

Wellbeing for Staff, Teams and Managers During Covid-19

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The Three Pillars of Support

Leadership

Peer

Clinical

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Warning signs during Covid

- Tiredness
- Frustration
- Compassion Fatigue
- Burnout / Anger

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Aspects to consider for Recovery

- Increased toll of juggling stress or work and family life.
- Not the normal ebbs and flow of work rather a constant demand of high crisis activity.
- Managers empathy and caring often overtaken by demands.
- Staff not feeling able to take breaks or leave.

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Key Psychological Themes

- Anger, guilt and shame
- Fear and anxiety
- Feelings of isolation
- Loss of confidence and uncertainty
- Inconsistent communication
- Disconnection (Them and Us)
- Fatigue

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Tips to Aid Recovery

Managers:

- Staff need to take breaks, micro-pauses during the day, to practice breathing exercises, to rest, and to be encouraged to take leave.
- Managers need to talk about the importance of well-being at work and actively promote stress management.
- Staff need to re-implement their natural coping supports.

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Tips to Aid Recovery

Individuals:

- Daily Essentials
- Sleep
- Exercise
- Routine
- Rituals
- Regular meals and healthy snacks
- Keep Socially Connected
- Micro-Breaks
- The Dive Response
- Breathing
- Grounding
- Self-Compassion
- Self-Reflection
- Emotional Labelling
- Ban Worry
- Gratitude
- Engage in Healthy Coping Strategies

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Tips to aid Recovery

Teams:

- Micro-breaks and micro-pauses
- Focus on Team Cohesion and Support
- Reflect and share
- Pre and post shift safety huddles
- Stop breathe and think
- Coping statements
- Check-ins
- Rest Rooms

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Psychological Support Available: what if you need more support?

- Reflective Practice
- Peer Support
- Self-Help Video
- IAPT
- Single Point of Access
- Liaison Psychiatry
- BAME Network / Champions

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