



GROWING STRONG IN CRITICAL CARE MEDICINE



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Case for Change

- CRITICAL CARE AREAS ARE RECOGNISED AS HAVING HIGH PATIENT MORTALITY, FREQUENT CHALLENGING ETHICAL DILEMMAS AND HIGH STRESS ENVIRONMENT THAT MAY LEAD TO COMPASSION FATIGUE AND BURNOUT
- A NURSE'S RESILIENCE, THE ABILITY TO BOUNCE BACK FROM DIFFICULT OR CHALLENGING SITUATIONS, HAS THE POTENTIAL TO IMPROVE THE QUALITY OF CARE, PATIENT OUTCOMES AND ALSO STAFF RETENTION
- CULTIVATING BOTH PERSONAL AND TEAM RESILIENCE WITHIN OUR ORGANISATIONS IS ESSENTIAL TO ENABLE THIS



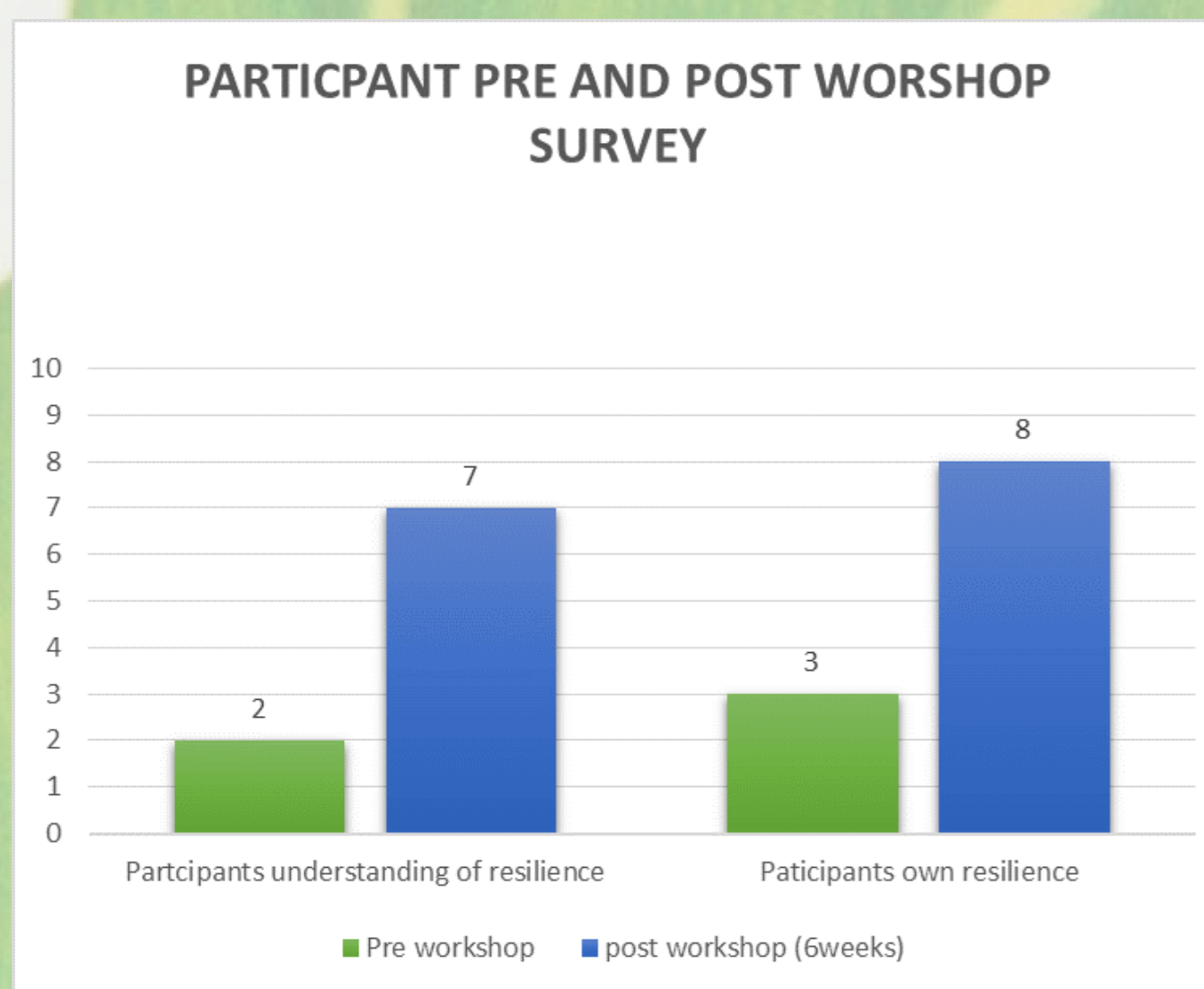
What are you doing differently?

I'm finishing on time, prioritising & delegating work & focusing on what I can influence rather than things I cannot change

NUM, CCM 8 Years

I'm taking a step back and thinking more before negatively reacting to a situation. Thinking of the needs of others & providing support & keeping my own emotions in check. Take a deep breath & think before acting

RN, CCM 20 Years



Staying Strong

- REFLECTIVE SUPERVISION IS FACILITATED BY CCM CNC USING A REFLECTIVE TOOL TO CAPTURE FEELINGS & EXPLORE CHALLENGES. THIS CRITICAL DIALOGUE SUPPORTS HEALTHY COPING STRATEGIES TO BUILD A RESILIENT WORKFORCE
- WORKSHOP CONTENT HAS BEEN ADAPTED TO OTHER CONTEXTS (INCLUDING TRANSITION TO PROFESSIONAL PRACTICE (TPP) & MENTAL HEALTH NURSING)

Our Hopes

- SUPPORT THE DEVELOPMENT OF TEAM LEADERS WITHIN CRITICAL CARE MEDICINE TO IMPROVE AND INFLUENCE A RESILIENT WORKPLACE CULTURE
- USE THE "RESILIENCE AT WORK TEAM MODEL (R@W TEAM)" (MCEWEN 2016) TO SUPPORT PARTICIPANTS TO CO-CREATE RESILIENCE BUILDING STRATEGIES TO ENHANCE INDIVIDUAL AND TEAM SELF CARE AND WELLBEING
- SUSTAIN A RESILIENT WORKPLACE CULTURE WITHIN THE CRITICAL CARE MEDICINE UNIT



Growing Strong

- 30 TEAM LEADERS WERE INVITED TO PARTICIPATE IN A REFLECTIVE AND INTERACTIVE WORKSHOP DESIGNED TO CREATE A SAFE LEARNING SPACE WHERE CCM LEADERS COULD EXPLORE THEIR UNDERSTANDING OF RESILIENCE AND THEIR POTENTIAL TO INFLUENCE AND LEAD OTHERS
- 7 COMPONENTS OF THE R@W TEAM MODEL WERE THE FOCUS OF THE CONTENT, INCLUDING STRENGTH SPOTTING, CHALLENGES FACED (CIRCLE OF CONCERN & CIRCLE OF INFLUENCE), SELF-CARE & WELLBEING & FEEDBACK CULTURE
- SMALL GROUP X6 CO-CREATED RESILIENCE BUILDING STRATEGIES, USING SMART GOALS AND ACTION PLANS TO ENABLE TRANSFER OF LEARNING



Being Strong

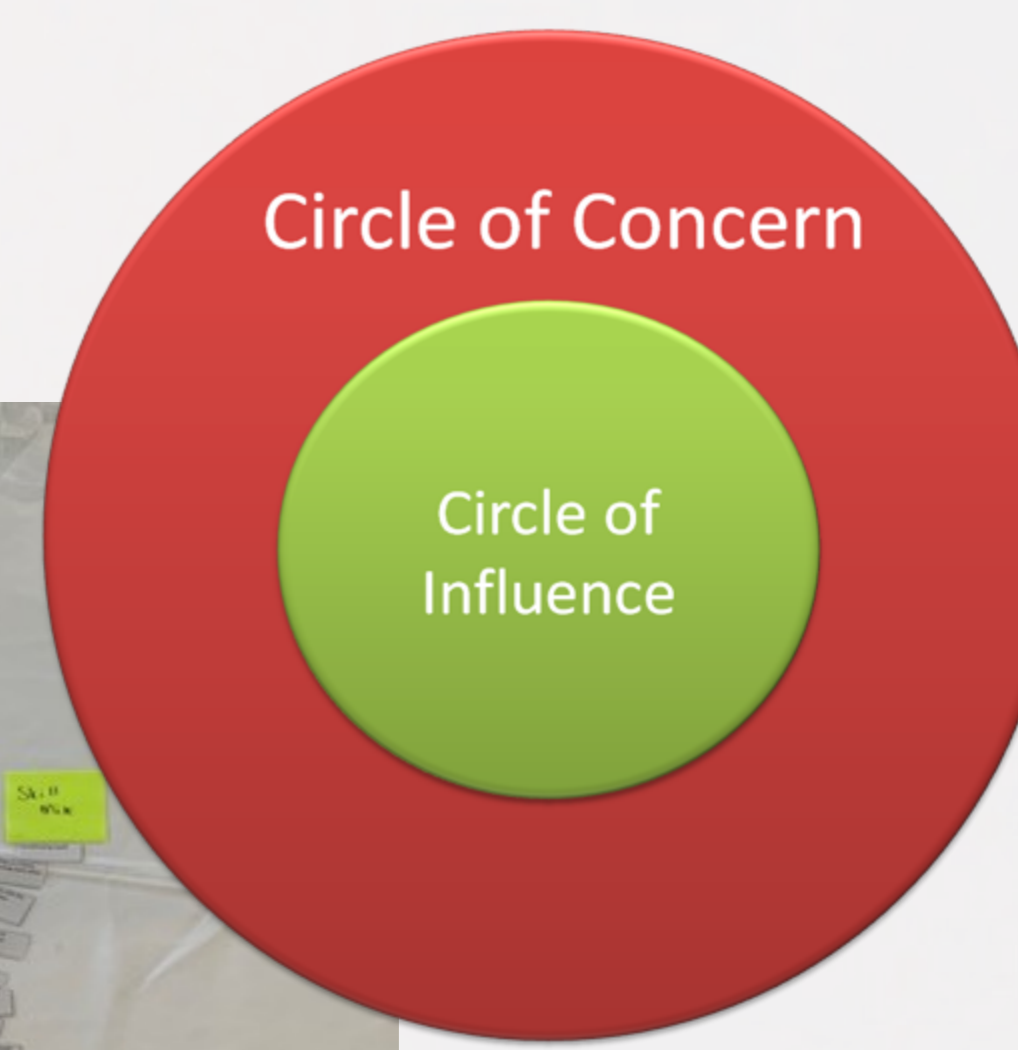
- EVALUATION: QUANTITATIVE ANALYSIS OF PRE & POST WORKSHOP SURVEYS (AT 6 WEEKS) DEMONSTRATE A TRANSFER OF LEARNING & CONTINUED RESILIENCE BUILDING BEHAVIOURS (SEE GRAPH)
- 6 CO-CREATED RESILIENCE BUILDING ACTION PLANS WERE DEVELOPED BY PARTICIPANTS USING SMART GOALS TO ENHANCE RESILIENCE ACROSS THE UNIT

EXAMPLES INCLUDE:

- STAFF PHOTO BOARD - FOR NEW STAFF
- DEVELOPMENT OF CCM COMMUNICATION TOOL
- CCM SOCIAL COMMITTEE
- SELF ALLOCATED NURSING TASK LISTS
- CCM SIGNIFICANT EVENT LOG FOR STAFF
- T/L TEMPLATE FOR REPORTING CCM SHIFT ACTIVITY

A WELLBEING SPACE

- NEW FURNITURE
- YOGA MATS
- STAFF LED YOGA AND KIND MIND EXERCISES
- MEDITATION-BASED WELLBEING & COMPASSION FACILITATION



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- CRITICAL CARE MEDICINE TEAM LEADERS & CLINICIANS

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