Intervening to support nurses’ wellbeing

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Creating Learning Environments for Compassionate Care (CLECC)

Expansive environment values
- Knowledge and skills of the whole workforce
- Learning and development
- Innovation and improvement
- Teamwork
- Social support and learning within the work-team
- Off-the-job reflective learning

Sustainable practices
- Shared goals
- Dialogue
- Reflective learning
- Mutual support and valuing
- Innovating
- Role modelling
- Making time and space

Outcomes
- Staff well-being supported
- Individual relational capacity supported
- Team relational capacity supported
- Delivery of compassionate care
Example CLECC learning activities

- Introductory learning activities for whole team
- Engaging senior managers
- Workplace discussions
- Peer observations of practice
- Sustainability plan

- Facilitated “Implementation period” supporting the team’s “micro-climate”. All team members
Example CLECC learning activities

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Supporting nurses’ psychological well-being

- Address physiological and safety needs
- Peer support: look after each other
- Team support: interventions to support team well-being
- Roles and needs of managers and leaders
- Long-term recovery

Maben & Bridges 2020; Maben et al. 2020
References


