

<b>Fundamentals</b>	<b>Included Components</b>
<i>Business Purpose</i>	<ul style="list-style-type: none"> <li>The hospital's staff retention rate will increase by 10% in the upcoming 6 months as RNs will implement mindfulness strategies to successfully seek a work- life balance.</li> </ul>
<i>Learning Objectives</i>	<p><b>At the end of this learning experience, learners will be able to:</b></p> <ul style="list-style-type: none"> <li>Define the fundamentals of mindfulness.</li> <li>Classify the four types of boundary pushers in the workplace environment.</li> <li>Identify strategies and methods to practice mindfulness.</li> <li>Apply mindfulness strategies to workplace scenarios to seek work-life balance.</li> </ul>
<i>Target Audience</i>	Nursing staff, which includes registered nurses, nurse practitioners, and other healthcare professionals who are involved in nursing care.
<i>Training Recommendation</i>	<p><b><u>Asynchronous Scenario-Based Immersive e-Learning Simulation</u></b></p> <ul style="list-style-type: none"> <li>Asynchronous – Designated Time: Employees will be able to complete this experience during a designated staff meeting on their mobile devices or computers, if available. New employees will have the opportunity to complete this during a portion of the onboarding process.</li> <li>Scenario-Based: Learners will encounter authentic scenarios that reflect real-life situations and will need to make decisions based on them.</li> <li>Multimedia Elements: Learners will be able to participate in interactive components such as flashcards, flip charts, and sorting experiences.</li> </ul>
<i>Deliverables</i>	<ul style="list-style-type: none"> <li>Action Map</li> <li>Design Document</li> <li>Text-Based Storyboard</li> <li>Visual Mockups</li> <li>Articulate Rise eLearning experience module</li> </ul>
<i>Training Time</i>	<ul style="list-style-type: none"> <li>20 minutes – 30 minutes</li> </ul>

Subject	Topics to Include
<i>Training Outline</i>	<ul style="list-style-type: none"> <li>• Learning Objectives &amp; Course Agenda</li> <li>• Introduction to Mindfulness <ul style="list-style-type: none"> <li>○ Scene – main character nurse (learner) overhears other coworker nurses discuss burnout they’re experiencing; one of the coworkers brings up how they’re prioritizing/practicing mindfulness; main character nurse (learner) wonders what mindfulness is</li> <li>○ Defining Mindfulness</li> <li>○ The Fundamentals of Mindfulness <ul style="list-style-type: none"> <li>▪ Mindfulness of the Body</li> <li>▪ Mindfulness of the Mind</li> <li>▪ Mindfulness of Feelings</li> </ul> </li> <li>○ Formative Assessment: Practice Multiple Choice Questions</li> </ul> </li> <li>• Boundary Pushers in the Workplace <ul style="list-style-type: none"> <li>○ Scene – main character nurse (learner) still thinking/ruminating on the idea of mindfulness; overhears nurse coworkers again, except this time one coworker is trying to convince another coworker to go to lunch with them; the main character nurse (learner) steps in and manages to convince this coworker to go to lunch, but in the process, the concept of having boundaries is brought up; the main character nurse (learner) is intrigued about the idea of boundaries</li> <li>○ Four Types of Workplace “Boundary Pushers” <ul style="list-style-type: none"> <li>▪ Define Boundaries and Define Personal Values</li> <li>▪ Time Boundary Pushers</li> <li>▪ Physical Boundary Pushers</li> <li>▪ Emotional Boundary Pushers</li> <li>▪ Mental Boundary Pushers</li> </ul> </li> <li>○ Formative Assessment: Sorting Examples Activity</li> </ul> </li> <li>• Methods to Practice Mindfulness <ul style="list-style-type: none"> <li>○ Scene – main character nurse (learner) after lunch is finding themselves overwhelmed as they are listing off all of the things on their “to do” list; main character nurse (learner) is realizing that having mindfulness in the workplace is much easier said than done</li> <li>○ Practice Methods To Practice Mindfulness <ul style="list-style-type: none"> <li>▪ Practice Self-Compassion</li> <li>▪ Live in the Moment/Truly Unplug</li> <li>▪ Take Breaks of Meditation</li> <li>▪ Use Time Management Skills</li> </ul> </li> <li>○ Formative Assessment: Matching Activity</li> </ul> </li> </ul>

	<ul style="list-style-type: none"><li>• Let's Seek That Work/Life Balance!<ul style="list-style-type: none"><li>○ Review the scenes that the main character nurse (learner) went through</li><li>○ Review the concepts/content covered (fundamentals of mindfulness, boundary pushers in the workplace, methods to practice mindfulness)</li><li>○ Practice Mindfulness Scenario – Learning Activity<ul style="list-style-type: none"><li>▪ Have a mock conversation with a fellow nurse coworker that covers all of the concepts (fundamentals of mindfulness, boundary pushers in the workplace, methods to practice mindfulness)</li></ul></li></ul></li><li>• Final/Summative Learning Assessment<ul style="list-style-type: none"><li>○ Multiple choice, matching, sorting activities to assess fundamentals of mindfulness, boundary pushers in the workplace, methods to practice mindfulness</li></ul></li></ul>
<i>Assessment Plan</i>	<ul style="list-style-type: none"><li>• Formative &amp; Summative Assessment – learners must answer questions through included formative assessments at the end of each part of this experience – learners must score a 80% or are redirected to redo the part they did not earn mastery on; there is one final, summative assessment learners must score a 80% on to earn completion status of the course.</li><li>• Feedback – immediate, direct feedback throughout the course after each question; learner is told why their response is incorrect and directed towards the correct response</li><li>• Branching Scenarios – learner completes many accompanying activities with low-risk stakes</li></ul>