

Addressing Staff Well-Being: Caring for Those Who Give Care

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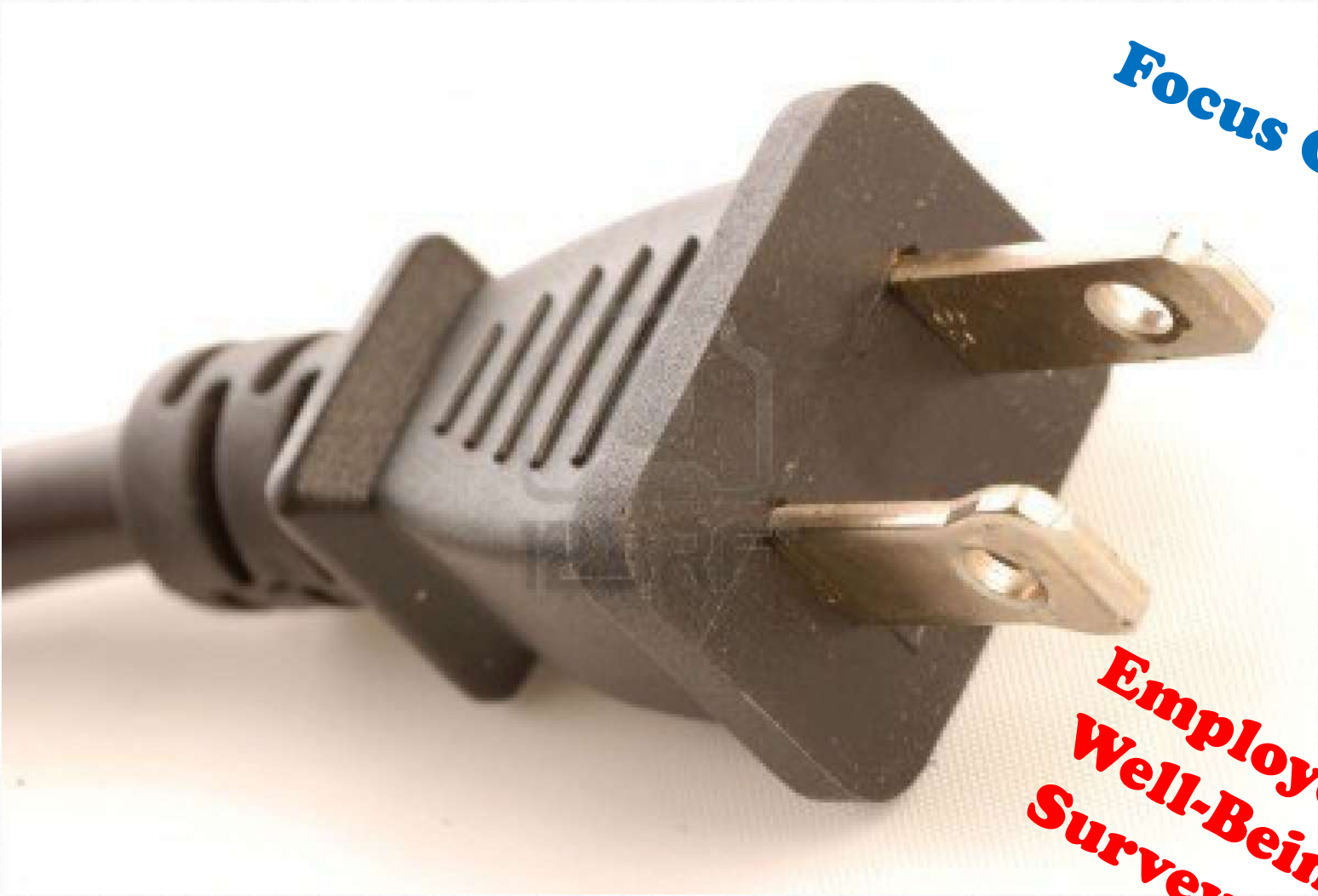
Picture it Sicily, 1912.

Who Are We? Battle Creek VA Medical Center

- Classified as a “neuropsychiatric” facility
- 200 Acre Campus
- 4 Outpatient Clinics
- 55 Inpatient Mental Health beds
- 101 RRTP and CWT/TR beds
- 14 Inpatient Medicine Beds
- 75 Operating CLC Beds
- 22 County catchment area covering mid-central to southwest Michigan



Focus Groups



**Employee
Well-Being
Survey**

I look forward to coming to work.

I am proud to tell people I work at the Battle Creek VA.

Most days, I am able to keep my schedule as planned.

At the end of my tour, I feel I have made a positive difference in the lives of Veterans.

I feel respected by my coworkers.

My immediate supervisor values the work I do.

Care is well coordinated across mental health programming.

My job duties match my level of education and training.

When asked to take on new duties, I am given adequate training.

While getting my work done, I am still able to enjoy myself.

Thinking about work interferes with my enjoyment of my home life.

Front line staff contribute to decision making, when changes to mental health processes are considered.

Front line staff are provided with timely notification of changes to mental health processes.

Front line staff are provided with explanation of why changes are made to mental health processes.

Overall, I am satisfied with my job.

1 = Strongly Disagree

2 = Disagree

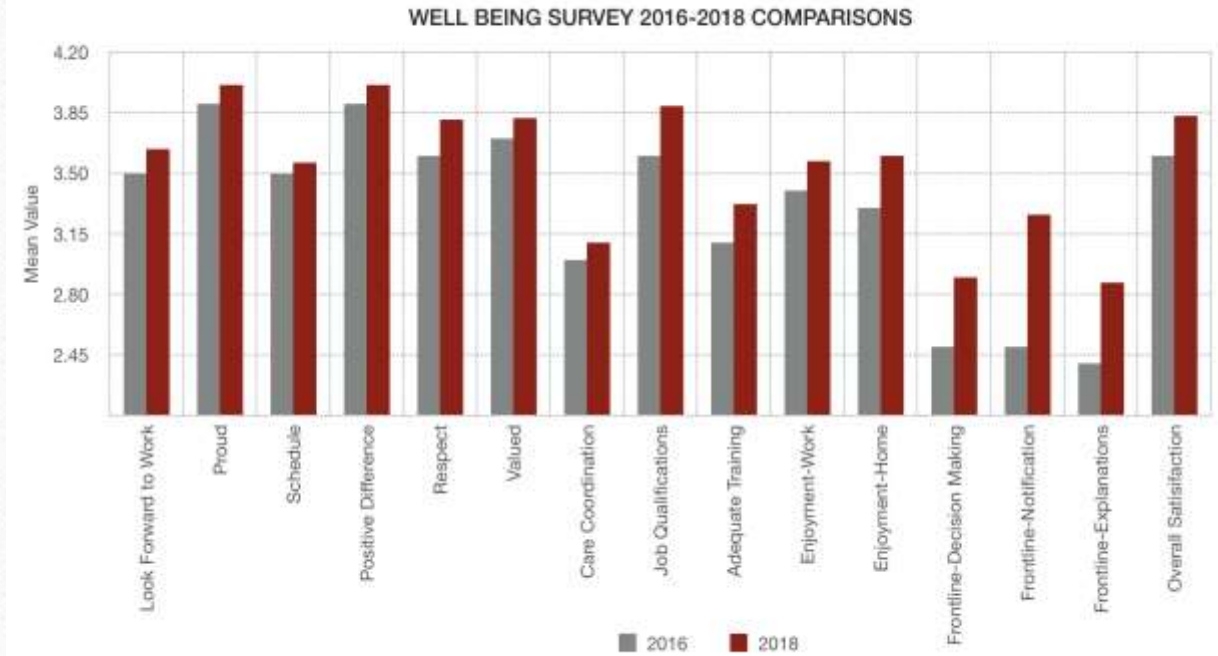
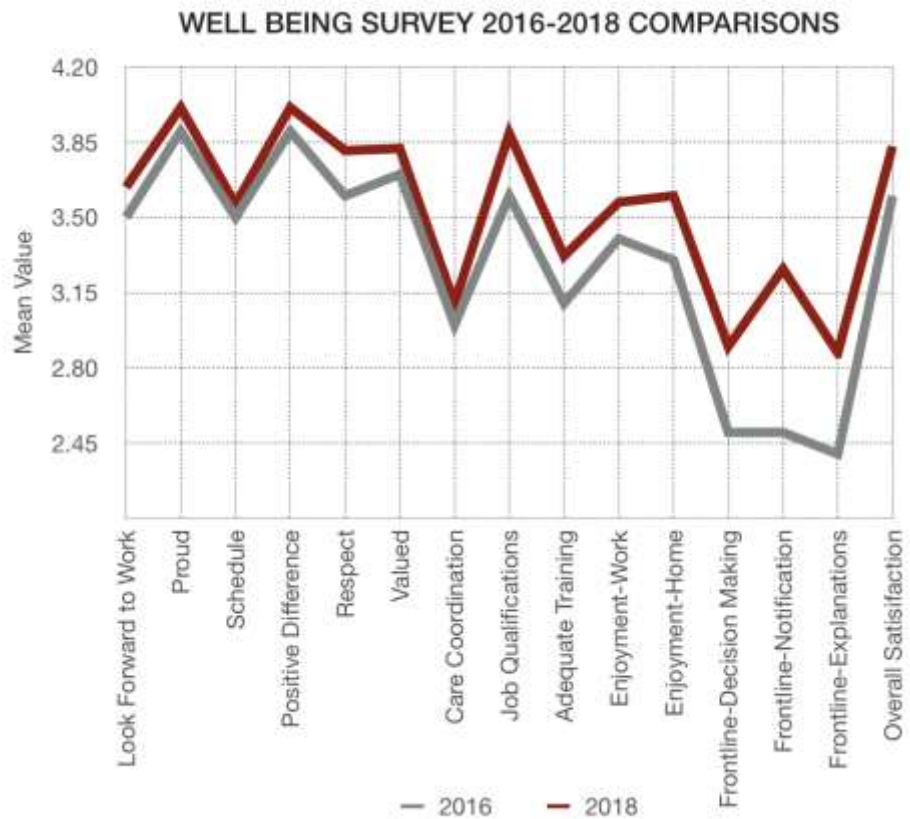
3 = Neutral

4 = Agree

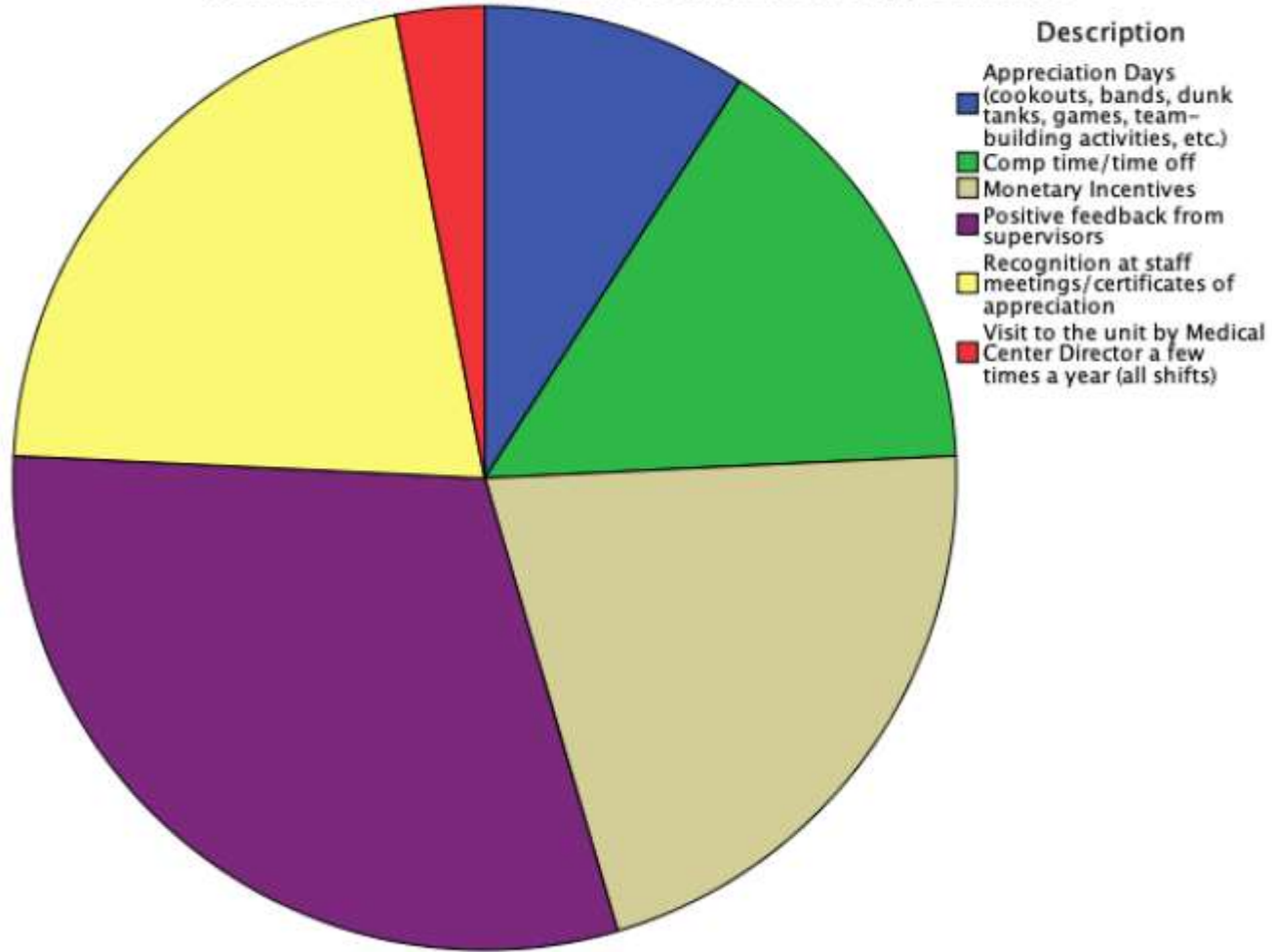
5 = Strongly Agree



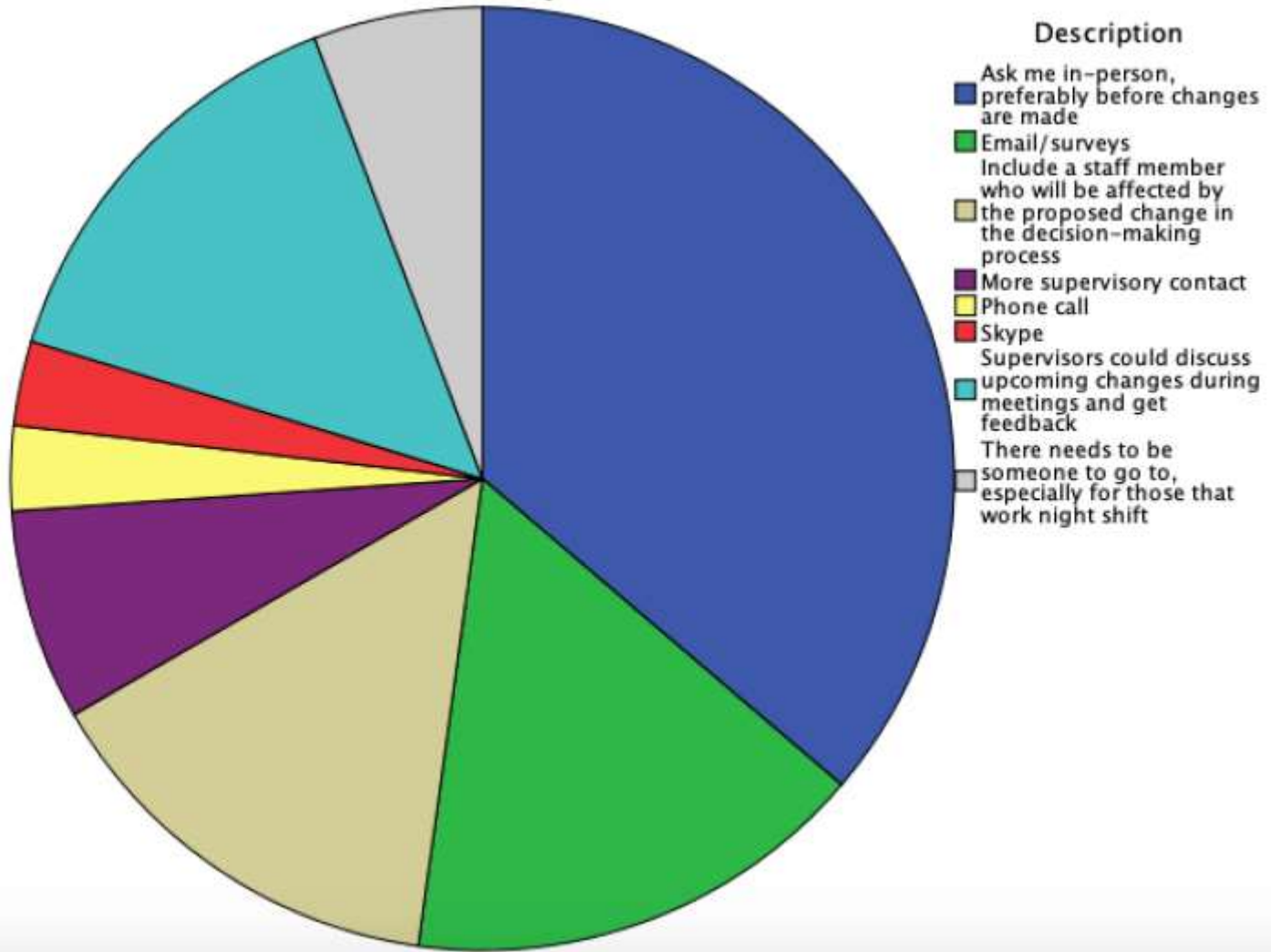
Overall Comparison of 2016/2018 Results



How Would You Like Your Contributions Appreciated?



Best Way To Seek Feedback



References

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