work Website. https://www.oregon.gov/oha/ph/healthypeoplefamilies/babies/homevisit ing/miechv/pages/miechv-cqi.aspx

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- 5, 4, 3, 2, 1 Grounding Exercise, PDF, Boy & Girls Club of Metro Denver. https://www.bgcmd.org/wp-content/uploads/2020/03/Grounding-Exercise.pdf



Derek Redmond was favoured to medal in the Olympic 400 metre sprint

Wellbeing Activity

- •1st Post-it, write a change idea for Wellness & Resilience.
 - "understanding and appreciation for work/life balance and the whole person and their family"
- •2nd Post-it, write a change idea for **Camaraderie & Teamwork.**
 - "productive teams, shared understanding, and trusting relationships"

Next Set of Directions

Add Post-its on corresponding side of the room.

Wellbeing & Resilience on Left Side Camaraderie & Teamwork on Right Side

Last Set of Directions

Two options:

- 1. Pick change idea you want to try out for yourself in the next week (7 days from today). Put post-it on your work desk so you see it!
- 2. Pick random post-it change idea to try out. Put post-it on your work desk so you see it!

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