

### Project Summary for IAL Website

The following information is for publication on the IAL website. Please be reminded not to include any confidential information.

<b>Project Title:</b>	Development and Evaluation of Building Resilience@Work Training among Healthcare Workers
<b>Project Number:</b>	GA19-02
<b>Year of Approval:</b>	2020
<b>Funding Source:</b>	WDARF
<b>Objectives and intended outcomes of the project:</b>	This study aims to (1) develop and validate an online training programme, entitled “Building Resilience@Work” (BR@W); (2) evaluate its effectiveness on resilience, job engagement, intention to leave, employability, and work performance; and (3) explore healthcare workers’ experience of the BR@W.
<b>Project Team</b>	
<b>Principal Investigator:</b>	Lau Ying
<b>Summary of Project (up to 300 words)</b>	
<p><b>A two-phase research design</b> will be implemented over a period of three years.</p> <p><b>Phase 1</b> will involve development and validation of the BR@W. The development of BR@W will be guided by integrated concepts of cognitive behavioural, acceptance and commitment, and problem-solving theories. We will design six online sessions based on theoretical and empirical rationales, which will be held weekly. Ethical standards and content validity will be assessed using the Health on the Net code of conduct and the Health-Related Website Evaluation Form, respectively.</p> <p><b>The content of BR@W</b> is based on evidence-based therapies and systematic reviews. It is a self-paced training programme that included six online sessions, self-monitoring, homework, peer and professional supports. Training can facilitate change in healthcare workers’ overall ability to bounce back from adversity. The study may improve resilience among health workers to order to enhance productivity and quality of work.</p> <p><b>Phase 2</b> will evaluate the effectiveness of BR@W using a sequential mixed methods design. Firstly, a two-armed randomised controlled trial will be conducted to compare resilience, work engagement, coping skills, job satisfaction and life satisfaction with a waiting list control condition among 994 healthcare workers. Subsequently, we will conduct face-to-face interview to explore experiences on usability and acceptability after receiving the BR@W intervention using a sample of 20 healthcare workers.</p> <p><b>Contributions</b> Considering multifactorial and complexity of resilience at work in an increasingly dynamic healthcare environment, content of resilience training can promote resilience, work engagement, coping skills, job satisfaction and life satisfaction among healthcare workers in order to reduce turnover rate among healthcare workers in Singapore.</p>	