Looking after yourself and each other; your health andwellbing offer

At a glance principles and resources

Source of support	Mechanisms	Phase to use for
Self 🙆	**Principles:** • **Do not over medicalise normal responses to stress** • **Compassion** • **Forgiveness** • **Kindness**	
	What you can do: Self awareness: 1. Recognition of stress-how to recognise stress 	🛡️ Prevent ⛺ Active

Resilience in times of stress

Stress is a biological and psychological response experienced on encountering a threat that we feel we do not have the resources to deal with. It's a normal reaction; our bodies are equipped to deal with this via the Fight/Flight response. Hormones are released which helps us to cope with the stress on a short term basis, however, it's important that the response isn't too prolonged because our immune system becomes suppressed.

Increasing production of neurotransmitters (aka happy hormones) is a way of reducing the impact of stress.

Here are some of the ways we can increase our happy hormones.....

1. Laughter
2. Exercise
3. Mindfulness
4. Music
5. Go Outside
6. Sleep
7. Eat well
8. Social connection

	2. Awareness of your behaviour and style • Different situations can require different behaviours and leadership styles. • During times of crisis, more directional styles can be needed with command and control behaviours. • Ensure these behaviours are only used when necessary and that compassion is at the core. • Micro-behaviours such as rudeness reduces quality of work, liklihood of helping others and increases patient anxiety https://www.civilitysaveslives.com/	
Team	**Principles:** Your team is everything and are a great source of support to talk and listen with, gain social contact, source information and experience. Support is two-way, as a member of the team you will receive and provide support to your colleagues. Be conscious of your colleagues' mood and behaviour	Prevent Active
	What you can do: If colleagues are struggling, think PIES: • Proximity-keep them in the team, adapt the role • Immediacy-have psychologically savvy conversations (include link to better conversations) include facts in a flash for having conversation • Expectancy-emphasise that things will be tough for a while but that things will get better • Simplicity-often simple things help-food, wash, speak to a loved one 15 seconds 30 minutes Support when working from home:	
Others	**Principles:** There will be times when you and your immediate team are unable to meet your health and wellbeing requirements. There are many sources of support available that are external to your team	
	• Peer/profession support-clinical forum • Professional Bodies	Prevent

	• Your organisation-Employee Assistantance Programme etc, more in depth psychological support for post-trauma, moral injury • Your local health and care system support: https://www.wyhpartnership.co.uk/our-priorities/coronavirus-covid-19-information-and-resources/health-and-wellbeing-during-covid-19 better conversations-peer support Coaching-a great way of 'talking out' work place problems; enabling you to come to your own solutions through helpful questions and deep listening. If you'd like to find out more please email: • National: https://people.nhs.uk/	Active Recover