

# Well-Being Grant Cascadia of Gresham



## AT A GLANCE

Cascadia of Gresham launched a well-being project to improve morale, restore pride in the workspace, and reduce reliance on agency labor by upgrading staff environments and implementing communication tools. Mid-project leadership turnover slowed progress and required re-alignment with the original proposal, but staff engagement strengthened over time. By project close, GNOME scores improved, morale increased, and staff satisfaction with break spaces rose significantly.

## Key Outcomes

Staff reported meaningful improvements tied to upgraded spaces and morale-building activities. GNOME scores increased, and staff described the remodeled areas and wellness elements as highly valued. Staff satisfaction with breakroom and outdoor spaces rose, and team morale improved steadily under new leadership. Agency reliance decreased as internal stability grew.



**29%**

Increase in GNOME scores.



**29%**

Increase in breakroom and outdoor satisfaction

## CHALLENGES

Nurses and support staff reported high levels of stress and fatigue in the post COVID environment, compounded by limited restorative spaces and a reliance on costly agency staff. Existing breakrooms and outdoor areas were outdated, noisy, and underutilized. These environmental stressors contributed to low morale, turnover, and difficulties in retaining core staff.

## SOLUTIONS

The project proposed creating and enhancing staff spaces and implementing supportive tools to strengthen well-being and reduce agency dependence. Planned activities included:



Renovating  
Staff Spaces



Outdoor  
Improvements



OnShift  
Scheduling  
Tool



Peer  
Group Learning

## LESSONS LEARNED

Leadership turnover created substantial early delays in planning, communication, and survey administration, requiring later re-alignment with the original proposal. Staff reported that initial decisions lacked adequate input, contributing to early distrust; engagement improved once new leadership invited direct staff feedback on project elements. Survey fatigue emerged due to repeated GNOME administration, and several planned education components were inconsistently delivered. Despite these disruptions, staff noted significant late-stage gains in morale and appreciation, particularly once the remodeled spaces were completed and accessible. Staff feedback also guided mid-project adjustments to ensure funds were allocated to the most valued improvements.

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*Staff feedback directly shaped several  
adjustments to the project.*