

Self Compassion Training for Doctor of Nursing Practice Students

P igit

b h i j e b d k b j U k i D W e b i j j b

U k i g i b g j

E i i

k i D

a e of Contents

Wjg b

cg h d i je bj i Ol bϕcg fi mg d F

k j i I

S j bjk l mDT bj n l g h i jDbid S j bjk ij I

b Oi bg

U d O h ij

WOi bg

W j bg bh m f bid bi j

bg bid c jl

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h h ki bj i T bj n F

S T d g

kd j H

T j d g bid Oi bg H

ij l ij i ϕi H

j bg i d bj i

h g h i jbj i

kg e h bjb ϕ j i F

k i e bjb bid kj h ij jbj i

h i bj i F

i g i F

e i F

O id FI

Self-Compassion Training for Doctor of Nursing Practice Students

gi j bg l d b i bg b Dj k e jkd ij i j eUk i
 b j bh k bge bj ij Dh d bg j h Dbi d k j bjϕ E ki kj bj
 bi bg eg j j bjk j F e jkd ij i j eUk i b j U bh
 k i d j j Dbcbi d i i j bh j bdkbj i ϕ j j bϕD E
 j m b l bdkbj i mj h b k eck i kjD bj ij kj h b mi j
 c eg kbgj j j bϕD EW ϕ j i j b bj ϕ j e jki j J
 e bϕD gi dk bj iEW bh ej j j d h i jbj j e b c gj bi d
 æ j l i ebe k d ϕ h b i gi jbi i bh ij b U bh
 g bj d i i j i T i i j bE

Problem Identification and Vulnerability

W i j j k j e P bg b h l h ij j d c k i k j i bg b e i bg
 i b j l g h b j j l bϕ bj ij n i i j j k j eP bg b h l h ij P D
 E ki kj bæ j k j ij eik d h bi j bϕD EUk mj
 ck i kjm B j h h gf g j gbl bj ij mj kji b b h b d j i k
 bj e d i j m f j j bϕD E ki kj i b j l g i ϕ k i kj h c dk i
 bj ij be j D kbgj e b Di k i dk j l j Dbi d bj ij bj ϕ j i P D J ki j bϕD
 E j ij ck i kj gbd j h h ec j bgbi d h i jbg bg eh d bg
 m f U æ j bϕD E bh j b i ϕ h b i j i k mϕh j bj ck i kjD
 h l j h bi b h i j b i d i d jg h l bj ij kj h U æ j bϕD E

Background to the Problem

U jkd ij b ck d i d c j mj i bi d c id j c ki d ej b bd h
 bh k bd bic mD E k i j dik i jbgmj ij
 jDb h bi U jkd ij ijik m fi ij j i k i b m g
 b j j i d i bdkbj ϕ g h bi b i d h bi d i k m f Dm fi jkd ij bg ϕ

h g h i j g j d b d l l i j D i k i j b D d e k g b j i j b i h i j D d k j l
b i d k i d j b c g b i D b i d b g g b i d h j i b g g d h b i d i d k j g j j b g g D
J W h b O g i D E U j k d i j b g b l i b g g e g j d i c g j
b i d h h j h i j k b d b i c m D E O b d h i c g j k e e m j i b i
d h b i d b g g i i d b g j h h b i b h i j E k i k j b i d h i j b g b g d k j
k b g j e i j e b D d k b b d h d k j l j D b i d i b b j j j i i b d k b j
b h U b j b g g D E O d d i c k i k j i U j k d i j m g g j b f g b j j
h j h g l g b j k d i j m g g c b d d d i b k b j j b i d l d k b g g E

Pro em Scope

k i k j b h b c g h d j g b i d b k i d b d b h b b m g g E j i b j l g
h b j b j i j k j h j j b g g D b i d b b j d m j b g b i d h i j b g
b g i b g b e i b g U e j b g g D E U b h e k g h k j c i e h d
j b j b j g b j b g e e j j k d i j b l b j e j b k h b D i b i b d d j i b g f e c k i k j
d k j i b d g f g d e h b g d b j l i f g g k b d b i c m D E k e
c k i k j h k j c b d d d b i b c g m j i j U b h j i k j k d i j
b l i b f g g j h c b j j i b j l e j e i b i j E b g i j l i j i e
j m j f e c k i k j h l b g k j h e b l P b D E

Pro em Conse uences

W i b c g j j h b i b j g b d j U j k d i j c k i k j D b c j b i h i j b g b g E
i b j k d e l b g k i l j i j i j d j b j b i d b i b d b k j F F k j j
b g b g j d b d k b j b h U b j b g g D E O j i i g D E e b d k b j
j k d i j h j b i j b i d j b j j b g T b i k b g e T i j b g d H j d j i D T H j b
e b h i j b g b g d b i U b j b g g D E T i j b g b g d d b d k c g d i
b g b b d k b j b h h b d j j i b g k c g E
P b g b l d c k i k j i d b i b j i j E i h j i b g n b k j i b j i D
b g b l d b e h g f g j d k h b i o j b j i j d h b i j b g g D E

i l d g f i b j i j b k h b i D g i b g k d h i j i b E k i k j h j
 h h i g j b j i b j i j b e j b i d i b h j b g j b j k i j b g D E
 P j b g b k d i e j i i b i k i j m j b h k i j e j b æ c k i k j E k i k j i
 b g b m f d k k b g j e b j i j b D i b h d b j i D i b
 i e j i b j b i d d k b j i j d b j e j i b g g b j b g D E

no edge aps

b j g i d d j l d i j i l i j i b d k b j b h b j j i
 U b j b g D E j k d i j d b j k k g l i d b j b c g h e j b h b i d b i
 i d l d k b g j k d i j g m g i E E j k i g b e h i j b g b i d b g b g c g h e h
 h b i e j k b h k i d d m j i b d j g j d j c i i b b d k b j
 b h k b d b i c m D E O g D i U b b j i j k i f i m i e g l g e
 c k i k j b i d h b i e j k b i k b d b i c m D E W b b g j d j
 c k i k j e i g f i j i c b i o b j i E

g b b i d g h b i b e j i i b b j g l m d b b l i j b h
 d e i j i U e j b g D E g b m g f i m i b i d h h i g h j d i g b i d
 j b g i g d j h k b n D g D b i d h g E e m b j l j e g b
 b i b i b j j c d d c k j g h b i D k b f i d i b i d i i j i j g D b i
 c b j d b j b i j h U e j b g D E

Proposed Solution

g i b k j i g i e g h b i c b d g i b h
 i j i k i d k b j i O O U D J U e j b g D J W h b O g i D E O g i
 b i d j h b i b h i j b h h g h i j d b j b g j b g e i m b d k b j i k
 e k i d j m b i b i d i b g b i d e i b g d l g h i j b f j b g D E U m
 i k m c j j k d j h b i i j h h i j b i d e k i j b g d j b g c k j g o i
 h i d e k g j b j E i b j k d j b j h g h i j d g h b i b b g i j i k
 b g b e i b g n i d i b d g b b j l j D i b d b j j k d j

h b i h b i b j d k i j h e j D b i d j d d k d e g i e c k i k j U æ j
 b g D E k j h D j O h b i O b j i e g e U k i O O U D l d
 j h j i e U b i d b j d b j d h b i m e k i i b g
 d l g h i j b i d i g d g i E b g i j l i j i e j b j f e c k i k j D j k
 b j l j e g b b i d g h b i D h l b g k j h P b D E W
 j m g h g h i j b i d k b j i b g b h c b d i g h b i j i b g i
 i U j k d i j E

PIC uestion

i j d i k i b d k b j g m d h g h i j i b
 g h b i j b i i b h h b d j g f e j b i i b e j g i b i d
 k e k g h g j i e d j b g b h N

iterature evie Process

W e g m i b i i m k d j e i d l m d b j g U O P S D
 D g g D D U b i d k c T d E R m d b i g d d j d
 i k b d k b j j k d i j g j k c k i k j j h b i b h i j i k i b m g b
 g i j b i i b i d g h b i j b i i E W b k g d i l l D h b j g D
 j h b j e m m e k i d i g g E O j g m g h i b j d c b d i
 g l b i b i d b l i c i m j j i l e l b b E O c j b j m b d j e k j
 g l b i E O j g j b j m i g d d l b j b c j b j m j i j k g l m d
 e k b j D j i j D b i d g l b i E

iterature atri a e

i g d d i j d k h i j b g j b j k h b j n j b c g D g b j d b e j e i g j b
 O i d n O E W h b j n j b c g b g m d b j b j c b j o d b i d d i j e j h E W j b c g
 b g d g j k b h e i j i d d b D j k d d i b i d g l g e l d i D
 b h g b b j j D h j d D l b b c g b i d k j h E O i h j b i j j i i j
 j h g b j i e b j D b j j i m g k d b i j b j E

iterature S nt esis

Oggbj g m l m de j gl g el di k i j T g f i kj l g
h d g ii jbj il j Sc b D ES l g l di b d d b j
j i j bi d h j g b c g ES l g i g d j h b j l m e bi d h o d ij gj bg bi d
gi bg b j k d gi D ES l g i g d l di e h b j g b j i
bi d h o d ij g d j b g ES l g i g d ij g d j b g m j kj bi d h obj i bi d
kb n h i j b g j k d ES l g i g d j k d e h b ij g j j k d ES l g
i g d l di e h k b g b j l d j l j h b j l m D ES l g
i g d l di e h b i g d j l j k d ES l g bi n j i i D
EW h d g m b k d b j m b bj de l di c b di k i b j EW
b i g d d g l g D D Dbid E
ij egj bjk i b ij U j Db jki j g j d
j h b d e ij k e l di bl D l E l bgj h h dj k
j ij egj bjk g j d j gi U bh h k j j b f b j h b b j
h j b j i cki kj bi di b i gi b f j b g D J ki j b g D J U b j b g D
J g j j b g D D b j b j i i b d j b g bh m g g i b j bi d g f g d
eck i kj k b d b i c m D J U b j b g D J g j j b g D Dbid gi
b g b i d b f j b g D J j j b g D J ki j b g D J U e j b g D J
W h b O gi D EO ei bgj h j b j h d m b j h j b i e ii j i bi d
bg k j b di j b g D J g j j b g D E gi j b i i Db m g b b e gi
e ii j i m j i i b g bh il ih ij Di b g f g d e k e g
bh h g j i bi d d b cki kj E

rganizational Pro ect Information

W j jji m g j b f g b j b l b j g i b b d k b j i k i bh i
i j i T ii j b E i j U bh b c d bh bi d j e j j m b b

ij g igi Dj i mgbg jbf g igi EW jbi i bid kl mgc
bdh i j dlbo h bid hbD jl gE

W f i ij j b bdkbj ik i d bjh ij g kg D ER io
Rgl iDbid n i di gi jbi i EW g kg i mgbg bjb b j
h ij e gi bh jbi i E mgb j i bdd i j i jbgcb j
h gh iji g h b i gi jbi i E

W hb jbf gl b U jkd ij D U g kg Dj d j ej U
bhDbid bj ij E U jkd ij bl bl j di j j i j j c bk j mg
l j ge gi dki bjh ei b dj k bd bic mD E
jkd ij mgc bcg j b g gi j gj k ij dk bj iDb mgb j k ijbid
kjk bj U e jbgD E jkd ij ki j i h big b bj bij Dckjbg l b g
h d ge e gm jkd ij E b kg c i ejb g ij jkd ij b gf gj dk kbgj
b bd h m fDi b i c bj g j i Ub jbgD EW g e g kg mgc j
i kb jkd ij bj bj i i j dk j i bid gi jbi i EW d j ej
U bh c i ej b b j i jkd ij c d jbi g j ij b j i bh ESb jD bj ij
b bh b D nj i bg jbf gl E bj ij c i eje h b l d d c g g i j k
bid l d E

j bj bij mgi kd bi jkd ij j bj bj ej e j b U jE
bj bij mgc i kd d bdg eb D id D bg j b fJ gi b j bl
c i b j di j j U bh E b kg mj i j U bh mgbg bl bi
jki j j bj bj i gl i ckj mgi j c k dj egg kj k j i i b E
Oi i kj d ej U bh mgc n kd de h bj bj i E

e ap na sis

O b bi bg ej U bh b c i i kd dj d h i jbj j k ij jbj D
j d bg jbj Dbid m bj i d dj c d j b EW b bi bg jbcg i kd d ki d
b id b O idn EW jbcg b gm e k f d i j e bj i ej h i j b bi bg E

k ijgD jkd ij bid j i j b g g d i j k i d j b i d j l b g k e g i
j b i i E P g i m j g m g l g e c k i k j i d m j h l d b b d h
b l h i j b i d k g h b j g h l d b j i j k j h E g i i b k i j g
æ d b j j g c k j j k d i j b j j i d b i b d D h j h g m E P b g b l
é i m f g g b i e j c k j g f j h b g f g g i j m i i b g b g b i d
g i U æ j b g D E W g i j b i i i l d j j k i j e U
j k d i j j g b i l b g k b c g f g g j b j m g g h j b j j g j d j b b d h D i b g
i i D b i d b E

W d d D d b g j b j m g g m j b j j k d i j k i d j b i d j l b g k e g i
j b i i b j b æ j j b g e j k d i j b i d b j i j E j k d i j m g g b l i b d
b j j i d b i j g i j b i i D j i b h i i l i i i E W n i j h
b j b i i d b j b h h d b j j m f i j k d i j E i m g g i j c d d b j
i d i i j i j j b h b i d b j b i j l b E j i b d b j j i d b i D j
m k g l j j b g g c b j i j b j i c j m i j k d i j E b k g h b b g i k b
j k d i j j b j j i d g i j b i i i E g i j b i i m g g b g m j k d i j j j l
b h i j j h e j U æ j b g D E

i d j c d j b D U j k d i j m g g c l i j j k i j j b j j i d g i
j b i i j i j h i i l i i e b j b i i d b E j k d i j m g g b g l d j
j m b d j g i b g k g j j d h b i e O O U i j b g j l d i i j l e
b j j i d b i E W c f *elf Care for e and tudent urses* m g g c k d b b k d e j b i i
i E j k d i j m k g l i j c k d j k b j c f E

Needs sssessment

O i b i o b j i b g i d b h i j m b i d k j d j d i j e b b j b j k g l c i e j
e h b i E b i m j i j U b h i d j j b f g j b j b g e
i b i j k d i j g i E W e j b b i j b j i h l h i j e k i d i j g g
h b i m c j e j U b h E W b h m c b e j l j k d i j i g d j

kjdbj dOO U ijbg e U dk bj i W g e jE g j b D E
P m l Dj U m c b c j bdkbj ik i d bjh iji gkd j k dbj d
OO U ijbg i gkdi d hbi W g e jE g j b bdkbj Uk i
bjh ij U D EW b h k j c i j i j i j i j i j E i j
g h b i m c b d i j b l b d j g i f j j bdkbj ik i b h m c j D
i e h b j i k g l c k dbj d j g j j U b h b j k i d j i m i j b g E
W k dbj j j h b i m c b i j b g j j j D b j k dbj d O O U i j b g
b g e i b g d l g h i j i g k d i d l g h i j e g i O O U D E
l g h i j e g i i m b i n j b j i e j k d i j E W b j j i d e
U j k d i j j b j g i i m j b E W bdkbj ik i d bjh ij
b b g b g g c g d j i d l j d j g i J m l D b j j j h i b i j
i g k d d U D E W b i i b k i j g i j d d d k j j
i b g i b j k e d k i D b m g b j g f e i i j i m j e g m j k d i j R g l i D
i b g h h k i b j i D j c D E W j m g b d d j c i b i j
i k h c e j b i i i d b j b h h d b j j k d i j d k g E

S na sis

O Wbi bg b g m e b g b d g e b i b i o b j i j i j D m b f i D
j k i j b i d j b j b l D l E O W b j g j d i j b i d D k i d
b i d n E j i j e j b i o b j i g i j b i i e U j k d i j i j g e
D k j l g k g j b j e j g i D b m g j b c g d U b h j b j h b i j b i
k i j j b i d b d b d i j j O O U D b U b h m c b j b j e k d b i i
g i b g n i b i d g i b g j D b k e i d g U b h m c b D b g n c g
b h j b g m j k d i j j i j i k j m f D b i d j i e i b g h b h i j k d i j b i d
g k g U D E b f i j j b h i g k d g i j b i i i b
k i b l b g c g e j k d i j k i b c g j b j i d D j b i i j b j d m j j j i d b j i j b j
j b h d l b g k b c g j g D b i d b g f e g j e n j b j i m b c i

e kid j dk gi i jkd ij k b d bic mD JRgl iD i bg
h h ki bj iD j c D E jki j n je j bi obj i bdl j i
gi j b i i m j i j U bh i j g h b i m c j D g b g d i j e i
jkd ij k j l j bj ek j i b gi k b h i jbg bg l Dbi d
m b i m g jbcg d gi bg bji b j m g d b j i jbg j
k kidi gi bg g h i jEW bj j j bi obj i i g d kjdbj d U i jbg i
j g h b i m c j bid j i bc g j e j i jbg jkd ij j l m j U j
m c j D J U D E

eoretica rame or and C ange eor

The Theor of elf Efficac Dc Og j bi dk bD b b j o j i j b j i b j e
i n i i Dc bl bid il ih ij bi j b D EOg bj i ek i j
j bid ek jkbj i bh kij ei ek i E g e b bi idl d kbg n jbj i i j
bc g j j dk b d d kj h E kd h i j e i g e b bi c bg d
i bi dEW b e k d j h i b i j e i bg g e b i bg n i Dl b k
n i g h d gi Dl cbg kb i Dbi d g bge dcb f h j S D
E g e b b g b g d j i k i b g j d j h l i bg h j i
c bl Dk b gi E

W bi j j bj m g c b g d j ek i e i i l b j i c l j j E
W j k i H j b b l f j b g D EW e j j b fi mg d ERi mg d
k m i bi obj i b h bd bmb ebi i i l b j i j b j kg l c bd j dEW j b
i g d b h i j b i d b i bg ej d bi EW id j b kb i E
kb i jbf g m i b j j k d c h h b j i e bi E i j j d
j b Dj k m i j g bd ebi bi obj i j b l d gi j i i l b j i E
j b e k h g h i j b j i Dm i j bi jg bd j d b i d k j j b j ESb j D
j e j j b i e h b j i E i e h b j i k m i j bi obj i f j ek j
jbcg j i j bi bid h b l d ek j g e b j i bid dk b j i b d i j

bi EW jb dj hi ej bi mb k kgbidmjj e j b l f j
bgD E

eor ppication e ations ip

i b d g h b iDbgbi d f gDkg h bj g h l gi U e j b gD
E j i g e b bg bgbi d f g c g e j bj bi c j i j i d bi j b gD
E j goi j dj h i b i j e i b g k d h i j e g e b D j k d i j i j U
bh m g c j b k j j d l g g e b E d b m i k i i b g k D k e
D g h b i gi j b i i D b i d j b c g j j j k i j b b g h j b j b e j b
j k g l i j D j k d i j c g e i k k g h g j i e j U bh m g g i b E
k i e i i l b j i m g c b g d e g m i j j g j d E R i m g d j U
bh d j b i d e k g m g c h b d b m b e j i j j c i g i j b i i i
j k h h D e e j b j k d i j E k b i j U bh m g c h i e h d
b c k j j i j e g i j b i i m j b g i j l i j i E W c g h b b j d m j
c k i k j d g j i d e i k j b i g j d k b j i b i d k j D b j l d
g j b E F i j b d e j U bh m k g l b l d i h g h i j b j i
e b g i bh e e j b b d j k d i j D c i i i i j k h h e E
h g h i j b j i b g i bh h g h i j d E H i e h b j i j k D U bh
d j D e k g b i d h g m k g l d d e j b i m j j e j b i d e g i
j b i i k g l c h b h b i j b i j bh E

Pro ect oa and ission

W l b g g b g e j j j l b g b j j e j l i b i d e b c g j e i g d i
g h b i j b i i j h l gi i j j U bh b f j b g D E W
l i e j j h g h i j i g h b i c b d gi j i k b b
h b i i j e n j k j j U bh E W h i e j j j d g l b i e j l b i d
l b g k b c g g h b i c b d gi j b i i bh j b j m g g i b j k d i j b c g j j

bdb j b i d l b e j h e i b d j U e j b g D E W b g b i d h i m g g
 i k j b j j k d i j b l i b g d l g h i j m g i j U b h E
 j j h c j l h k j c h j j i k b g b l h i j E W e j c j l m g g c
 g j d j g e h b i j i b g i e U j k d i j b j b g g i
 i j i T i i j b c b j g b j i i j k i j g e h b i b g j h c
 O k k j U e j b g D E W i d c j l m g g b g c g j d j g e h b i
 i j k d i j m g g b l b d b i g e h b i k i j g e h b i
 b g j h c O k k j U e j b g D E W g j c j l j i b e g i e
 h i d e g D g e h b i D b i d i e d i i g i j b i i i U j k d i j i i j i
 T i i j b j k b g j d k l c O k k j U e j b g D E W
 g e h b i b g b i d i i k l m g g c h b k d j m D i i T b D
 b i d i i O k k j E

antt C art

O b i j j b j b j j d l g h g j i e j j m j b j h g i E h j b f
 b i c h g j d i k i i D m g j m g g b l j c h g j d i b k i j b g d
 b b i i b f D E O b i j j b j i g d d i j b i d E O i d n
 d g j b f h g j d e j j i i g b g d E

or rea do n Structure

O i d n d g j m f c b f d m i j k j k e j j E f c b f d m i
 j k j k b g g m e g i i i e j b b i i b f D E W m f c b f d m i
 j k j k b i o j c h g j i D j i c j b f j b j m g g b j j h g j b
 h g j i E T g j i e j j i g d b D b i o b j i b g i d b h i j D
 i j l i j i g e h b i j b i i D h b k h i j b i d l b g b j i E j m b i b j j b j
 m j b b j e j h g j i b j j e k i d b j i e j i j j E

Communication atri

O h h k i b j i h b j n b c i i g k d d j d g j g i e h h k i b j i m j
j b f g l D j b b i d j h i j O i d n E W j b b i d h j b j g b j
j j h h j j i k b g i b j h j h g j j j b i g k d d E
W j h i j b i d b d j h j h h k i b j i E W j h i j b g b h b
j b f g l D b k i j g i d k j g i j b i i b i d b i n j i j b j E
j k d i j m g g b l j j b i i i l b o h D b i d m g g l h i d e i
j j h d k i j h j l b h b g E W d j e j U b h b i d h j i
d k i g i i i j b j i k j j i b g i h i j m j O O U i j b g b i d U
b h l b g k E W m g i j h j m j j d j e j U b h D c k j k j d
e l i j d e g g m k E

ogic ode

O g h d g b c i i g k d d j d h i j b j i j i d d k j h b i d h b j e j
j O i d n E i k j i g k d d g j j j k j b j b i d d b b i i
b f D E W h b k i d d j U b b i d d k g k j e g
h b i j b i i j i b j k d i j g i E U n j D j h k j c j k d i j c k i b j
b j h b j b f g l D b i d j j k g h b j g e j c i e j E W j h i j
b f k b b i n j b i d m g g b j i d i j e i j i j b g c g h c b
m j h g j i e j j E S b j D h i j b g b g l m g g b g c b f k e
j k d i j m h b k b d d j i b g k j d k i j h e j E
W i n j j i i j g h d g i g k d b j l j e j j E O j l j i g k d
d l g h i j j b j i j i d d k j h b b i i b f D E O j l j
i l g d b b i l d i c b d g h b i b h D g h b i b h
d l g h i j b i d j h h k i b j i E k j k j d g h h d b j j k g b b i i
b f D D k b j k d i j b j b j i i g h b i j b i i E k j h j b
h b k b c g j k g b b i i b f D E W m g g i g k d j k d i j
d h i j b j i e e j l j h b i b h i j D b i d U b h j k d i j j i j i E S b j D

h b j gk jbj j gi j h kj h e j j b b i i b fD E
g h bj gDj bg j bj jkd ij jbi g h b i Dh i d k g b i d g i f g E
W f g j j b g j bi g j ij h l d bj ij kj h ki j b g D E

udget

W j k d h i h bgei bi i Dbid j j h k b d m i jbc gk j g
i b j h g h i j b i EW m i j b i j b l g n i Db i k d l b
h E k l k d e j j m e e k b i d m d h i b j d l b h b g
b j d j b i i k e j k d i j c b d i j m m f c f *The elf Com assion*
or boo Practical E ercises to roach our Thou hts Emotions and ctions ith
indness i i D b i d The indful elf Com assion or boo Proven a to
cce t ourself uild Inner tren th and Thrive U e h D D kgi i b h c i d
j j b g e b n h b j g H d g E

et odo og and na sis

W h b b h e j j j h l g i i U j k d i j l b
g h b i j b i i EW i d b b h j i b U j k d i j b j b j i i j
b g b d n j i g i j b i i E T i d e k g g h b i m g c i j b j d i j j g i
j b i i Db g h b i b c i m i j i b g i b i d d b h j h
b b j d m j c k i k j U e j b g D E l b g h b k m g c j b f i i j b k i j i j
h g j i e j j E O j h b k m f j b c i i g d d i j b i d
O i d n P E O i d n P l d b k f l m e j h b k d j b g d i j j i E

Intervention P ans

W i k j h b b h b l d D k j h h b k m g j d E W e j
k j h h b k m b j g h b i b g j h D O i d n E b j
b g e k i d j i j k h i j j c l b g d b i d g b c g j h b k g h b i m i k i
j k g l j h b g E W b g e e k i l b g g i k b D g i b j b b j
j b j i i g d d m j j k l E W b g m b i c b d i l b g d j D g b c g j D b i d b

ek e bj bij EW je hDb j h bgDmb k db bh bi e dk i

bj bj i ck d i E

W b i jbcg d gi bgi h e j bgDi j h egl g e

g h b i b jbgD EU h m dj h i dcb d i bl b i j

jE kl m d j ckj dj jkd ij bid j ij l ij i l b h b g jkd ij

jk i d h gj d ij l ij i kl j j e j j b i i i Dbid

j ij l ij i kl b e j j id i E kl j b j m h gj dc jkd ij

ig b j j i d i i m i g d d E

W i nj kj h h b k mb b g h b i j b i i l b g b j i i i

kl O id n E d l g dj k j i j b i b i e f g b i d j k

j b i i Dbj j kd j m b d b j j i d i Dk e g e i D i j i j j b j b j i

e k j k g i j b i i Dbid m b j bi jkd ij m k g l f j i e k j k i E

jkd ij m i j k j d j g bl j g j k j i c g i f m i h g j i j kl j

b j j i d i b i i E kl m d j ckj d b g i m j j g h b i b g j

h E O g h gj d kl m i g d d i h b k h i j E jkd ij b j h b

j b f g l i j j D h b f i j i k j l b g b c g m i i d i j d i e k j k

i E

W g j kj h h b k mb j i j b e jkd ij b j j i i j g h b i

j b i i i EW h b k mb g j d j l e e j i d b b h b c i b l d D

j i b jkd ij b j b j i i g i j b i i EW kh e b j b i j m g j d i

b i E O i jkd ij i j i d d j b j b j i e k j k g i j b i i b h m

i d d j b d j g i j b i i E jkd ij m n d d ij j i k c k i j

i i d b j d b j j i E

h b k bl c i i g d d j i k e j bl c i j b f i j

i k j j h gj d b g i i d E W e j h b k mb b k i j e j

i k h c e j k i d e h o h i l j b j i D m j i j i j j b j j i d j i E e

c j i m i j j j k d i j j j j b j e j h j D j b g g m b d k b j j h j
g i e b j j i d b i E W m b h b k d i E U n j D j b j k b g i k h c e b j b i j m b
g j d j m D i d k i b i E O g g j k d i j m i g d d i j k i j E W
h b k b l i j e m b j b j b j i i k h c j n j i j e k j E W b j k b g i k h c
e e g g h g j d k l m b k i j d E W k d j m D i i j l i j i b i d i
j i j l i j i E W h b k e d j i j b e j k d i j j b j h g j k l E
S b j D j j j b g i k h c e h i k j m b b d E i g h i k j d k i j b i i i m
i g d d E W h b g g j j d e j b i i b i j i c b b j g b d k j d e e k j g i
j b i i i E

W g j h b k j c b g i i h b k E W j b i i i n j j k j
j k d i j g i b i d j h b i b h i j E b g i h b k i k h l h i j j b f g
m j k j b k i i d b i i b i j b b E j k d i j m b f d l b j i i k l
e b j j i d i g e h b i i m d e e k g j b h h d b j i d d j h j m b d
b b d h E O i j k d i j j b j i d b j d j b b i d m g g c i g d d e j h b k E

eturn on Investment

W j k i i i l j h i j b i c b g k g j d e j j E l b g
g e h b i h i d e g g j b i i i i g i j c j m i H b i d F d g b i k
j k d i j i j e T i d e g g e h b i D J i j k h T i d e g g D i E d E E W
i b k k b g g l b g k g i D b i d k f g c h k j j g E e j k d i j e h j
j b j j i d j m i D j e i b i b g j l b g k m g g c j h b j d b j D H E W
b k i j e j k d i j D l i F k e j b i i D b j E H E W j b c i
d k d m j k j b i j b i c g j j E k l b e D j j h i j b i d
l g i j d j h b i d j k d i j b j b j d i b l g i j b c b E b d i b l b j b j b g
b i d j h i j i j b i i D j j m k g l c e j k d i j U D b i d e h i j U
i d c g P b g D J U k i D E i j e g g m i k b j i D

DH F F n Dj ej j F H E kgl b bj ikhc e
jkd ij bj bj Dj ijb mgi b E
i bgi ej j j i k jkd ij bj bj iEi ijl mggf g c
i d dj i k bj bj i bid j i j i e jkd ij i g i j b i i E j k i g f g j b j
g j i c i e j e j b i i m g c i k e jkd ij j i j i k j b i i E i j
j b f g l U b h b D E P i i b h i j j b j h i i b i c k d
j m b d jkd ij gi bg n i k E

Statistica na sis

ge h b i j b i i m b j e h g h i j b j i i j j E
h g h i j b j i k b i j b j l d b j b m b g j d k i j ge h b i b g j h E
ge h b i b b i j l i j i b c i m i j d k i e b i j e j i ge
h b i b j i D b i d b d b i b j g b j b g D E k d g l d
b h d k d i e b i j k g L E J H H E D m b i d l d k b g
b h b d h b g g e j L F J H E H I E i b j k d j b j b d
ge h b i j b i i e h d b g j k d i j D j b i i i b j d j b j b g g i e b i j k g
b c i f k D E j k d i j m j ge h b i m e k i d j b g b l m f
i b h i j K E H b i d m e k i d j b l g m n b k j i K E E j k d i j m j
ge j h b i d g m ge h b i m e k i d j b l d b d m f i b h i j b i d
i b d e g i e n b k j i K E J b c i f k D E

W b h k l m b k d j h g h i j b j i b i d h b d e b i b g E
k b i j b j l d b j b m b d g d k i d j l j b j j j d i j e h b i i e k g b j j i b i d
g j i i j g j k j b j j D E j l j b j j m b j h j d i j
b k b j g k h h b o j d b j b g j d b i d g j j g j i c j m i ge
h b i j b i i b i d k j h E W i k b k b D b j b i j m b f d j e h b
n d j d i j e b j i i k h c j h b i j b i i e d i j b g j j d i j e i d l d k b g k g e j b i i E

W kbgbjl dbjbe h j i i kl mb lbgbj dE hh ij h
m njbjdj j k j kjj ijikbj i e g h b ijbi i mji j
g i bhEO biDj nd j di je bj i ikhc mb k dj g f e l di e
idl dkg mj E kbgbjl dbjb mb g j d bid j h gh ijbj iE

I t ica Considerations

O c ed j i ej jmb l d dj W g e jE g j b
i jkj ibg l m b d l bj b g bj i e hEW i g j i k jbjj
j bid m g e khbi bj bij b hbijbi ddk i b EW b g bj i
i g d dj jbhD j j g h b ijbi i mgi b g i D
d j i e bj bij mj b kj d Db d j i ej bjlj il g i j
bj bij Dc i ej j j bj bij Dd j i e j i jbg f bgi mj m f mb
h i h o dDbid h bi j j j bj bij ied i jbgj EW b g bj i mb b j d k i
j e j kch i i bjh g hbi i O idnR EW e g mi b b b i g d
i e h bj i bc kjj j j bjmb kch j j dj j e l mE

W bh k ej j j i b g i i U jkd i j j k
g h b ijbi i E g h b i j bcgj j gl i khbi i imbh b d
U e jbgD E g i j bcgj j l bid bdb jbj jh e j E ki kj
d ei db b m f g j d j j bj il g bgbid h j i bgn bk j i D dk i
gm bj g j i bid dk jl j i i m fE j dik U hbf k j kgj i
e jkd ij i e h b g e i i Uk i U j j eUk i b j
U bid b bjbi i b d f eck i kjdk j cbgi i eh gDm f bid b bd h E
g h b i b c i mi j i b g i D g b bid bj i j b m f
dk jl j EW m b j g h b i j idj bl c bj g j i Dc j j
m f e hbi bid h l d bj i j kj h U e jbgD EW j j bj
jkd ij mgi b g i j k dl g i g h b iEW b kbgj

h l h i j jDb j bg bd b g i bh bjW æ e jE ð j bE
W jd i j k bi ðidi b hbj bg b e e k mj b bj jbj iE
W jji j f ð igi l b hDj k j æ e jE ð j b U
bhE jkd ij l gkijb g bj bj d i dk bj i bg i e bjk i æ h b i
f æ EW bj bij i g d dj j ee j b U jkd ij i æ d bj W
æ e jE ð j b U bhEW ikhc e bj bij d id d ij o e
j jJ j id j c bc kjH jkd ij j Rgl i D i bg h hki bj i D
T b D EOg jkd ij ij jm m g h j bj bj Dbidi jkd ij
m æ c n g d d e j bf e h b i EU jkd ij m i d dlkg b cg EOg
jkd ij m b ij U bh b id id i j b d kg E jkd ij m i j e d
d ij bj bji ckj bj bj d i bl gkijb cb EW h b j e jkd ij m
e h bg Db j id d h i bj j i k i e g l ET bi jkd ij b j æ ij m fe
bid b U EO i h bg mb ij jkd ij j n ð ij i bid i g d d bi il j j
i h i E bj bj i i bl gkijb cb mb n g jg i e d bid j mb
i j ckj i e i kg di j b j id g i i E
O j l j il g dj dk bj i bg i k i i æ h b i E jkd ij
g bi dj gif c jm i æ h b i bid gi i b d i bg bj ð j i D
i b d c bj ð j i Di b d bc gj j h bi b j Dbid d b de gi e
n bk j i DU e j b g D E k i k j i dj jkd ij m i b j d j
i bi i j E bj bij l djm kl Dd d i j j j b j e
j e j i Dbid j id b e j ð j i E jkd ij kch jj dj kl
bi i h k g k i g h Dmj kj bi h bg æ j i Dj h bi j bi ied i j bgj E
jkd ij bj d b nd j d i j e j ð j i bh D j bj kl bi c h b d
bid bi bg o d e bi bi E
i b jkd k i h d bg jkd ij bj bij D b d ð d b j i ð j i
c jm i d l g d æ h b i bid i b h i j i j m fe Db m æ b

d b i e gi e n bk j i bc if k D E i i j b j D j m j
g j h b d d b d i b h i j b i d i b d g l g e n bk j i E i b i j j k d
c U æ j b g D D b g b e i b g m h l d j g h b i b d h
e k i j g b b j l j k j d e m f b i d m e k i d j b l i b d h b i e
b j i j E i j j k d D j m b b k h d j b j g h b i m k g l l d c i e j j
j k d i j J j k i b i j g i b i d g f g d e h l d g b D b m g b
j k h j b j i j D b i d e gi e n bk j i c k i k j E
W c i e j j i c b d i j g j j b j b i g h b i m j i
d j bh i j c k j g f i E W b l e m j k d j b j n g c k i k j i U
j k d i j E W j k d j b j b g h b i j b i i g i i l g j bh k e
b k j E j j i i j j h i j i g d g h b i j b i i i j U bh D b j f g
b i c b j d b i m b j b i j h D b i d j l b g d b j j æ b j k b E j b g
b k h d j b m g i d j g h l b j i j b b i d k j h D b i b d
g h b i b c i m i j j b i g j i j i m f U æ j b g D E
W j b d i c l k f d h e j j b j b i j E W m b i b b i j
b g b g f E W m b i j b i b b i j l g j i e i h b g n j b j i e d b g g e E
W j i j b g f m b g b g k g l b j k d i j c i k b j i j b g g j i i b
e b i j j k d i j E b j j k d i j b d k i j i m b i j i j g d E P m l D
j m k i d k g j i k j b j j k d i j b l d j i j E W i
l d d i k b h i j j i b i j g e i j b i d j h E W i g l b
i i k d h i j b g b j h D m b g g e h e i k h b i i m g l i m b h b d E U
h b i e d j i m k j g o d m j i d k b j i b g i E
W h i h o l g j i e l b D i i j e h j b j m g j i b g g i d b f j
i b h k j m j b b d E W e g m g g c d j d m j i j b e j j k d E W
h j i e d i j b g j D k l m g g i j i g d b i d i j e e j k d i j E i j b d e i b h D

jkd ij b j d b n d j d j b j k l b i c h b d e b i b i E O e
j i i j e h b c i i g d d b i d g j d k i d O i d n S E

W j j b j d m j j i j i j j l d l b g b l i k j i b j k d i j
g i E i b f i m j h b j b f g l D E k g P i D U b i d E R i o
R g l i D U D j m b d d d j i b m j e k j i j b j E W g m i j e h d k b j i
j k d i j i j l b k j i e i b i g i j e k i i g e h b i D b j
b l b g d b j d h j d j h l g i E j j j j k d i j j f g d k i j
i j b j i D b m g b l b h b g k j g o i j j h i k j g l b j j j b j E

Implementation

j h g h i j b j i c b i m j h b g i j k d i j i j U j i O g
E j k d i j m k j d j b j b j i g e h b i j b i i i l b b i
g j i g i g d d D O i d n T m i j b i d g i f j h h j i D D b i d
j i i j e h E k j h i j b g j f g d k i j k d i j i j b j i b j j j b j e j
k h h h j e E h g h i j b j i k l m h b g d j j k d i j j j
e j i E O g j b i i i m j k j k d i b h g d i j d k j i D d e i j i e
f i j c k i k j D g i D b i d g e h b i l E g b D h j d j k j g o
g e h b i i d b g g e D b i i e h b j i b g l d h g j W j b f j g b j g b i i D
b i d b i b j l j m j d k i e b g g d l i j i e g e h b i j i k E
j k d i j m b f d j b l h k j b h b i j k k j j h h j i j i k b
b i e i i j i m j j k E
k i j e j i n j k d i j b j j i d d j h i i i b i d j m b j j i d d j
l i i i E W h b e k m b j i j d k j i j e c k i k j D g i b i d
g e h b i E i d j i j d k j b g b j i e g e h b i D j k d i j m b f d
j d i j e b b j g k D i o j i j b g i D b i d m j j i b j k
j m b f i m j b e i d E W e j i m b i j i j i d d j c b g g i h b i D b
j m b i e d i j k d i j m k g l b j j i d k c k i j i E

k i j h i i i Dbgg jkd ij bdj h kj bh b i bid b
 jkd ij ig id dj d k i h j EW l i i i mb d ijd bid
 g f db i e hhki jE i jkd ij bdj bh b æj k kjj b i i D k i
 i i j i m j j k E i b d l j i j g D j b j d e d i c g j e j l c g jkd ij
 j idj d k i k j i m g j i i l c g jkd ij id dj ig i
 d k i k j i EW l i i i b b d j c e g l b g k j j jkd ij Db
 b j b j i e h j k i b j l k n i b j b g D E
 i j id i i jkd ij b j j id dj h i i i b i d j m b j j id dj
 l i i EW h b e k e j id i mb h i d e k g Db k b g j i c k g l i
 g h b i U æ j b g D EW i b h i d e k g jkd ij m k d d j k b
 c b j i n U æ h D EW b j b i j j d j c b j i n b
 g e k g b i d g n i E O g k j m b b h b g g k D jkd ij i j b j i m b i b i b i d
 d k i m g l b g k b c g E
 i j g j i n jkd ij b j j id dj h i i i b i d i jkd ij b j j id d
 j l i i i EW j b i i j b j d m j k j g i i j l d j j i b b m b j d i j e
 b i d b g g i i b j l j i f i i i D E b j b i j m i k b d j i d b i
 c g b c j k b g i j l d j j i D n j b g j j e j e h l b k j k b j i b i d i d
 m j g f i d i i j b d e k d h i j EW k æ j g g i l d j k k b g i j l
 d j j i b g g i j i j i f i D b j b j o i D b i d k g l j b j h i j D j i h b g
 k d h i j D b i d m j i j b d i d m j f i d i EW i g d m j b b j j k d
 b j j h j b f i m g d i g e h b i j l b j U æ h D E i
 j i b d j h j m b d i i j b j i m j d k i E

es u ts from Data Co ection

b j b i j l d b i d j h g h i j b j i k l l b h b g k i g
 h E n j i jkd ij kch j j d j b i i k l b i d e k h g j d j j b i i
 k l E W h m b b g g j j d b j j c i i i e b i e jkd ij j h g j i i j

e h bid h gh ijbj i kl E j h gh ijbj i kl m h bgdj jkd ij
j j g j j b i i i E jkd ij m bg l i j h b j j i d e j g j i j
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Se f Compassion Surve S ort orm

W O idn b j h Del i j S f j bg j jbcg e k i e
j k j g j d j j g h b i g d b j i kc bg b j b g D
E g h b i l b g b j d j k n j h g f i d i j h b i d l D h h i
k h b i j j h H b i d D b i d h i d e k g j h F b i d E W b b g n i b j l
b j g d b j i j h g k d h i j j h b i d D g j i j h b i d D b i d
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W b g k g j j j j b g g h b i g d b j i j h b l d D j i
j h b i i k h c e b j h b g k g j d b j b g D E T b i e H F H
d h i j b j h d b j g h b i E g m j b i H b i d d j b l g m
g h b i D m g j b i F H b i d d b g h b i b j
b g D E g j j h b g i j h h i d d j l b g b j k c b g D j b i c k d j
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W j d k j i i k d e j k d i j e k i d g e h b i j c b k e k g f g b i d j
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d i j e m E O g k k i k e g e h b i g i j b i i j h b j e j k d i j
i L l j d j m k g l i j i k m j g i j b i i i e k j h j j b j i d i
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k e k g b i d i j i j i b j i d i e k j i E i j k d i j d c d g e h b i b
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e g h b i E g h b i d i j k j i d l d k b g j i b g g i D
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Data na sis

j l j b j j m k d j d i j e h b i i e k g b j j i b i d g j i m j i
 j k b i j j b j l d b j b i j b i j g j k j b j j D E W h j d m b i j
 h b o j g j i e g h b i j b i i b i d h l d j k d i j k j h E
 k h h b j b j j m b g k g j d e b j j b g g h b i h b i E W c l b j i
 e W j b g g h b i T b i O h i j b d b i b l b e E L B D
 E L E D T i L E D T b n L E F D f m i L B H I D R k j L B E W k h h b
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ummar statistics for Interval and Ratio variables

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ote id b j j j b j j j k i d j t a j d b j b d d k b i e k e i j b h g o E

bj bij h gj d bid j b h ij EW ikgg j D g h b i
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d k i b j i d i j m b d g j h E g j h b c i m i j j k b j c k i k j
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imitations

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Dissemination

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Conclusion

k i k j b h h i k i e i k D bgg m i cbgi i m f bid b U
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m b f i m b e k i d i b i b g g f e j h E k j k j k d i d j i b j b j g b j i

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References

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<p>e i k b d D S E D b i c m D E E h b i d j k D i j h D O d l g l d n i O D bid g i g l g e j e U k i b j U j k d i j E urse Education Toda D DUE O E j j d E E l E d j E E H</p>					
<p>k c h b i d j k D i j h D b i d b d l g l d n i O b j d j j g i i U j k d i j k i k i d d j b b e b h m f E</p>	<p>j i b g k b g b j l j k d b F j S l g</p>	<p>O o i b U bh i L U j k d i j m j c b g h b j d D k j d e h j U bh E</p>	<p>O D g i D i j h b i d c k i k j D b i d b i bh E</p>	<p>S l g e j i b d b i d g i d b d b j k d i j d j k j bh E g i d k b j i h k j n j i U bh E</p>	<p>i j k j h k j c b m b j b j g b j b g e j j k d i j b l b j e j b k h b D d k i b i i b d f e i d k i j d g l i j E</p>
<p>e i b f D E E D T i D R E P E D k j b g D E D b g i D T E D m b f D T E E D d m b D E S E D f D R E E D d D O E E j h b i b h i j b i d g i j b i i i b i k d i b h i d i e h b j b i j e k k E ousmal for urses in Professional evelo ment D I D F F F F E j j d E E U U E H</p>					
<p>k i l j b j b i b b j j h b i b h i j e i m i k D c h g h i j i h i d e k g b i d g i b h b b j e i j b j i k i j T O W T d g</p>	<p>j j k d S l g</p>	<p>T i i j b c b d j b g i L F U m i k i g j T O W b h D j d i k m j c b g d D k i d i b m f n i E</p>	<p>j h b i b h i j i j l i j i</p>	<p>b j b i j j d i b i d i b g b i d e i b g m j D i b i d h i d e k g b i d i e h b j i m b g l b i j b i d j h g E j h b i b h i j b g b i d f g</p>	<p>U k b l d e e k g j b i j i i e h b h j b j E j h b i b h i j b i c h g h i j d j h j b j j b i d i b j i j i b i d b g e i k</p>

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<p>k O j h b j e j T O W b h i b g b e i b g k i j T O W T d g</p>	<p>T n d h j d D k b g j h l h i j D j j k d S l g</p>	<p>T b b k j j c b d j b g i L H b i D i k b j j i D j b g b D b i d b i i h k l g i j</p>	<p>l d j D b g b g D h i j b g b g D c b j ø j i D c k i k j T O W b h D b n i</p>	<p>T O W b h d k d j D h l d h i j b g b g D h l d b g b g D b i d i b d c b j ø j i E k i k j d d i j b i D c k j b j b i j j d b i i b d b c g j j b i d g b d l j E</p>	<p>l d j m i j e h h d b j g j h i h b g m j k e j T O W b h E W T O W b h æ l b g j g j i b g i E</p>
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e i
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 b d k b j i k m g i D m f m g i b i d h i j b g b g O k b i j j b l j h b j l m E i j i b j i b g
 k i b g e U k i j k d D D U E O E j j d E E I E i k j k E E F

<p>k W d j h i j l b g i b i d c b j j d i k i m b d k b j m g i E</p>	<p>j h b j l m e k b i j j b l b S l g</p>	<p>j j i m b g g k i e d E i L F j k d j k d m i g d d e j i d d i m b d k b j m g i g c i m j k b i j j b l d b j b E</p>	<p>g i D j h h D D i l i h i j b g b j ø j i b j i D b i o b j i b g h h j h i j D g l g e c k i k j</p>	<p>j d k j i m b h j e i b b j d m j j b f h b j b i d j d k d m j h j h i j c E</p>	<p>j d k j i b i c e k i d i ø j e n j b j i D b j b i e i d i h b d b i d h b j i l b k j b f E</p>
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e i
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 b j i j b i d b i o b j i b g k j h j h b j l m E i j i b j i b g k i b g e U k i j k d D D
 U E O E j j d E E I E i k j k E E F F F

<p>k j h i j b b j i c j m i i k c k i k j b i d b j i j k j h E</p>	<p>j h b j l m S l g</p>	<p>j k d b i i d b k i j E i L j k d</p>	<p>k i k j l g k i T b ø k i k j b g D b j i j b e j D k b g j e b D i k</p>	<p>U k c k i k j d j g ø j j d b d b j i j b e j D b j i j b j ø j i b i d k b g j e b E</p>	<p>U k c k i k j h k j c b d d d b j j j h g l ø b b i b i o b j i k b i d i j b i i d l d k b g k E</p>
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		h b g m h i c j m i bi d l b eb E	dk j l j D bj ij bj ø j i D bi d h h j h i j j bi obj i		bi obj i h k j bd j j bj bi d g j l i j bi d h bi b ck i k j E
e i Ub D EO Æ bi D ET Æ P DOE Æ R æ D S Æ U j j b D E Æ o b b D R Æ ij b g T E E E k i k j bi d T i j b g P b g c g h i h d b g j b g j k d i j E C <i>E life sciences education</i> D Db E j j d E E c E					
k b b j o j bi e c g h b b j d m j ck i k j bi d d b d h i j b g b g bi d l b g b j j b b j d h i j b g b g i i i c h d b g d j b g j k d i j E	kb n h i j b g g j j k d S l g	j b g bh i U j b g i b i l l b j b i j l g i j d j b j b j bi d l d i i j l j h g j j k d E b j b i j m h b g m j e h b g i j h d j m i j E	k i k j k i j g k i k j i l i j D i e h d d d T H D j k d i j b j i e bh i l i h i j E	W m j d e d j b g j k d i j b d j k j e m j d b m i e h j bh D j bi d e h æ j i j k j j b j l i d b j i E W h b j e j k d i j j d h d b j g l g e ck i k j E	j b g bh h k j i g d i j l i j i j b d d ck i k j j i b j k d i j d k j l j bi d j i j c k j i j i E
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k c j h jbi e gi m j i ik i bj bid h j gi j b i i m j i i k i jkd ij bh k i kid d j E	jl jkd e ϕ j d gj bjk S l g	T b b k j j il j bh g b b j j m i j l i E	gi D m g i D bg k j bid ϕ b	gi b g m ik j bl gi l j m j i j e g b i d dk bj i E gi j i j i m i jkd ij bl bg k j b i d e i h m h i j E	gi b bj j bi b i j b i j b j E dk bj b i d j i k i g b d h k j j b f i c g j j i b gi i jkd ij E
e i g j D ϕ bid ϕ D S ϕ i b f D T E E jkd ij h j l b j i D j D b i d i j i j j g b l i k i d j b g jkd O i b j i b g jkd k i b j b i b g E <i>urse education toda</i> D D HE j j d E E I ϕ d j E E E F F					
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a n a l i s i s

Project Name	T i d d k g e h b i W b i i e U j k d i j	
Date	b i k b	
Project im	W O h e j j j d h i j b j j e b c g j e i g d i b e h b i c b d g i j b i i b h i j j U b h E W h i e j j j d g l b i e j l b i d l b g k b c g e h b i j b i i b h j b j m g g i b j k d i j b c g j j b d b j b i d l b e j j h e i b d j E	
Current State	Idea State	Proposed So ution
j k d i j b i d j i j b g g d b k g d i j k i d j b i d j l b g k e g i j b i i E g i i b k i j g e d D c k j j g m b j j i d b i E P b g b l b e j i l i j f g g j b e j D c k j d f j f g g j i k i b g b g b i d g i E	j k d i j m g g k i d j b i d j l b g k e e h b i b i d g i j b i i D b j b e j j b g e j k d i j b i d b j i j E j k d i j m g g b l i b d b j j i d b i j g i j b i i c b l i b c j m i b h i i l i i i j h E b k g m g g b g i k b j k d i j j b j j i d g i j b i i i E	j k d i j m g g c l i j j k i j j b j j i d e h b i g i j b i i j i j h i i l i i D F j h d k i j k h h h j E j k d i j m g g b g l d j j m b d j g i b g k g k i d j j d h b i e O O U i j b g E

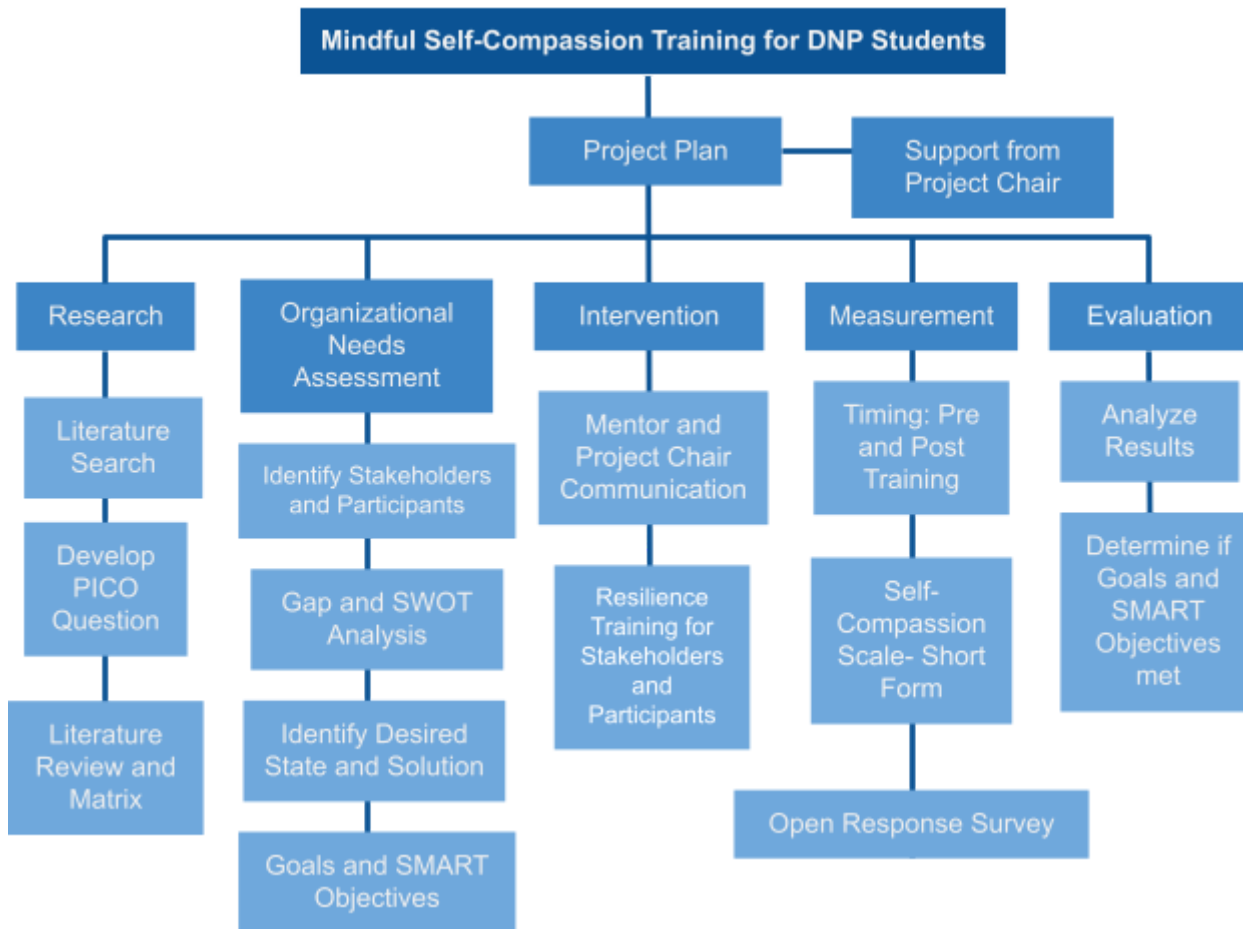
ppendi C S na sis

T nal sis

<p>Strengt s</p> <p>j l dgl i gi j b i i j k i j W g b b m g j b c g d U bh D m j j b g W g i j j U bh i j i b j i W U bh e n c g b i d b h h d b j i j j k d i j j g m f i W U bh b k j l d k g i j j k j i b g l b g h h k i j D j b g j D j b i d j m b d W bh b b e U m c b j k d g i b g n i b i d g i b g j U m c b k e i d g e i b g h n j d e j k d i j b i d d k g j k k j j U bh D i g d i j k d i j d k i c b d b i d o h h j i g j l g h g b g b j i</p>	<p>ea nesses</p> <p>g i j b i i k i b l b g c g e j k d i j m i j b b c i j e h i g i j b i i j b j d m j j D b i d k i b l b g c g e j k d i j c i i i c e g i j b i i i b e d i j d g b i d j i j U b h c i i k h h h j k i j g D b d b j j i d b i e g i j b i i i D d h i j b j i b g f e f i m g d j b j j b i i c i e b g e j k d i j D d k g b i d b j i j g j e n j b j i i j U bh h b d e c j m i i j k j D m k g l i b j e j k d i j h k g f g d m i j b j i g j d j b i d b d i j b j j k d i j g b i i j k g l i b j k d i j j S j j g g i i e g e l i j D j k d i j h k j f i m j l i j j b b i e b i h i j d k d b j b i</p>
<p>pportunities</p> <p>O d l j j g U bh i g d g i j b i i b h i h b i m c b h j m b j b d d b i n j b i d j h b i b h i j i U b b h k h i j b g b g l O d l j b j i m j g b g g i b g j i h b i m c b</p>	<p>reats</p> <p>k j d U bh m j i T U e b b j b i e U b g W b l b g j i g i U bh m j g m j d j D b g i j j U bh g j j D j i j b g j k d i j h b b l i b d j d k j b i i m f i l i h i j b i d g l b bh g i b g b g i d j i k g l b k U bh j k d i j b j j i</p>

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Appendix Communication Matrix

n n n

Team Members: Hollyann Olson

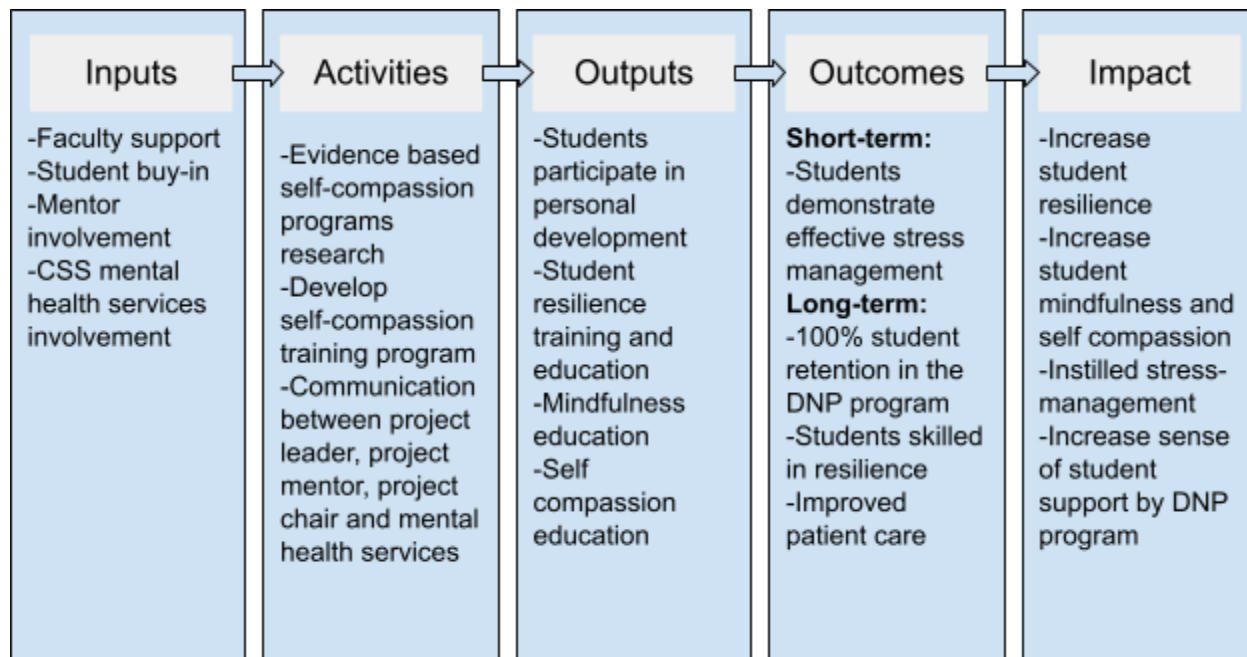
Project Chair: Dr. Johnson

Project Title: *g h b i W b i i e U j k d i j*

Purpose/Objectives	Method Of Communication	Frequency	Recipients	Person Responsible	Notes
Project ideas	Zoom	1	Dr. Johnson, Dr. Ferry, Dr. Star, Dr. Kleven	Olson	Decision made for project to be in academic setting vs hospital setting
Resilience training Ideas with mentor	Zoom	1-2x/month	Dr. Kleven	Olson	Identify sources of resilience training materials
Project inquiry	E-mail	10	Dr. Johnson	Olson	Clarify project details
Meeting with project chair	Zoom	3x/semester	Dr. Johnson	Olson	Review Status of project, clarify questions, and receive feedback
Meeting with mentor and graduate nursing department chair	Zoom	2x/semester	Dr. Kleven Dr. Honey	Olson	Review implementation of project
Training sessions with students	Zoom	3x/semester	DNP Students	Olson	Implementation of resilience training
Pre and post resilience training surveys	E-mail	2x/semester	DNP Students	Olson	Send brief resilience scale and open response survey

Appendix B Logic Model

Student



Appendix DNP Project Measures Worksheet

Project Measures Worksheet

Worksheet Title

Project Name

Measure Name	Operational Definition	Data Collection Plan
Lead by in the health	every goal	monthly report

Outcome Measures		
Health by	Weight health k bg	monthly report
Health i kl	Weight id bi k j	monthly report
Weight by Oj	Weight Uk bj m j ij ej bj j	monthly report
Process Measures		
Uk ki	Health W mj ki	monthly report

Ukhc e bj bji jkd ij	O jkbgikhc e jkd ij bj bij mꞑc kij di b j bii iE	jgbd mꞑ ꞑ jj j jbg ikhc e jkd ij dk i b iD j mꞑ k jm EOꞑ jkd ij mꞑc i ꞑd di j kijE
Ukhc e kl h gj d	O jkbgikhc e h gj d kl mꞑc kij de h bid j h gh ijbji kl E	jgbd mꞑ kij j j jbgikhc e h gj d kl EW mꞑ b i jm EOꞑ kl ꞑꞑ h gj g mꞑ c i ꞑd di j kijEOi kl j bj i jꞑꞑ h gj d mꞑc n ꞑd dE
Ukhc eWbii T ikj	W j jbgbh kij ejh l ij b j bii i mꞑc b dE	jgbd mꞑd kh ijj j jbg ikhc ehikj dk i j bii i EW mꞑ b ijm E ig h ikj dk i j bii mꞑc i ꞑd dE
a ancing easures		
Ukhc e jkd ij j bj jdꞑ kg i bjj idi j bii i	jkd ij mꞑc b f d e bjj idi ꞑ h b i i m dꞑ kgj b hh dbj id djh j mb db bd h E	jgbd mꞑ ꞑ jikhc dk i c j j bii i EOi jkd ij idi mj mꞑc i ꞑd dE

Appendix I Self-Compassion Scale Short Form

Self-Compassion Scale Short Form (SCS-SF)

HOW I TYPICALLY ACT TOWARDS MYSELF IN DIFFICULT TIMES

Please read each statement carefully before answering. Indicate how often you behave in the stated manner, using the following scale:

Almost never					Almost always
1	2	3	4	5	

1. When I fail at something important to me I become consumed by feelings of inadequacy.
2. I try to be understanding and patient towards those aspects of my personality I don't like.
3. When something painful happens I try to take a balanced view of the situation.
4. When I'm feeling down, I tend to feel like most other people are probably happier than I am.
5. I try to see my failings as part of the human condition.
6. When I'm going through a very hard time, I give myself the caring and tenderness I need.
7. When something upsets me I try to keep my emotions in balance.
8. When I fail at something that's important to me, I tend to feel alone in my failure
9. When I'm feeling down I tend to obsess and fixate on everything that's wrong.
10. When I feel inadequate in some way, I try to remind myself that feelings of inadequacy are shared by most people.
11. I'm disapproving and judgmental about my own flaws and inadequacies.
12. I'm intolerant and impatient towards those aspects of my personality I don't like.

Reference:

[Raes, F., Pommier, E., Neff, K. D., & Van Gucht, D. \(2011\). Construction and factorial validation of a short form of the Self-Compassion Scale. *Clinical Psychology & Psychotherapy*, 18, 250-255](#)

ppendi Self Compassion and Response Surve

elf Compassion and Res onse urve

bj g h b i f g d k k i j g k N

c m k e g b c k j b j b j i i j g h b i j b i i i N

F k e g g h b i b k k g f g g j d j g i b i d j
h b i b h i j N m i j N

k i j i d j b j b j i g i j b i i i i k j k h j N
m i j N

H b j m k g l k g f j b i d i j i m b j b j k i j e
h l h i j N g b d c k b j i b g E S b l c g i f e b h i j

ppendi I pprova etter



Institutional Review Board

DATE: March 28, 2022
TO: Hollyann Olson and [Dr. Sherry Johnson]
FROM: The College of St. Scholastica, Institutional Review Board
RE: Self-Compassion Training for DNP Students
SUBMISSION TYPE: New Project
ACTION: NOT RESEARCH
REVIEW TYPE: Expedited Review

Thank you for your submission of materials for your project. The College of St. Scholastica Institutional Review Board has reviewed your application and determined that the proposed activity does not meet the definition of research under the Code of Federal Regulations 45 Part 46.102 provided by the Department of Health and Human Services. As such, your project does not require ongoing review or approval from The College of St. Scholastica Institutional Review Board. We will retain a copy of this correspondence within our records.

Any modification to your project procedures that could change the determination of "not research" must be submitted to the IRB before implementation.

When your project is complete, submit a protocol closure form by following these steps: (1) log in to your project in IRBNet, then create a new package (not project), (2) download the protocol closure form from the Forms and Templates menu, (3) complete, sign and submit the protocol closure form.

If you have any questions, please contact Nicole Nowak through the project email function in IRBNet or nnowaksaenz@css.edu. Please include your study title and reference number in all correspondence with the IRB office.

Best regards,

Nicole T. Nowak, Ph.D.
Chair, Institutional Review Board
The College of St. Scholastica

Appendix Informed Consent

Appendix Informed Consent for Students

a k b i l j d j b j b j i b b j k d i l j b j i c k g l i g i j k
 e h b i j b i i E W j k d c i i d k j d c P g b i i g i D b d k b j j k d i j i
 j b j h i j e j e U k i b j k i d j k l i e E i i E a k
 m g j d b b c g b j b i j c b k k b b i m j k d i j i j U b h b i d
 b j e j j E b f j b j k b d j e h b i d b f b i k j i k h b b l
 c e b i j c i j j k d E

Study Purpose

W k e j j k d j d h i j b j j e b c g j b i d e j l i e i g k d i b
 e h b i e k d b h j i b g i i U j k d i j E g i j
 b c g j j c k i c b f b e j b d l j E e h b i j b c g j j g l i k h b i i i
 m b h b d E T b i k i j k d i j b l c i j b k j j n e b b j D c k j j
 b j g j b j b i b g c k d i j c E e h b i b f g j b j b i c b j d b j
 b i j h E

Study Procedure

b j b j i h g j g l g k i j b D b i d j k d i j h b i d b j b j i b j b i j h m j k j
 i k i E W n k l m g g c b d h i j d j j k d i j j j b i i i D b i d b b i
 b e j j g j j b i i i E W b i i i m g g k l b h D e k b i D
 j j h d k i j h j E i m g g i g k d i j d k j i D i e h b j i i
 e h b i D g i D b i d c k i k j D b i d b i b j l j j n e h b i i j E

Benefits of Study Participation

W j m g g b l i c l k f d h e j E W i b b i j b g b g f E
 W i j b i b b i j l g j i e i h b g n j b j i e d b g g e E W j i j b g f
 g b g k g l b j k d i j c i k b j i j b g g j i i b e b i j j k d i j E
 b j j k d i j b d k i j i b i i j c i j g g d E P m l D j m g g c k i d
 k g j i k j b j j k d i j b l d j i j E W i b j l d
 i k b h i j j i e i j b i d j h E W i m g g g b i i k d h i j b g
 b j h D m b g g e h e i k h b i i b g l i m b h b d E W m g g c i
 h b i e d j i m j i d k b j i b g i E

Benefits of Study Participation

P b g b e i b g m h l d j e h b i b d h e k i j e b
 b j l j k j d e m f b i d m e k i d j b l i b d h b i e b j i j E b d i
 b D e h b i m g g l d c i e j j j k d i j J j k i b i j g i
 b i d g f g d e h l d e b D b m g g b j k h j b j i j b i d e g i e
 c k i k j E

ternative to Participation

k e g i b i c e k i d i j U m c b E
j j j E g E h E d k d i d i b j n i g j

esearc e ated In ur

b g i k k i g f g e j b E k g l b i i l b j i j f j k d i j h j i i
 b i b j l m b D k i g i l b b l b g c g T i d b j k d b e h O T j
 T E

c j j j m m m E E d k b h k g e j k d i j l k i g i l

h b g k i g i E d k

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bn F I

Confidentia it

W d e j j k d m g c f j l b j E i b i k c g b j i i j b j i D m m g i j
 i g d b i i e h b j i j b j m g h b f j c g j d i j e k b b k c j E a k d e j
 j k d h b D m l D c l m d c i d l d k b g b j m j b b j k g j l j E
 k l m g c j k i d i m j b n d j d i j e i j b d e j k d i j i b h j h b i j b i
 i e d i j b g j E j k d i j m g g h k m j j m i d E O g d b j b g j d m g c j d i b
 b m d j j d h k j E W j n j i j D i e d i j b g j i j b c g j E a k i i j
 e h b i d d b j b m g c j b i d k g e j b b e j m j h j m g c d j d E

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b j b j i i j j k d l g i j b E a k d i m j i j j b j b j i j j k d
 m g i j b e j k k i j e k j g j i m j j b j h i j e j e U k i
 b j E e k d d j b j b j D k b e j m j d b m b j b i j h m j k j b e j i j
 g j i E

Contact and uestions

W b i d k j i j j k d P g b i i g i E a k h b b f b i k j i k b l
 i m D e k b l k j i g j D k b i k b d j i j b j j i b g i l j b j c
 h b g b j g i E d k E

e k b l b i k j i i i b d i j j k d b i d m k g l g f j j b g j h i
 j j b i j b D k b i k b d j i j b j j e g m i i d l d k b g
 b j h i j b E k g P i D i E d k

j b E i i D i E d k

U g U m b f b i o D E E D b e j i j j k j i b g l m b d b j

i i m b f b i o E d k

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Appendix Student Invitation to Participate*Student Invitation*

Resilience Training for DNP Students

Who: 2022 DNP Student Cohort

Presenter: Hollyann Olson, BSN, RN (2020 Cohort)

What: You are invited to attend Resilience Training for DNP Students, as part of a quality improvement project. **Earn clinical practice hours for NSG 8110 when you attend.** However, participation is completely voluntary. These sessions provide a great opportunity for you to connect with your cohort, while learning how to strengthen mental resilience.

Where: Zoom

When: June 2, 2022, 10:00 AM or 7:30 PM (1 hour each)

June 23, 2022, 10:00 or 7:30 PM

Jul 21, 2022, 10:00 or 7:30 PM

*Two times will be offered to help accommodate schedules.

Why: Resilience is a needed skill within the nursing profession, as burnout threatens anyone working in healthcare. Highly resilient nurses have been shown to bounce back quickly after times of stress, offer more compassionate care and improve patient outcomes. Even if you can only attend one or two sessions, please do! Every student has something unique to bring to the table.

Make a copy of the [consent form](#) in google docs, and share with holson7@css.edu. A Self-Compassion Survey (Short Form) and open response survey will be sent to your CSS email.

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Appendix Project Charter and Action Plan

Project Charter

Project Title: *g e h b i W b i i e j e U k i b j j k d i j*

Project Members: Hollyann Olson

Project Organization/Agency: The College of St Scholastica, DNP program

[DNP Project Approval Form](#) Link: [Project Approval Form](#)

Project Champions (2 required, include initial contact date): Dr. Kenzie Kleven, Dr. Julie Honey

Project Start Date: September 2021

Projected Date of Project Completion: August 2022

Project Charter: [Project Charter](#)

C o n t a c t I n f o r m a t i o n

Team member Name	Location/Time Zone	Phone Number	Email/Tweet	Communicate Best Via	Project Lead Role
Hollyann Olson	Duluth, MN Central time		holson7@css.edu	email	Project Leader

G r o u n d R u l e s

- 1) The team will communicate via group text, email, google documents, and Zoom meetings (see chart above).
- 2) Assignments will be completed by individual or group-decided deadlines (see chart below).
- 3) If any issues arise with deadlines, it must be communicated with all team members. ("Communication is Key")
- 4) The designated Project Leader will be the sole person to submit the team assignment before/on submission due date.
- 5) The Project Leader for each project will rotate each semester to allow multiple students to experience the lead role responsibilities.
- 6) The Project Leader will initiate contact, delegate tasks, and assign team roles for their assigned project.
- 7) Team members will keep each other accountable and on task via weekly communication via text message in a respectful and considerate manner.

8) If any issues arise, team members will address this directly via email, zoom, tweet or text to allow for open communication between all members and to help each other out when needed. Further issues can be discussed as a team with the professor for additional guidance and feedback.

9) Team members will recognize each other's strengths and weaknesses (included in pre-project table below) and will understand and use these skills accordingly to work together to complete team projects.

10) Team members will recognize each other's strengths and weaknesses (included in the post-project table below) and will appreciate the evolution of individual growth.

11) Upon project completion each student will reflect on strengths and weaknesses that have evolved throughout the project work.

12) Feel free to explore materials and resources outside the ones provided in this course to develop your project and leadership skills.

L e a d e r s h i p

As you embark on your DNP project you will evolve into a "transformational leader", you should aim to inspire confidence, respect and trust into your project communications to assure an optimal project outcome. Role clarity is key with a group or team as it increases adaptation of team members through interdependence, integrity and relational growth all of which contribute to the achievement of identified common goals (Reavy, 2016). If you have determined that you will pursue an individual project, the team leader "will be you"! For a group effort of multiple students working on a single project, a team leader will need to be identified upon determining your project team. Determining the individual strengths and weaknesses of each team member will aid in identifying which team member may lead a specific project component.

Individual/Team Strengths/Weaknesses (pre-project): Soon after the formation of your team, enter your impression of your own strengths and weaknesses, then of your entire team's strengths and weaknesses collectively, if applicable. This can be related to individual skills, leadership qualities or any other unique contributions for carrying out a large project.

Project Member's Name	Strengths	Weaknesses
Hollyann Olson	Organized Passionate Motivated	Time Management

C o m m u n i c a t i o n T a b l e

Add Individual and Team Decided Deadlines, as well as Project Member Expectations. Students will be required to update this DNP Project Action Plan prior to meeting with your Project Chair as this document will serve as an informational guide to the project process through it's evolution. (dead line dates and or revisions can vary/change as needed with proper group communication)

Project Development (Follow the DNP Project Checklist)	Planning Identified Project Task	Executing/Revisions Identified Lead & Component Dead lines	Monitoring & Controlling Proposed Group Dead lines & Revisions Dates	Closing Submission/Due Date
8206	b l b b j b l c j bg O g b j i b l	g i b i j j D D h h k i b j i b i j g e h b i	P b l h g j d j m d b j d k d b j	F F H F I
8207	b b j j b c FT W b	g e h b i h g h i j b j i b i d b i b g	h g j b b c g D i b d j i d b j b i d j k d i j k l	H I I F H
Individual /Team Experience Notes				

Project Evaluation

Post Project, toward the end of 8207, reflect on your own strengths and weaknesses and then your entire team's strengths and weaknesses collectively. This can be related to individual skills, leadership qualities or any other unique contributions that you feel was beneficial for carrying out a large project.

Project Member's Name	Strengths	Weaknesses
Hollyann Olson	Researching self-compassion techniques Communication Motivation	Time Management
Entire Team	NA	NA

Project Chair Recommendations

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	j T b i b h i j	ijik b g i i d	UO	Z
H I	j T b i b h i j	ijik b g i i d	UO	
	j T b i b h i j	ijik b g i i d	UO	
	j h g j i	ijik b g i i d	id h ij	