

BACKGROUND

A successful Interventional Radiology (IR) team depends heavily on the close communication and teamwork of nurses, technologists, and providers. Due to staffing turnover and frustrations within the team, the IR Wellness Director organized monthly events during working hours to promote team unification within a modest budget funded by the IR provider team.

These events, which included cookie decorating, barbecues, and potlucks, were designed to increase interaction between team members.

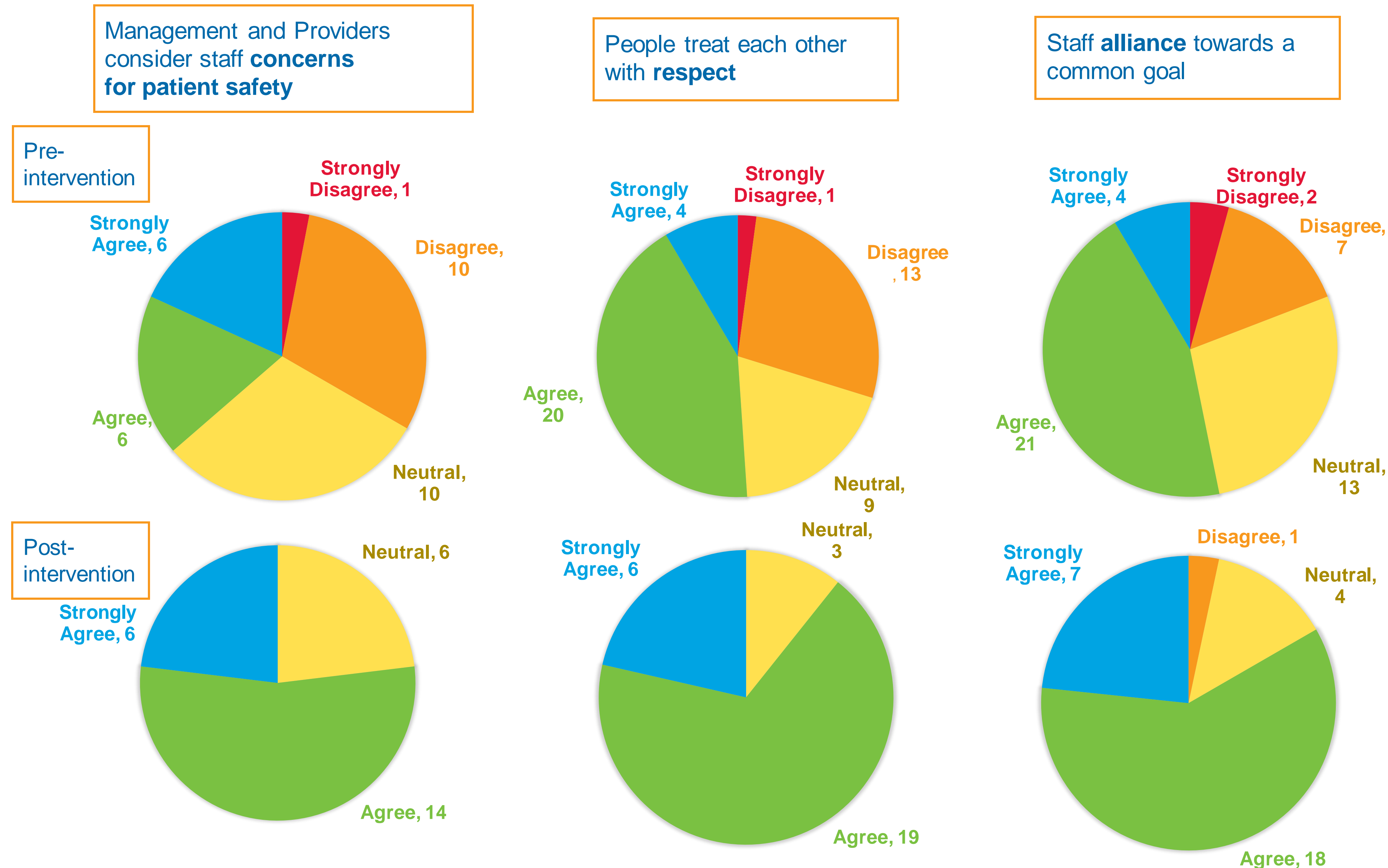
METHODS

A 13-question survey was sent out at three intervals over a year examining perceptions on individual role, individual empowerment, teamwork, leadership, and department values.

There were initially 49 participants, including IR providers, IR Technologists, Radiology Nurses, and Anesthesia providers. The final survey was answered by 29 participants.

RESULTS

Comparison of pre- and post-intervention surveys over a year demonstrated an improvement in perception of individual empowerment, teamwork, leadership, and department values. Specifically, the ability of team and individuals to **discuss concerns for patient safety, feelings of respect, and staff alliance**.



CONCLUSIONS

Social events fostered a collegial atmosphere and improved team capabilities to discuss concerns for patient safety, increased respect between staff members, and staff alliance. While events outside of working hours were often cancelled because of low participation, events during working hours demonstrated consistent success and high volume of involvement.

Limitations include concurrent changes during the study period, such as leadership transitions, staff turnover and new hiring, and modifications to morning rounds format.

IMPLICATIONS

Low-cost initiatives performed during business hours can be a powerful tool to foster teamwork leading to improvements in workplace satisfaction.

DISCLOSURES

None