

New Year, Same Challenges: Taking care of yourself

Kate Jackson

*Independent Occupational Therapist
BSc (Hons), MA, PGCHE, MBAOT, HCPC
registered*

kate@wellbeingtherapysolutions.co.uk

www.wellbeingtherapysolutions.co.uk

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WELLBEING THERAPY
SOLUTIONS



discover a healthier mind



Learning Outcomes

- Learn about the current landscape for health and social care professionals regarding burnout
- Explore usable wellbeing practices and reflect on your own wellbeing
- Discover positive wellbeing and healthy work habits
- Learn how to create your own self-care action plan

Current landscape in health and social care: *Wellbeing, satisfaction and burnout*

Too many UK workers are 'running on empty', with burnout, mental ill health and work-related stress now costing the economy £28bn a year

The percentage of NHS staff who feel their work is valued has remained static. However, satisfaction with pay has reduced considerably.

Staff regularly fed back being overworked, exhausted and stressed, sometimes to the point of becoming ill, injured or leaving their job altogether.

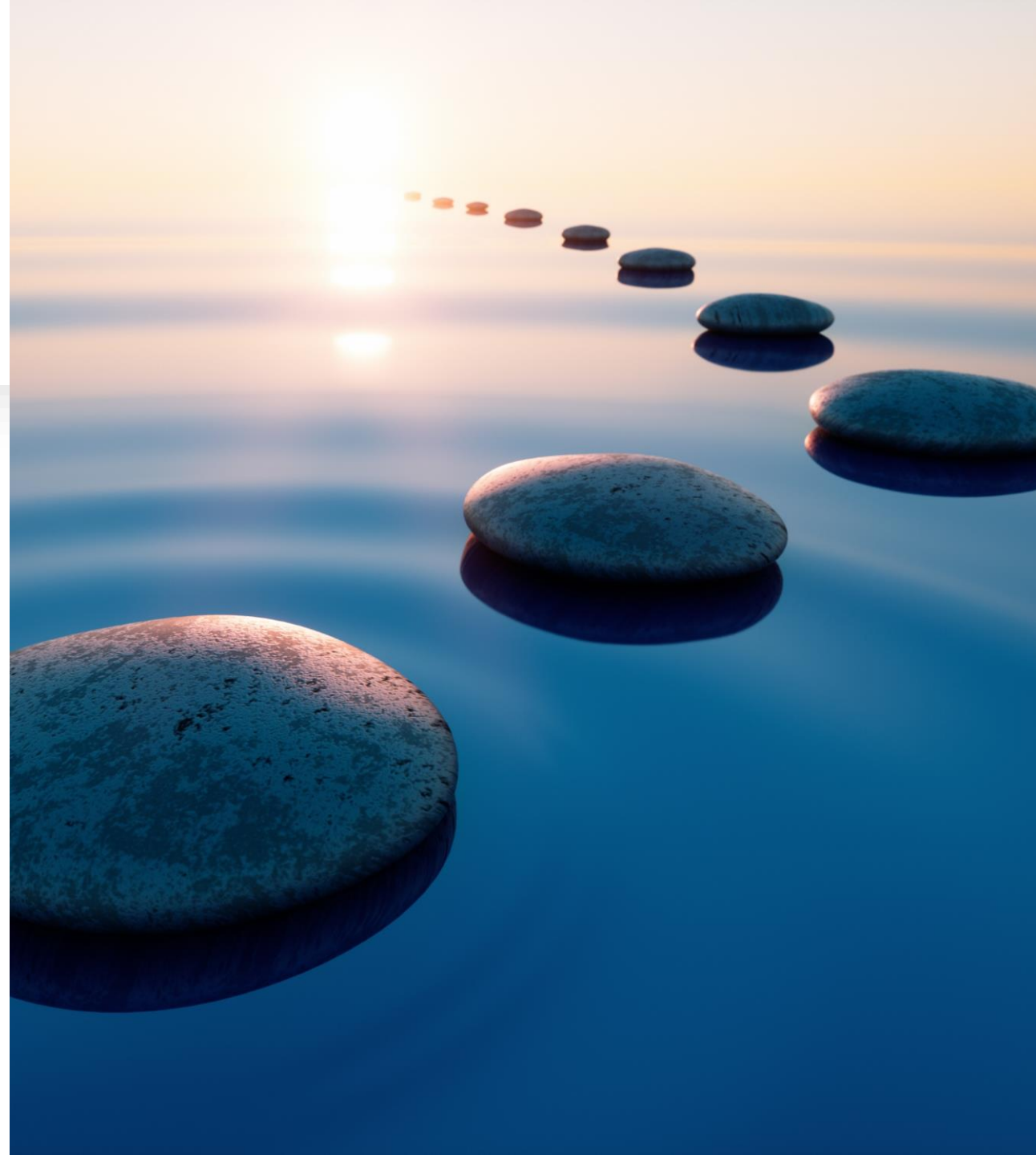
Over the last 2 years NHS staff have generally been more than twice as likely to record 'anxiety/stress/depression' as the cause of their sickness absence than any other reason.

More staff are thinking of leaving NHS and social care roles than in 2022

Services need to address low levels of staff satisfaction and high levels of stress and work overload, much of which relate to staff burnout from the pandemic

Pause to reflect

- Identify your personal motivations for your current role
- Identify your personal motivations for joining the sector
- What do you enjoy in your role?
- What is in YOUR control in your role?
- Do you intentionally take care of yourself?



Self care

“The ability of individuals, families and communities to promote health, prevent disease, maintain health, and cope with illness and disability with or without the support of a health-care provider”. *(WHO, 2020)*

Self-care is “a multidimensional, multifaceted process of purposeful engagement in strategies that promote healthy functioning and enhance well-being.” *(Verywellmind, 2021)*

Essentially, it describes conscious acts a person takes in order to promote their own physical, mental, and emotional health.



Self care

- Self-care is vital for building resilience toward those stressors in life that you can't eliminate.
- As a health or social care professional this is important in preventing burn out.
- When you've taken steps to care for your mind and body, you'll be better equipped to live and work well.



I CANNOT CONTROL:

(so, I can LET GO of these things)

the circumstances I am dealt

other people's actions & reactions

I CAN CONTROL

(so, I will focus on these things)

the happiness of others

pandemics & disasters

my actions & reactions

my use of knowledge & skill to help others

giving grace to others

illness & death

my attitude

how I treat others

the beliefs & attitudes of others

my self-care & boundaries

weather

my work ethic & moral standing

predicting what will happen next





What are the challenges to prioritising your own self care?

Permission to focus on self-care

Take The Permission Slips You Need!

You are granted
permission to
Identify your self
care needs

You are granted
permission to
Have daily self
care activities

You are granted
permission to
Set clear
boundaries

You are granted
permission to
Encourage
others to take
care of
themselves

You are granted
permission to
Know your best is
good enough

You are granted
permission to
Know that your
best looks
different each
day

You are granted
permission to
Ask questions or
for help

You are granted
permission to
Take back
control

You are granted
permission to
Prioritise
supervision

You and everyone else benefits!!!

When you attend to your own self care you
are ...

Positioning yourself to be the best you can be for
you, your colleagues, your clients/patients, and
your family

Role modelling to others (which could build team
morale)

More able to offer best practice

Taking back control

More able to support and care for others



Creating a self-care plan

Assess your needs:

Make a list of the different parts of your life and major activities that you engage in each day. Work, relationships, and family are some you might list.

Consider your stressors:

Think about the aspects of these areas that cause stress and consider some ways you might address that stress.

Devise self-care strategies:

Think about some activities that you can do that will help you feel better in each of these areas of your life.

Creating a self care plan

Plan for challenges:

When you discover that you're neglecting a certain aspect of your life, create a plan for change.

Take small steps:

You don't have to tackle everything all at once. Identify one small step you can take to begin caring for yourself better.

Schedule time to focus on your needs:

Even when you feel like you don't have time to squeeze in one more thing, make self-care a priority. When you're caring for all aspects of yourself, you are able to operate more effectively and efficiently.



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Physical

- Keeping hygiene
- Maintaining a tidy space
- Eating well
- Doing little things you love
- Sleep/rest
- Physical activity & release

Emotional

- Managing stress
- Talking to someone
- Setting boundaries
- Meditation
- Accept yourself
- Self kindness & compassion



Types of SELF-CARE



Social

- Connecting to loved ones
- Be active in communities
- Follow positive people
- Start interaction first
- Time together
- Communication

Spiritual

- Time alone
- Yoga
- Time in nature
- Practicing faith
- Journalling





Consider self-care activities/actions that are:

- Daily
- Weekly
- Monthly
- Quick in the moment practices
- Longer term gains
- Achieving a balance of activities that address your physical, social, emotional and spiritual needs

Some examples ...



Regular bedtime (Physical)

- Aiming for 10-11pm on work days
- Aiming for 7-8 hours every night
- Daily



Eat lunch (Physical)

- Daily
- Take a break at the same time
- Move away from my desk or car



Saying no when at capacity (Emotional)

- I am capable but don't have capacity for everything
- I am still good at my job even if I say no
- Boundaries can be healthy



Identify at least 1 positive thing every day (Emotional & Spiritual)

- Make time for this at points in the day
- Write it down
- Daily



Never cancel supervision (Emotional & Social)

- Don't prioritise the demands of others
- Remember the value of supervision
- Monthly



Talk to my partner about my worries (Emotional & Social)

- I feel better when I say things out loud
- Reduces stress



Notice my negative thoughts (Emotional & Social)

- Try to reframe thoughts
- Write them down and challenge them



Keep a record of my working hours (Emotional & Social)

- Note start and finish times
- Note breaks taken
- Daily/weekly

Some examples ...



Exercise 3 times a week (Physical & Emotional)

- Weekly
- Running, gym, walking



Journal my thoughts (Emotional & Spiritual)

- Daily
- Helps to destress and recharge
- Get perspective on my needs



Plan my day (Emotional & Social)

- Take 5 minutes each morning to plan day
- Refer back to plan at points in the day



Go to book club every month (Emotional & Social)

- Monthly
- Get involved in discussions



Dinner with my friends (Social, Emotional & Spiritual)

- Monthly
- Organise new places to go



Play a podcast when driving (Emotional)

- Daily
- Pick different genres



Set up a positivity WhatsApp group (Emotional)

- Invite people to regularly share
- Weekly



Pause after each home visit (Emotional)

- Daily
- Helps me give my best to each patient/client

Shifting the focus to the positives

Intentional actions to notice and log anything positive because it's easy to notice the negative or troublesome things

Begin to pay attention to:

Compliments

What's gone well

Your strengths

Encourage others to do the same

'What's one good thing that happened today?'



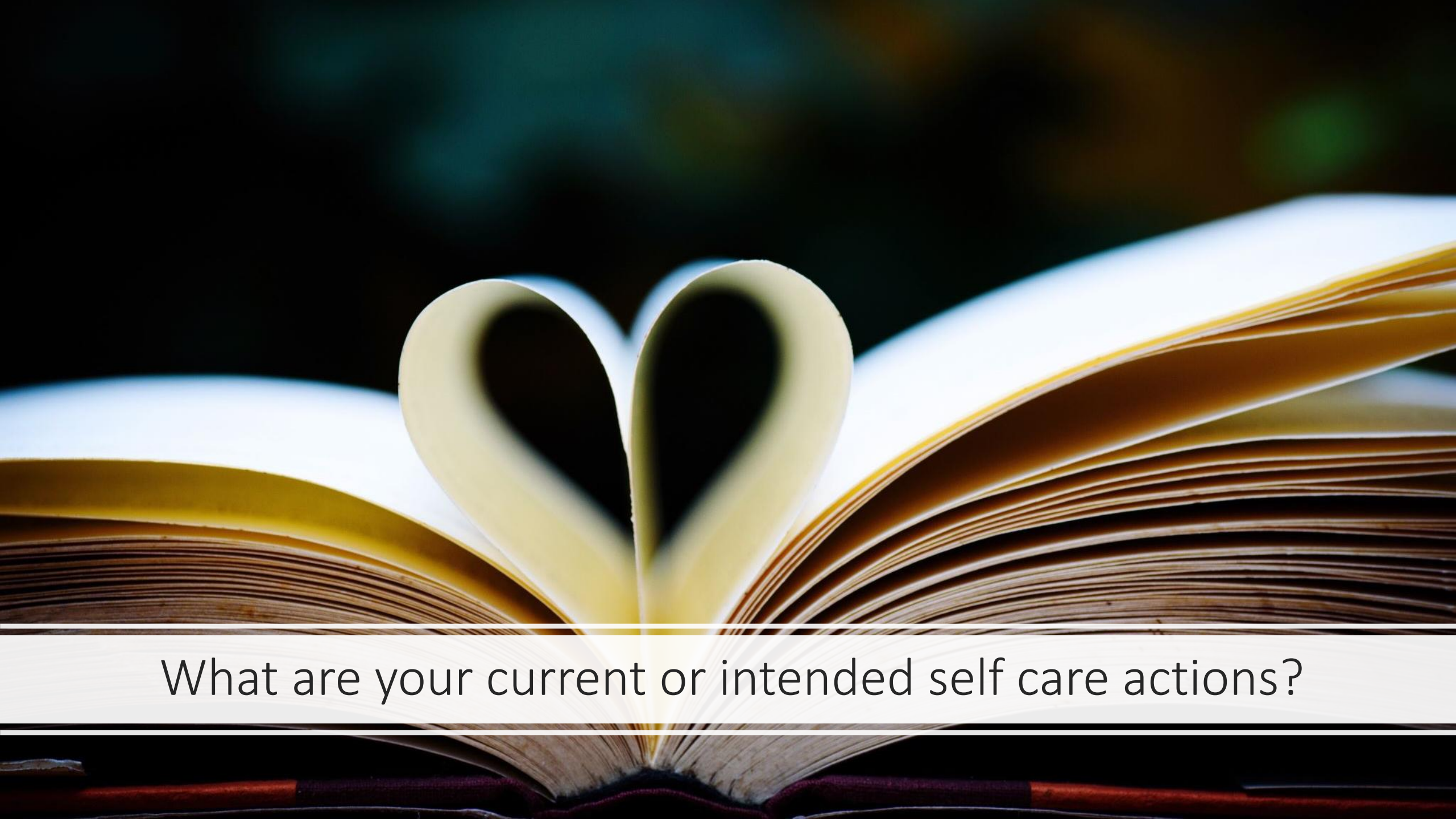
'The Pause'

Stop what you are doing take a few slow, deep breaths and ask yourself the following questions:

- What is going on for me right now?
- What sensations am I aware of in my body?
- How am I feeling right now?

Keep the process very simple and adapt the questions to make the practice your own; the aim is to feel a sense of what is happening in this moment- not so much think about it/analyse it.





What are your current or intended self care actions?



What are your non-negotiables?????



Next steps ...

- Make time to firm up your self-care plan
- Think about doing a self-care activity as a team and sharing your plans
- If it's not already, get self-care on team meeting agendas
- Put activities/actions into your diary or make them visible to you in some way
- Set reminders
- Review your self-care plan quarterly
- Write a reflection on today's session

Remember, it takes time to break old habits and develop new ones, self kindness is essential here!



What are your key takeaways from this session?

Useful resources

<https://www.nhs.uk/conditions/stress-anxiety-depression/improve-mental-wellbeing/>

<https://www.nhs.uk/oneyou/every-mind-matters/>

<https://www.mentalhealth.org.uk/>

<https://www.mind.org.uk/>

<https://www.anxietyuk.org.uk/>

<https://www.mhfaengand.org/>

<https://mhfaengland.org/mhfa-centre/blog/ten-workplace-mental-health-statistics-for-2023/>

<https://www.nhs.uk/conditions/stress-anxiety-depression/mindfulness/>

Useful resources

www.headspace.com

www.actionforhappiness.org

<https://www.personneltoday.com/hr/burnout-stress-and-mental-ill-health-running-rampant-in-uk/>

<https://www.cqc.org.uk/publications/major-report/state-care/2022-2023/workforce>

<https://www.verywellmind.com/self-care-strategies-overall-stress-reduction-3144729>

The self care federation <https://www.selfcarefederation.org/what-is-self-care>

MIND <https://www.mind.org.uk/information-support/types-of-mental-health-problems/mental-health-problems-introduction/self-care/>

Anna Freud Centre <https://www.annafreud.org/on-my-mind/self-care/>

Common signs of burnout

Cognitive changes: lack of concentration; procrastination and difficulty making decisions; increased cynicism and criticism of others and suspicion of their motives; rumination over minor offences or perceived slights; doubts about competence and fear of making mistakes.

Emotional changes: anger and frustration; anxiety, fear and panic; self-doubt and a sense of failure; feeling overwhelmed, helpless, trapped and defeated; emotional numbness or blunting; loss of enthusiasm and a sense of meaninglessness; feeling under-valued; loss of enjoyment of work and sense of doing a good job.

Physical changes: insomnia and chronic fatigue; medically unexplained symptoms such as headaches and gastrointestinal disorders; increased vulnerability to infectious disease.

Social changes: feeling alienated from other people; a sense of isolation and being alone in the world.

Behavioural changes: loss of sense of humour; irritability and lack of empathy; self-medication with food, alcohol or drugs; neglecting personal needs; withdrawal from others and distancing oneself from work.



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thank
you!



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Phone: 07834 074607

Email: kate@wellbeingtherapysolutions.co.uk

Website: www.wellbeingtherapysolutions.co.uk

Facebook: www.facebook.com/wellbeingtherapysolutions

Twitter: @katejot

LinkedIn: <https://www.linkedin.com/in/kate-jackson-245a2a66/>

YouTube:

<https://www.youtube.com/channel/UCrZdh0bYI55JBckuXaKmqgA>



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