

“Am I burnt out?”

Do you regularly feel disconnected from the relationship of caring for the patient, family, and colleagues?

Do you regularly feel emotional exhaustion- like you have nothing left to give?

Do you regularly feel a lack of feeling of accomplishment or feeling ineffective in what you do?

If you answered YES to all three, consider asking for an appointment with the staff psychologist or the Employee Wellbeing Service.



Staff information

Wellbeing Tips

Looking after yourself within the context of a busy critical care unit

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Understanding psychological wellbeing at work

Wellbeing is thought to be the achievement of satisfaction in absence of sustained distress, with a sense of control, meaning, and purpose, and the ability to maintain good relationships.

Psychological wellbeing in the workplace is multi-faceted and influenced by individual differences (such as personality and coping style) but also work factors such as job design, colleagues and team attitudes and relationships, management and leadership style, and the ethos of the wider organisation.

Impact of reduced wellbeing

Psychological stress is defined as demands exceeding resources. Small amounts of stress may be perceived as challenging and motivating, however sustained and excessive stress may lead to psychological distress such as feeling pressured and being overwhelmed.

Extreme stress can result in insomnia, fatigue, irritability, anxiety, traumatic stress, burnout, or depression.

We all have a limited capacity - stresses at home make it harder to manage stresses at work, and vice versa.

“Psychological safety” is key to staff culture: YOU are the culture - be aware that how you respond to stress impacts your colleagues and impacts the culture.

The more we are able to deal with stress, the better we are at being kind to others, and the kinder and more compassionate others will be in return.

Promoting wellbeing and self-care

Promoting balanced psychological wellbeing is about the balance between the positive factors and resources at work and the negative factors or demands at work. It is normal to have difficult days, but the following can help:

Effective “rollercoaster riding”

Some people describe working in critical care as an emotional rollercoaster, so ways to counter this are important. During a busy day, remember to take your breaks.

Create a few minutes to step away from the unit, take a breath and relax. Outside of work allow enough “down time” where you can switch off.

Acknowledge you are only human

The clinical work can provoke strong emotions. Sometimes when you have other issues outside work, coping with those emotions can feel even harder.

Space to reflect and share and beware using avoidant coping strategies

We see a lot in critical care, and we need space to reflect and make sense of this.

Keeping very busy, avoiding discussing things, over-eating, and drinking to excess are all risk factors.

Your support networks inside and outside work are good places to discuss the day.

Self-Awareness is important

There will always be that one case that has a greater impact, often because there is something that you connect to. Be aware of the things that may bother you, and your own warning signs of stress.

Self-compassion and embrace uncertainty

Beware your own critical eye. Working in healthcare is hard and there are times when you will feel there is nothing you can do, or you cannot control the situation.

Be kind to yourself and your colleagues.

General self-care

Take time for the things that bring you rest and joy.