

How do we maintain our well-being in this industry?

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The presentation:

- **Some highlights from the literature on professional resilience in mental health**
- **Results of a staff survey at Te Whare Tipu in Wellington**
- **Conclusions**

Resilience

"act of rebounding," from Latin *resiliens*, present participle of *resilire* "to rebound, recoil," from *re-* "back" (see [re-](#)) + *salire* "to jump, leap" (see [salient](#) (adj.)). Cf. [result](#) (v.). Meaning "elasticity" is from 1824.

Richardson said,there is a force within everyone that drives them to seek actualization, altruism, wisdom, and harmony with a spiritual source of strength. This force is Resilience.....

Reference:

Richardson, G. E.(2002). The metatheory of resilience and resiliency. *Journal of Clinical Psychology, 58*, 307-321.

Mental Health Nursing in Australia: Resilience as a Means of Sustaining the Specialty

Michelle Cleary RN et al, Mental Health Nursing, 07 March 2017

- **Personal resilience**
- **Professional resilience**
- **Group resilience**
- **Activities for managers and the organisation**

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- **Activities for managers and the organisation**

Factors that Influence the Professional Resilience of Occupational Therapists in Mental Health Practice.

Samantha E Ashby et al, Australian Occupational Therapy Journal, 2013

- **Resilience can be undermined**
- **Resilience can be strengthened**

Building Moral Resilience to Neutralize Moral Distress

Cynda Hylton Rushton, American Nurse Today, October 2016

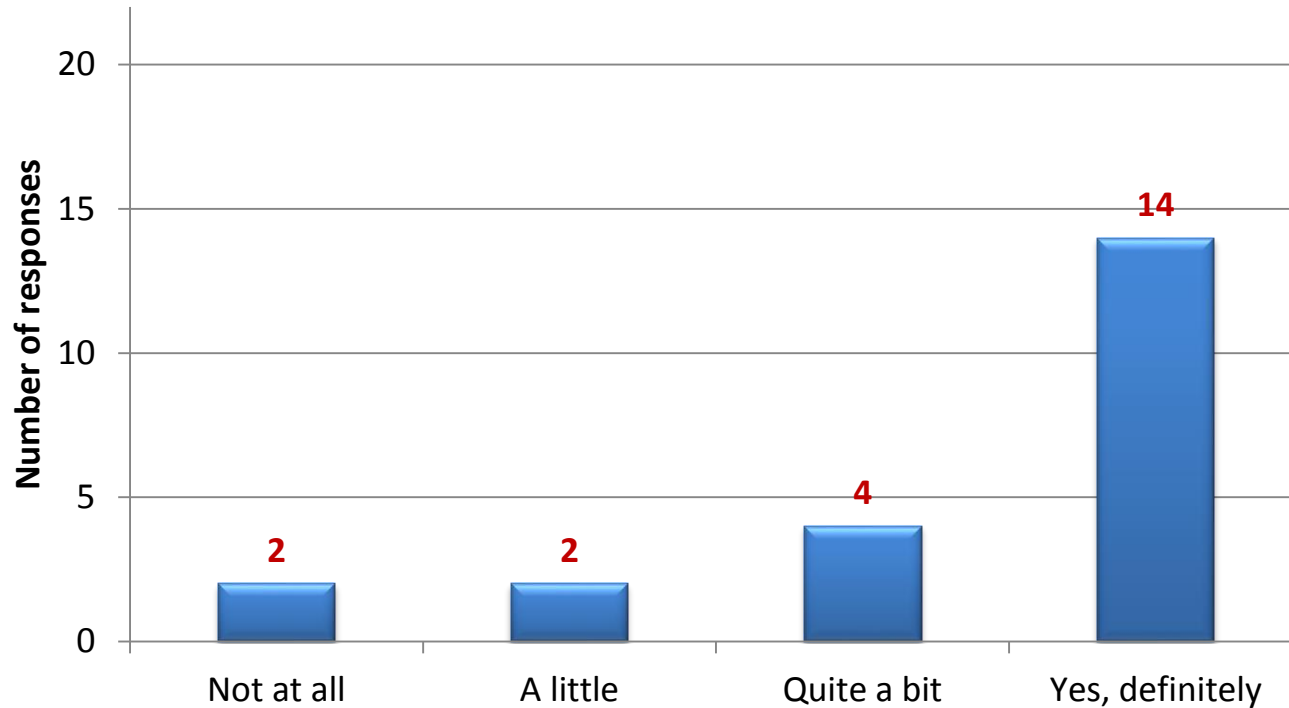
- **Moral distress** occurs when one recognizes one's moral responsibility in a situation, identifies a course of action in accordance with one's beliefs, but is then prevented from following through.
- **Moral resilience** is the capacity of a person to sustain, restore or deepen their integrity in response to moral complexity.

The purpose of the survey:

- to compare the literature to our actual experience.
- to provide clinicians an opportunity to record their individual experience, and to provide an opportunity for further discussion/reflection around, maintaining oneself in this workplace.

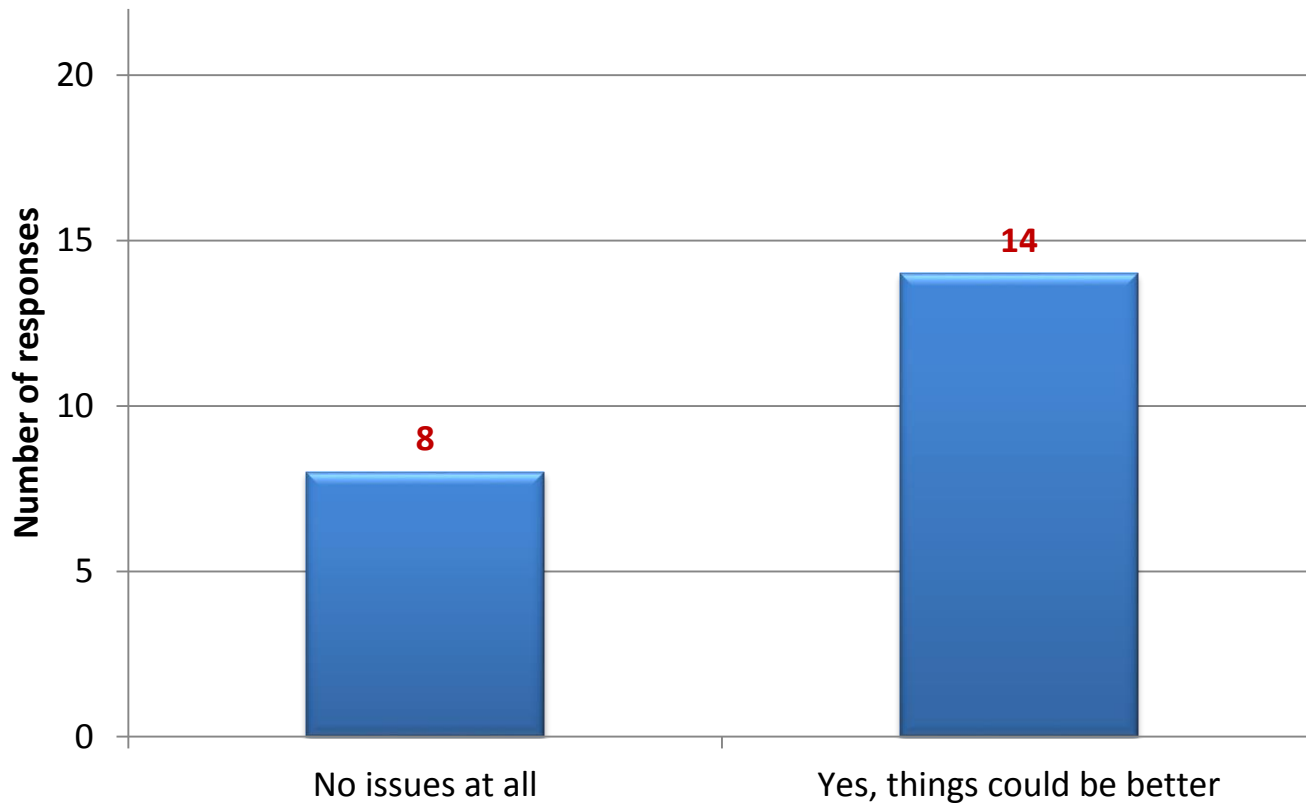
Staff Survey October 2017

1. Do you think your wellness, impacts on your capacity to do your job?



Staff Survey October 2017

2. Do you have any issues with wellness?



Staff Survey October 2017

2. Do you have any issues with wellness?

Please explain in a few words

- **staff discord/ lack of harmony**
- **lack of recognition**
- **life stress**
- **professional stress /workloads**
- **communication styles**
- **systems stress**
- **busy life**
- **health issues**
- **maintaining best practice**

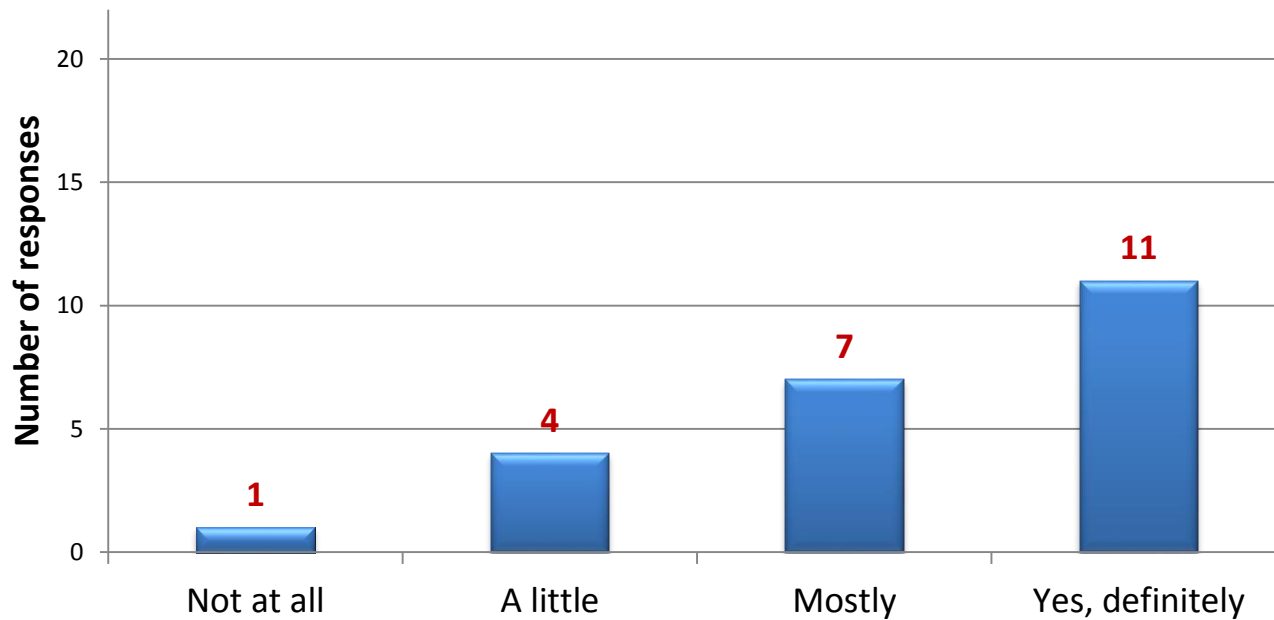
Staff Survey October 2017

3. Which strategies have you employed that have been helpful in maintaining your wellness?

- **communication with those who actively listen and respect opinions (5)**
- **supervision (5)**
- **exercise (4)**
- **taking leave including TIL (3)**
- **respect**
- **mindfulness**
- **having positive attitudes**
- **taking responsibility for one's health**
- **breaks during the day**
- **time management**
- **healthy lifestyle**
- **accessing occupational health and safety**
- **rest**
- **stagger seeing more complicated clients through out the week.**
- **curiosity**
- **humour**

Staff Survey October 2017

4. Have you felt supported by your colleagues and your employer in maintaining your wellness?



Staff Survey October 2017

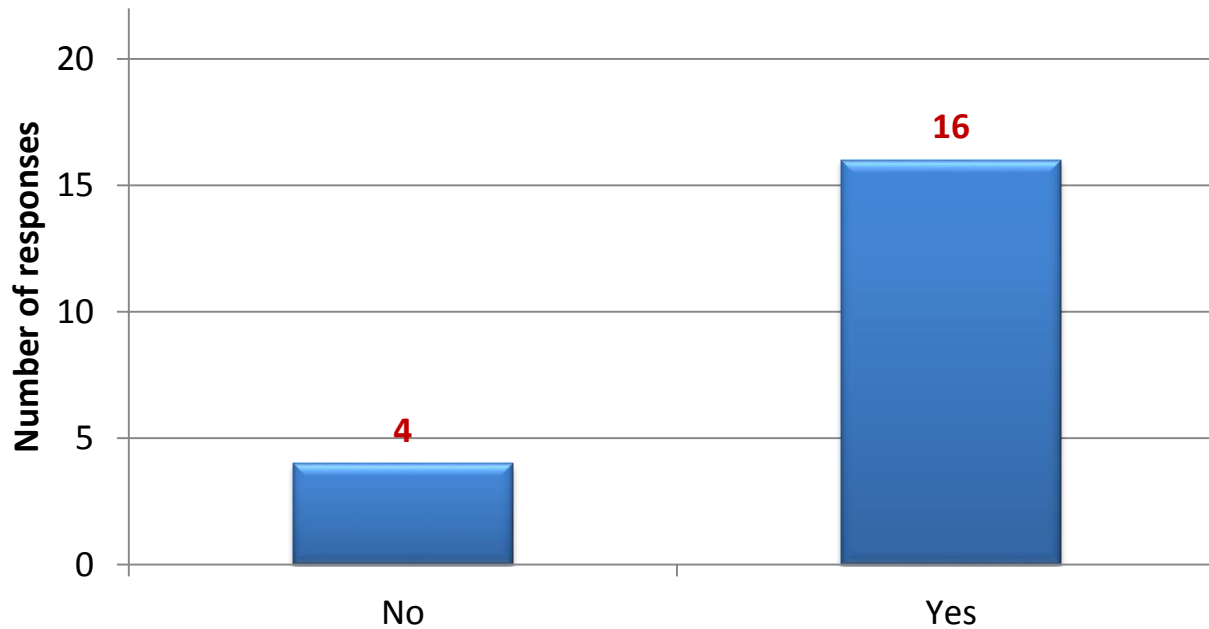
4. Have you felt supported by your colleagues and your employer in maintaining your wellness?

Please explain in a few words:

- **empathy / support (4)**
- **check in on how one is managing their stress, when struggling**
- **personal wellness strategies**
- **workload is covered during my absences.**
- **team days and fun**
- **recognition**
- **team leadership**
- **that difficult issues are addressed**

Staff Survey October 2017

5. Have you asked for support from colleagues or your employer when things got tough?



Staff Survey October 2017

6. Do you have any suggestions how colleagues and employers can best support clinicians' personal and professional wellbeing?

- **active listening**
- **respect others' perspective**
- **being aware of other coping styles**
- **awareness of different levels of coping in others**
- **making oneself more available for support**
- **having reasonable workloads**
- **being more of an active team member**
- **non-clinicians have training in stress management**
- **more onsite activity-yoga/mediation.**
- **development of team spirit**
- **professional development**

Staff Survey October 2017

6. Do you have any suggestions how colleagues and employers can best support clinicians' personal and professional wellbeing?

- **seek support through the organisation's processes**
- **more comprehensive orientation**
- **consistency from leadership in dealings with staff**
- **management being aware of H&S and worksafe responsibilities i.e. delivering a safe workplace**
- **more overt acknowledgement by the organisation that MH is a very hard and challenging area of practice.**
- **that MH days be recognised and allowed separate from other categories of leave**
- **a personal care plan being included with a job plan**

In conclusion:

I would hope this doesn't come as a surprise:

When comparing the results from the staff survey to the literature, I feel that the individual experience that is expressed in the survey marries up with the articles' detail.

In essence, building resilience in our industry is the responsibility of the individual, of the group and of the organisation.

Literature

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Acknowledgements

- The audience
- My team members





These two help me maintain my resilience

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