

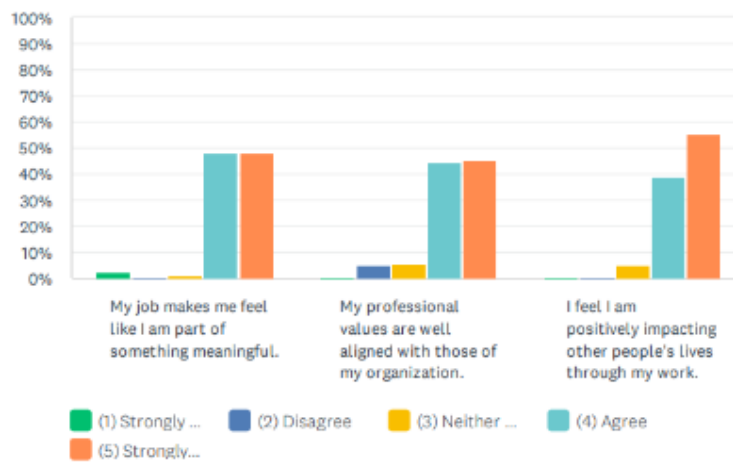
March 3/25/23

Finding Joy in Work to Tackle Staff Burnout

Twenty-one home visiting sites across the state have started thinking about how their teams can incorporate more joy into their work. As part of the Continuous Quality Improvement (CQI) Learning Community, these teams are having conversations about what matters most to them and what stands in the way. Teams will make improvements by testing out new strategies or adding more of what is already working.

With 154 responses from the first survey to get a pulse on joy in work here is what we learned:

Home Visitors and Supervisors are in this work for a reason! They feel deeply connected to the meaning and purpose in their work.



	(1) STRONGLY DISAGREE	(2) DISAGREE	(3) NEITHER AGREE, NOR DISAGREE	(4) AGREE	(5) STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
My job makes me feel like I am part of something meaningful.	1.95% 3	0.65% 1	1.30% 2	48.05% 74	48.05% 74	154	4.40
My professional values are well aligned with those of my organization.	0.65% 1	4.55% 7	5.19% 8	44.16% 68	45.45% 70	154	4.29
I feel I am positively impacting other people's lives through my work.	0.65% 1	0.65% 1	4.55% 7	38.96% 60	55.19% 85	154	4.47

We also know there is still work to do around physical and psychological safety, staff wellness and resilience, and participative management. Teams are turning their attention to these areas and thinking about what are improvements they can work on today.

Reflect:

How do we commit to a systems approach to making joy in work a shared responsibility at all levels of the organization?

Reach out to Jamara Knight, CQI Coordinator with any questions: jknight@earlyimpactva.org