



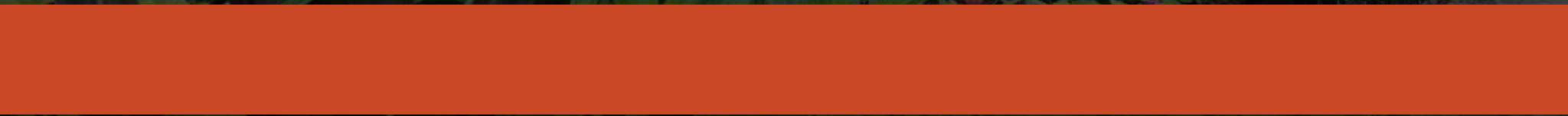
Wellness Training
Learning Collaborative

Wellness Training Learning Collaborative
W-TLC *(aka Tender Loving Care)*

Dr. Peggy Swarbrick & Dr. Amy Spagnolo
Funded by the Farris Foundation



Welcome





Wellness Training Learning Collaborative

Agenda

- Healthcare worker wellness: The Need!
- Needs Assessment
- W-TLC Training and Learning Collaborative Sessions
- W-TLC Virtual Toolbox
- How to get Involved !



Why focus on Wellness Self-Care Burnout

Rampant levels among United States (US) healthcare professionals

Over one-half of physicians and one-third of nurses experiencing symptoms of burnout

Burnout is detrimental to individuals, families, communities and populations

May 23, 2022
Surgeon
General's Call to
Action

- Worker Burnout Recommendations
 - **Transform workplace culture to empower health workers**
 - Eliminate punitive policies for seeking care
 - **Protect the health, safety and well-being of all health workers**
 - Reduce administrative burdens
 - **Prioritize social connection**
 - Invest in public health and our public health workforce

- <https://www.hhs.gov/about/news/2022/05/23/new-surgeon-general-advisory-sounds-alarm-on-health-worker-burnout-and-resignation.html>

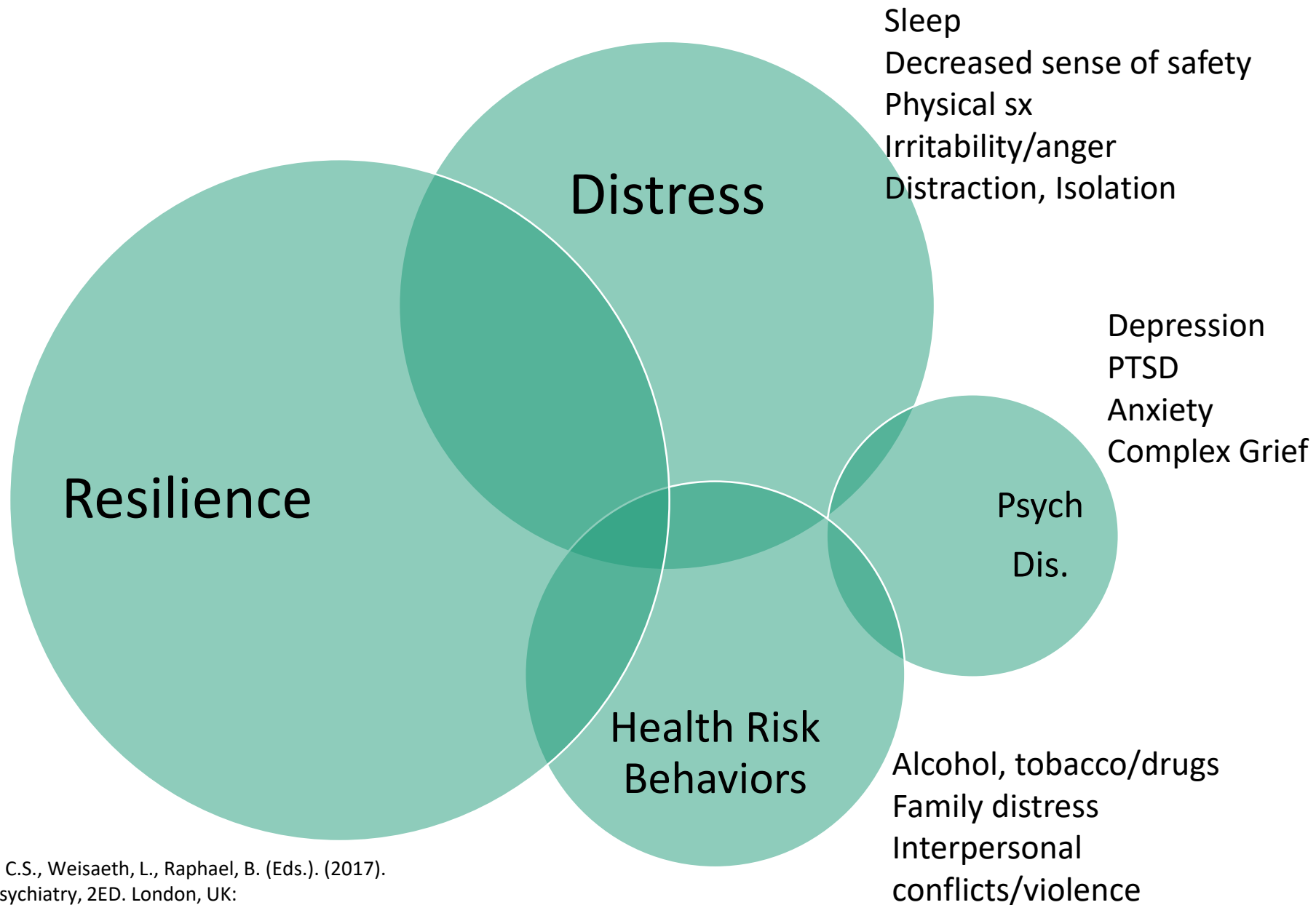
Supporting Caregivers During COVID-19: Transforming Compassionate Care From a Way of Doing to Being

The expectation by colleagues that fellow clinicians deftly manage the stresses of practice often predisposes healthcare professionals involved in an adverse event to experience isolation, blame, and shame. The peer support model has since been recognized as an important component of institutional wellness and follows a well-described and structured method. Although peer support programs have traditionally been established to support caregivers involved in

adverse medical events, the relevance and applicability of these programs have found substantial traction across broader crisis domains. Interventions, including peer support, help mitigate the 3 components of burnout: emotional exhaustion, depersonalization (cynicism), and reduced efficacy.

Keywords: Burnout, COVID-19, intervention, substance abuse, wellness.

- *Van Pelt et al, AANA Journal February 2021*



Intervention to reduce
burnout: systematic
review





Interventions for Self-care

Focus on self-care
strategies

System level focused on
generating a positive
work environment



Needs Assessment

Results and Implications

W-TLC Needs Assessment

- Survey Development
 - Role, W-TLC Workshop and Learning Collaborative topics & preferences, W-TLC Virtual Toolbox
- Survey Dissemination
 - NJAMHAA, NJPRA, MHTTC, NYAPRS, CBHL
 - March 2022; 3-week period
 - 144 full responses

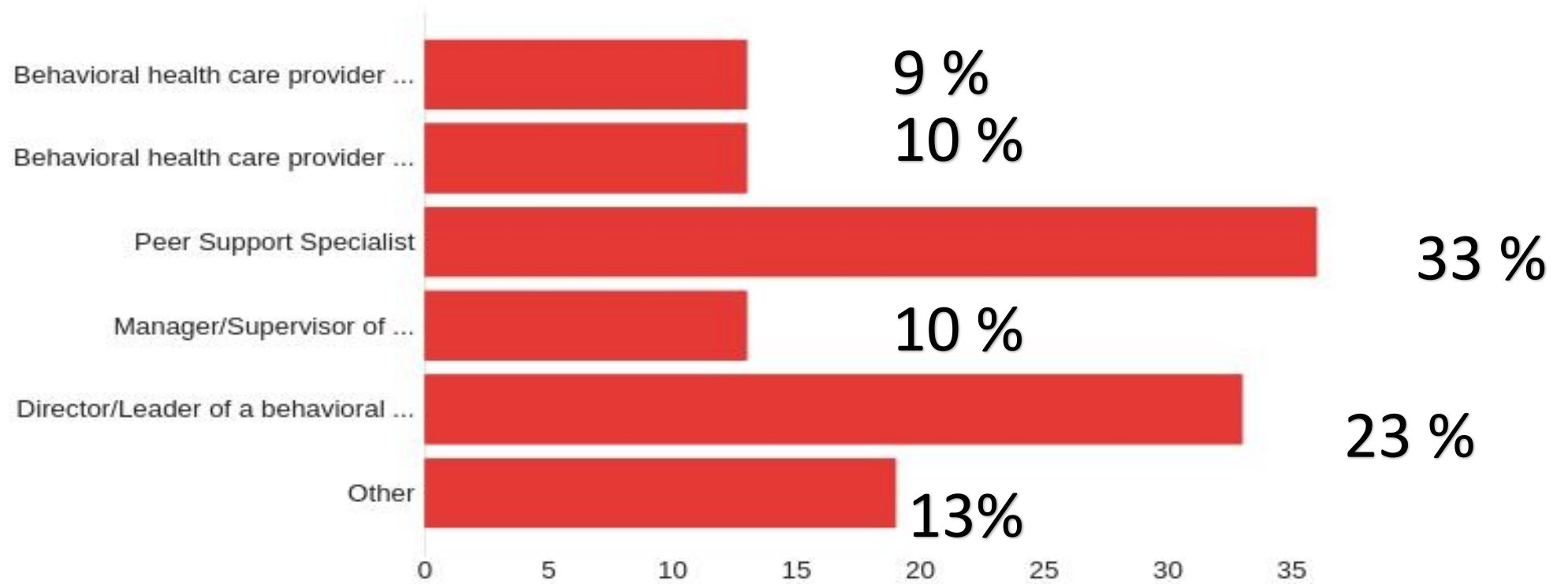


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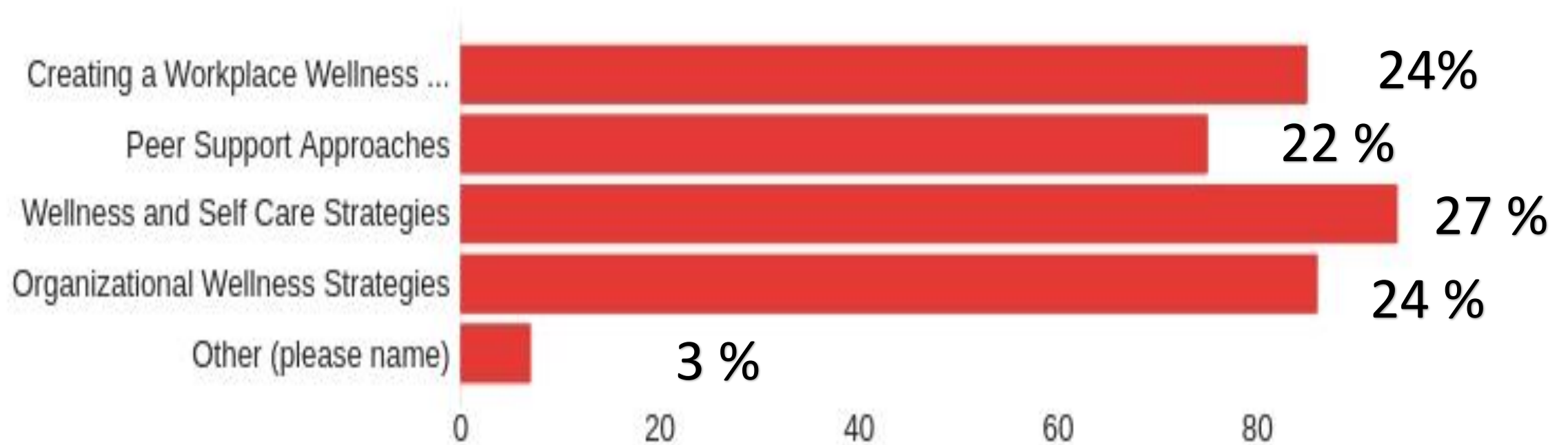
Role Type (N=143)



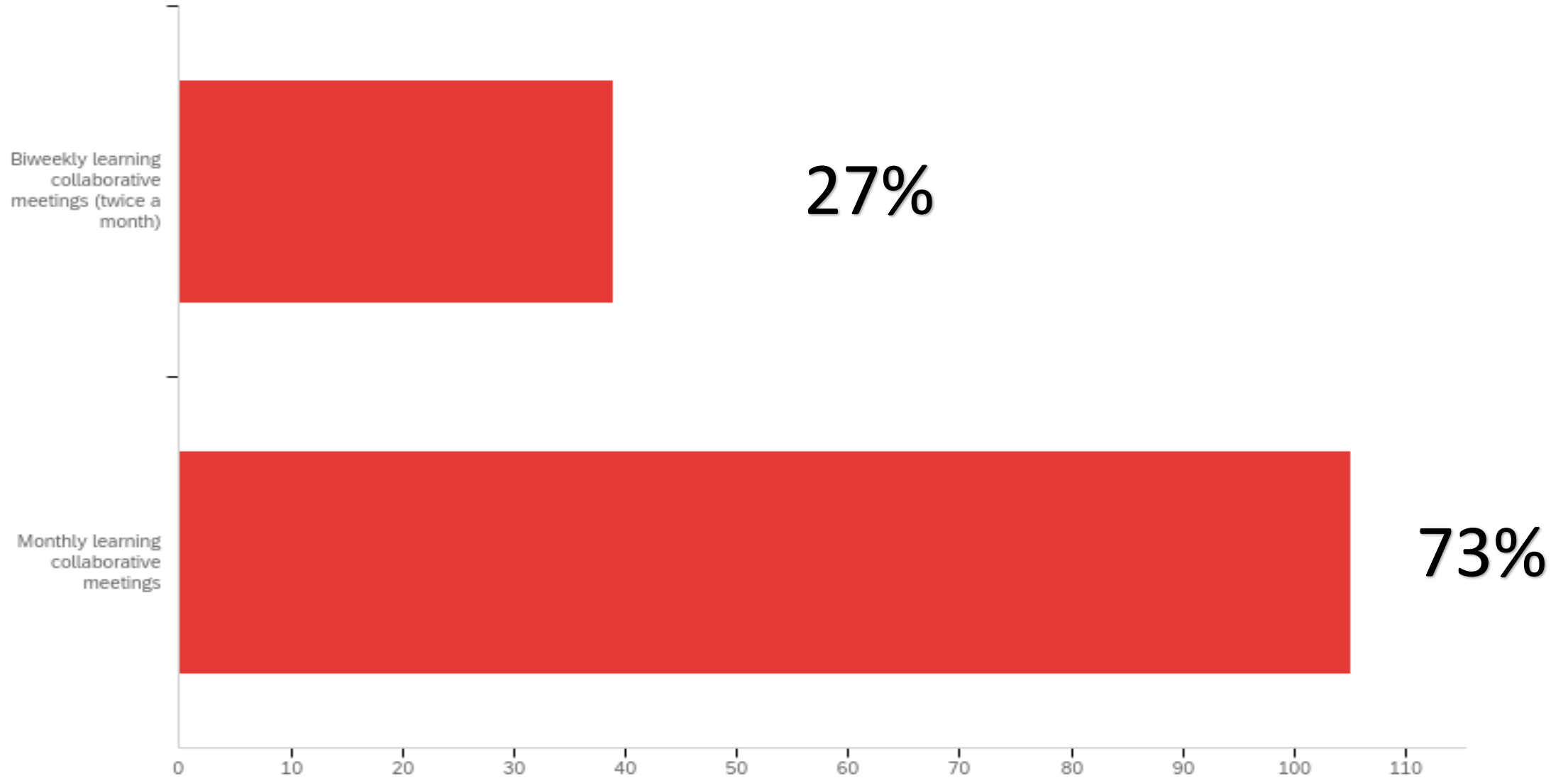
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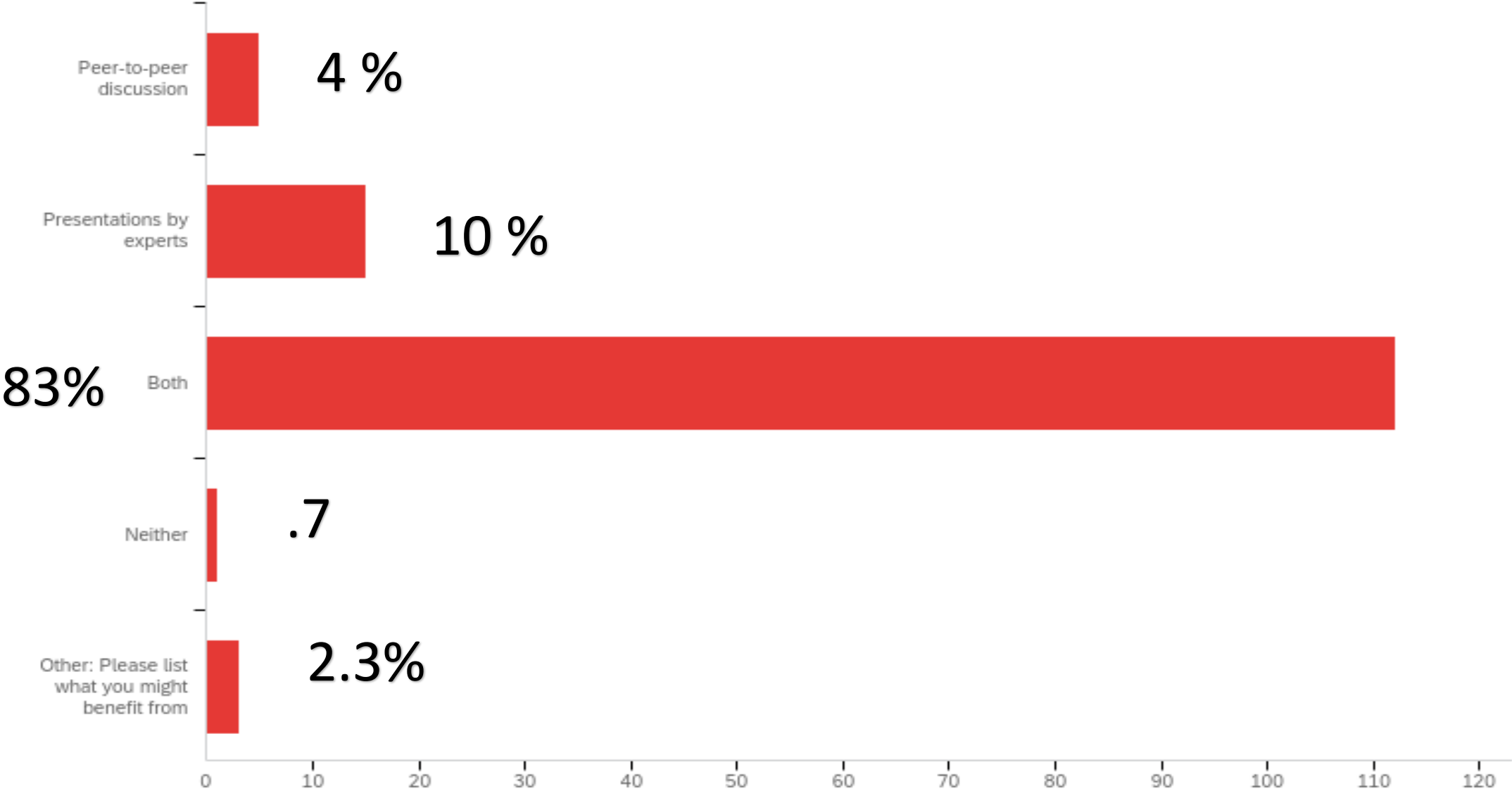
Wellness Self-Care Topics



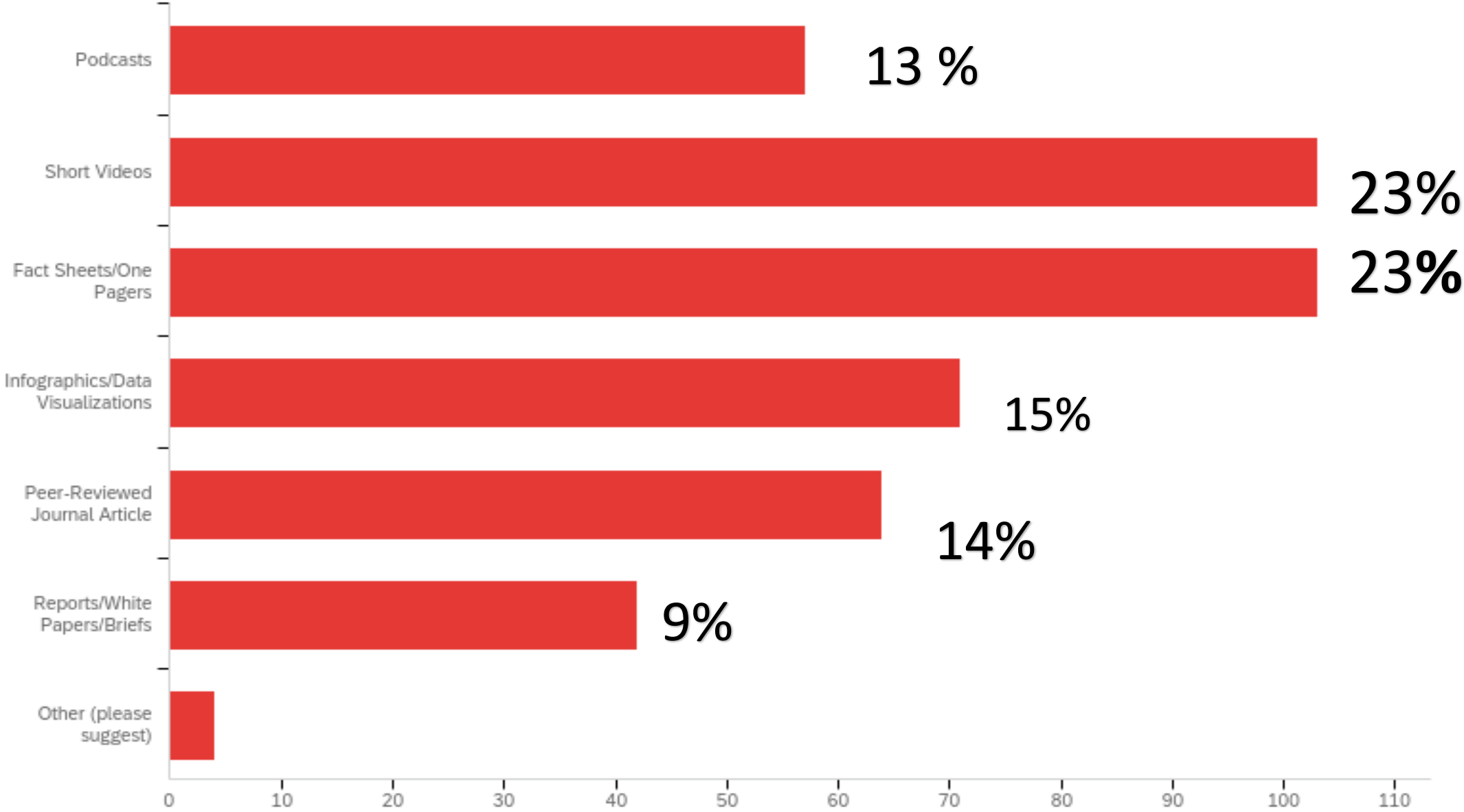
Learning collaborative meetings frequency



Most beneficial training/learning collaborative format



In which format would you prefer to access resources?



Challenges



Work-Life Balance



Finding Time



Physical health

Other Topics of Interest

CODE	DESCRIPTION/EXAMPLES	COUNT
Wellness Self-Care	Social activities, music, relaxation, beach, outdoors; mindfulness; staying motivated; staying positive and focused; reiki, chiropractor, acupuncture, somatic therapy; self-help; how to do self-care, deep breathing; tools for self-care (apps), quick implementation and use	14
Workplace self care Culture	Workplace self-care; a culture that puts time in for wellness; inclusive workplace culture that promotes employee well-being, innovation, buy-in, and growth; strategies for promoting wellness and self-care with staff; supporting staff in their wellness, “treating employees with as much love and empathy as the people we serve”; having a focus on self-care for employees, keeping staff motivated, organizational wellness	10

Other Topics of Interest

CODE	DESCRIPTION/EXAMPLES	COUNT
Administrative Support	Specific actions, policies, investment etc. to support employee wellness: Available discretionary funds, self-help fellowships for clinicians, ergonomics, longer lunches to incorporate brief walks; “The reality of what actually goes on in institutional settings and how providers, peers & others, can navigate”; wellness support for staff; “actual set aside time, like all other meetings, etc. self-care reserved time”; free onsite service (yoga, meditation), assess and implement wellness initiatives	9
Burnout	How to deal with burnout (self, co-workers) avoiding burnout; how to build resilience when you have compassion fatigue, how to stay positive in a toxic work environment, tools for staff who are burned out	5
Work-Life Balance	Disconnecting after hours; taking time for yourself (self-care), maintaining balance, prioritize self-care	4

The Virtual W-TLC Toolbox

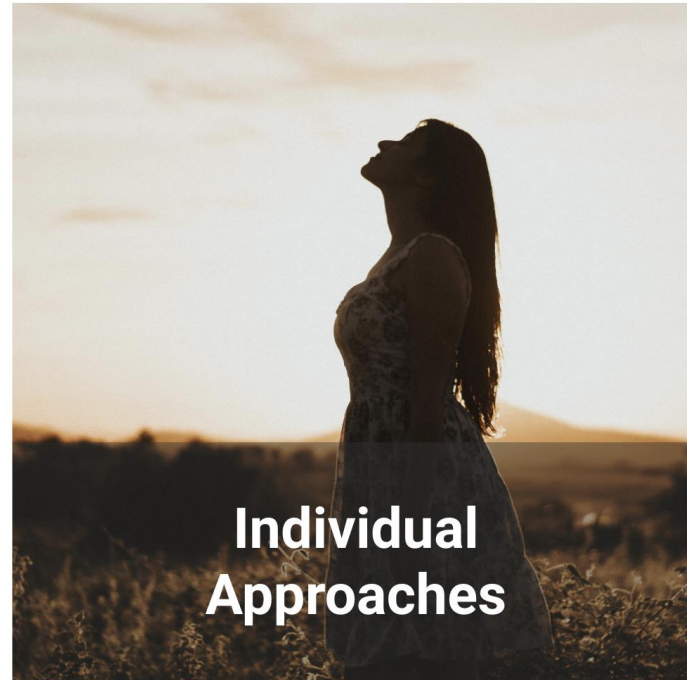


Wellness Training
Learning Collaborative



Wellness Training Learning Collaborative

The Wellness Training and Learning Collaborative (W-TLC) has been created to support the wellness of the behavioral healthcare workforce which has been directly experiencing the consequences of the pandemic, bearing the brunt of psychological, emotional, and physical effects first-hand. The wellbeing of this critical segment of the healthcare workforce is of paramount priority.



Resource Categories

Individual Wellness Self Care

Strategies: Resources to identify and reflect on strengths, needs, goals in the 8 Dimensions of Wellness.

Organizational Wellness Strategies: Ways to create and sustain wellness self-care initiatives and opportunities that benefit all employees.

Peer Support Approaches: Strategies to build and sustain peer support that link coworker to coworker.

Self Care Series: April- May 2022

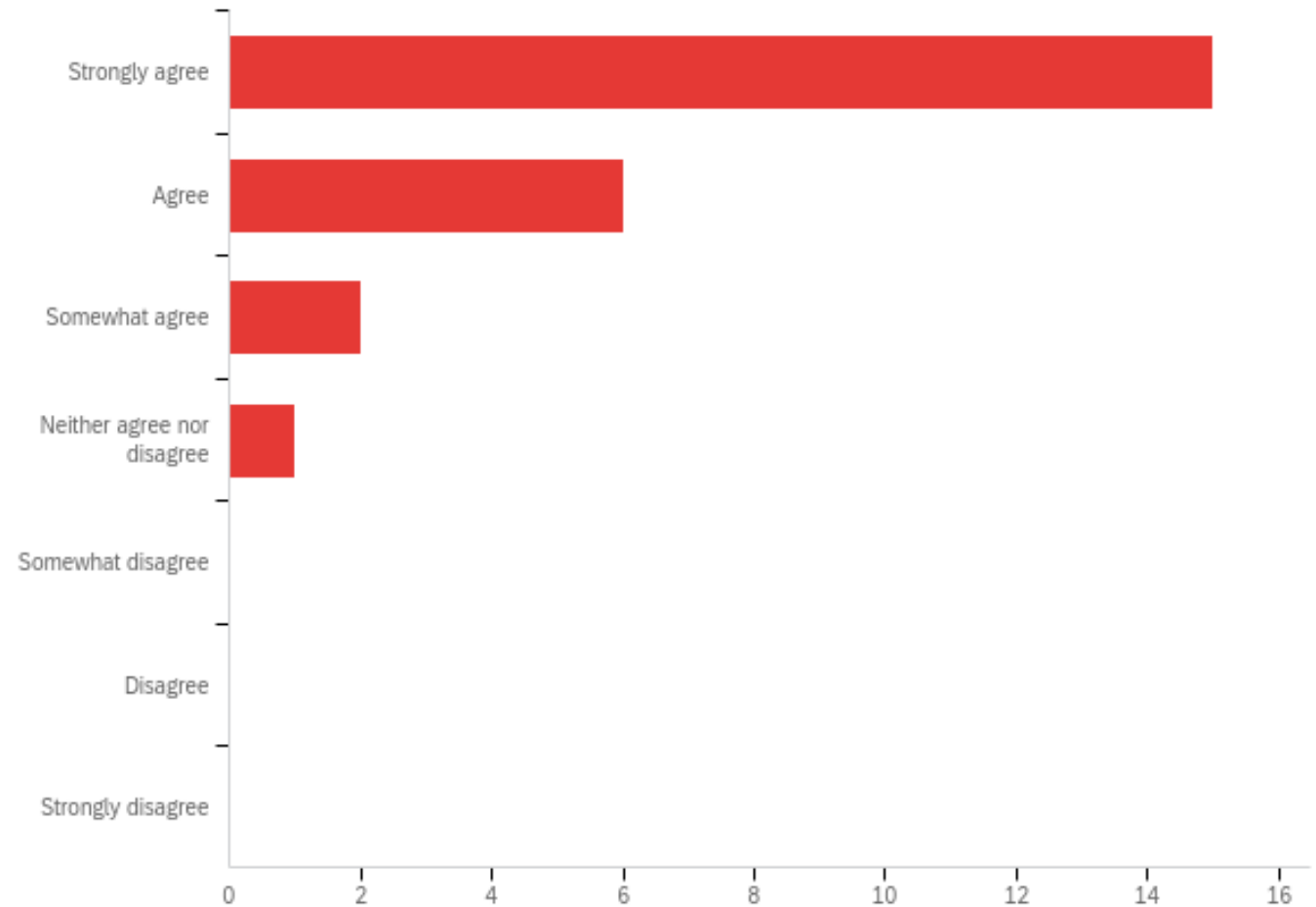
Pause | Breathe | Nourish Yourself | Move | Sleep



The W-TLC Self-care Series Survey

7 item, online survey
Sent to 30 participants
24 responses

W-TLC Self-Care
Sessions met
my needs:





Application Self-Care Strategies

23 of 24 reported practicing Pause
& Breathe

23 of 24 other participants'
appreciated hearing about
wellness and self-care strategies

87.5% reported adding self-care
strategies to their day to day lives

Best part of the series:

Approach and support

Reminder that we deserve self-care

Practice self-care techniques as a group

Share strategies in the group

Positive feelings during and after the practice (relaxation, instant results, reduce stress)

Scheduled break each day to focus on self-care

Learn to thank yourself for taking the time to practice self-care



Suggestions for future training

- Recordings of the sessions
- More ideas on how to relate the sessions to callers
- Offer the sessions for a longer period of time
- Provide videos to guide the short meditations
- Strategies to share with family/friends/significant others



Wellness Training Learning Collaborative

How you Can Participate

- Attend Training and Learning Collaborative Sessions
June 2022 –January 2023
- Access the Virtual Toolbox anytime

W-TLC Series: Training Learning Collaborative Sessions

Sample Content and Self-Care Activities



Wellness Plan



The Daily

SCHEDULE





DATE:

FOCUS	BREAKFAST	
	LUNCH	
	DINNER	

DON'T FORGET!

- _____
- _____
- _____
- _____
- _____

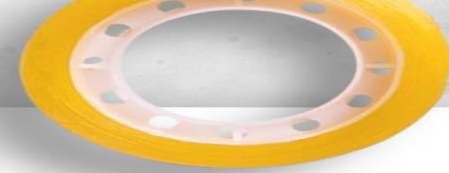
HEALTH

SLEEP AT _____ AM/PM	WAKE UP _____ AM/PM
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TODAY WAS...

TOMORROW WILL...



Wellness Quiz

<https://alcoholstudies.rutgers.edu/wellness-in-recovery/quiz/>



Physical



Intellectual



Emotional



Financial



Social



Spiritual



Occupational



Environmental



A self-rating inventory to explore your current daily/weekly wellness habits. There are no right or wrong answers. There is no ideal score. This inventory gives you a way of thinking about what you are doing, how you are feeling, and what you might want to strengthen in your life.

Wellness Strengths



What are your wellness strengths?



What areas do you want to strengthen?

Week 1: Overview & Pause

Week 2: Breathe

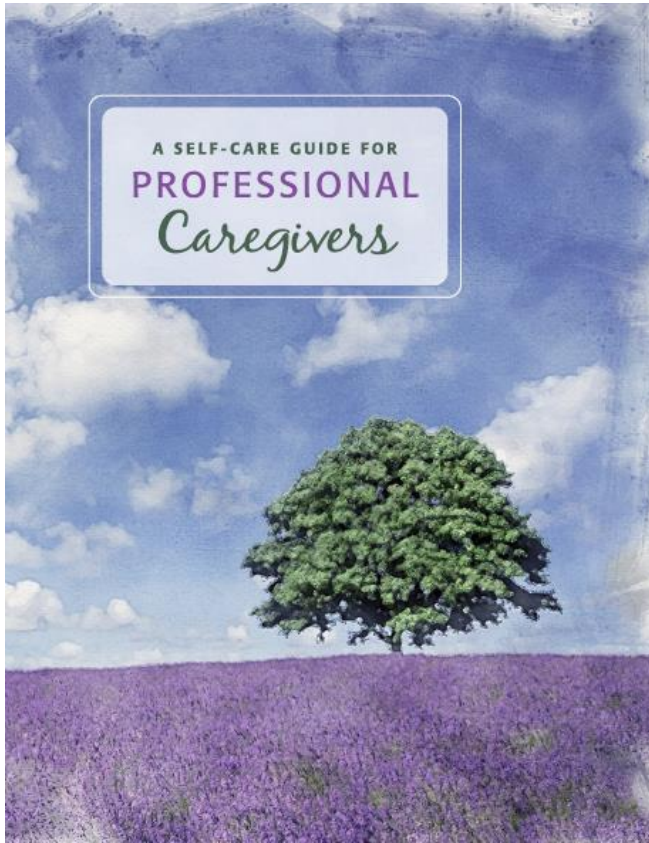
Week 3: Nourish yourself

Week 4: Move

Week 5: Sleep

Week 6: Wellness Plan





<https://www.care2caregivers.com/self-care/>

Pause





Wellness Training Learning Collaborative

Join us for the Wellness Training Learning Collaborative¹

Many mental healthcare providers feel stress and strain and have difficulty finding time to take care of personal self-care needs. Join us for some Tender Loving Care and practice ways to support your overall wellness and build a strong foundation for the resilience you need to bounce back from challenges.

June 21, 2022 1:00-2:00 & 4:00-5:00 ²	WTLC Kickoff Celebration and Overview	This Kickoff Celebration will provide an overview of the Wellness Training and Learning Collaborative series, offered July 2022 through January 2023.
July 7, 2022 11:00-12:00	Wellness in 8D for Personal and Professional Practice	Join us to explore the wellness in the 8 dimensions model (8D) as a lens for healthcare workers to re-create work-life balance.
July 28, 2022 10:30-12:00	Wellness in 8D for Organizational Wellness	Join us to explore how organizations can adopt the wellness in 8-dimensional (8D) model to foster better work-life balance among behavioral health care providers.
Aug 18, 2022 11:00-12:00	Making the Time to Pause and Unplug for Self-Care	Explore how to make the time to practice unplugging and “pausing” to enhance your wellness and for others you support.
Sept 15, 2022 11:00-12:00	Making Time to Breathe, Move, and Nourish Your Body	This session of the self-care series will address taking time for yourself, specifically using the self-care strategies of pause, breathe, move, and nourish.

To register, contact swarbrma@rutgers.edu

¹ WTLC is funded by Farris Foundation

² All times are Eastern Daylight Time

Wellness Training Learning Collaborative

Sept 22, 2022 10:30-12:00	Tools and Tactics for Getting a Restful Sleep	Examine the importance of sleep and rest for overall health and well-being as well as how the wellness self-care strategies may help you and others you support to improve your overall sleep hygiene and experience.
Oct 13, 2022 11:00-12:00	Creating a Personal Wellness Self-Care Plan	Join us to plan how to sustain the benefits of the self-care practices by crafting a practical and personal wellness self-care plan to your needs and experiences.
Oct 27, 2022 10:30-12:00	Implementing Organizational Self-Care Programs	Learn how to become a wellness champion so you can be a leader in creating or introducing a self-care program in your workplace. Gain tools, resources, and supports to be successful.
Nov 3, 2022 11:00-12:00	Workplace Resources for Wellness	Learn about the vast array of workplace resources for employee wellness self-care that are free, accessible, and effective.
Nov 17, 2022 10:30-12:00	Building a Workplace Wellness Culture	Join us to examine how you can be empowered and supported to evaluate and improve the wellness culture at your workplace, regardless of your role.
Dec 8, 2022 11:00-12:00	Winter Wellness Planning	Join us to explore winter wellness challenges and strategies so you can create your own winter wellness plan for work-life balance and how to share with others you support.
Jan 19, 2023 10:30-12:00	2023 Wellness Planning	Start the New Year off by joining us to create your own wellness self-care plan for personal and professional success and satisfaction.
Jan 26, 2023 11:00-12:00	The WTLC Finale	This session is a wrap-up for the 2022 WTLC series with discussion of the resources available for individual, organizational, and peer support self-care.

For more information, visit our website:

<https://alcoholstudies.rutgers.edu/wellness-in-recovery/wellness-training-learning-collaborative/>

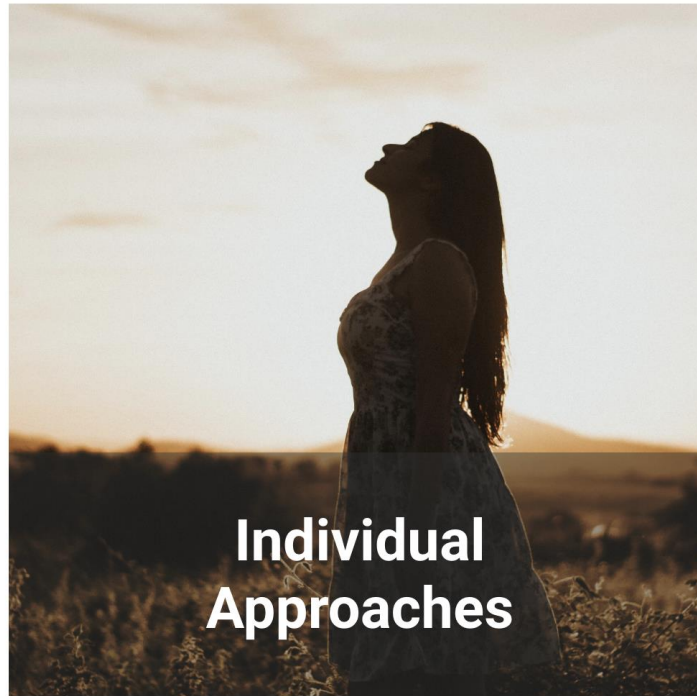


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**Peer Support
Approaches**



**Individual
Approaches**



**Organizational
Approaches**



Thank You!

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References

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