## NIHR ARC Wessex



### Intervening to support nurses' wellbeing



Professor Jackie Bridges

University of Southampton @JackieLearning

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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

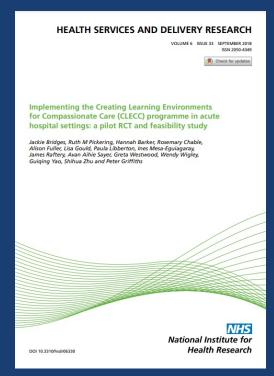
Delivery of compassionate care

### 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 "microclimate". All team members

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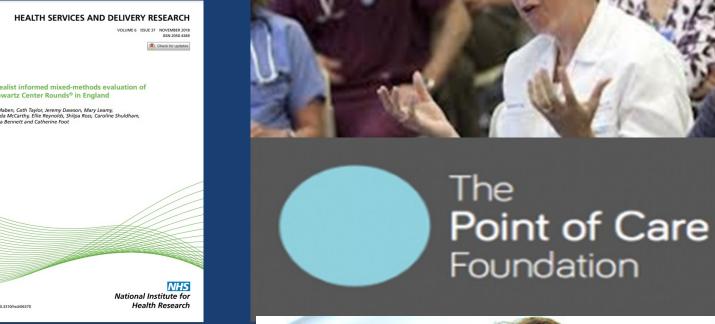


 Facilitated "Implementation period" supporting the team's "microclimate". All team members

#### Schwartz Rounds®











# 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





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