



Understand your needs

Getting help that meets your most pressing needs can be life changing and turn difficult times into periods of transformation and growth.

Offers of support for needs not at the top of your list can actually add stress.

Here are some quick tips and resources specific to your needs right now.

NHS England and NHS Improvement



Understand your needs



Needs can be split into these simple levels.

Needs must be met at the most basic level before you can progress toward growth.

The level you are at will likely change from day to day.



Needs are different for everyone



Survival

Food and water, shelter, sleep, childcare, money.

The focus is on the most fundamental needs. If these are not met any offer of support for the higher levels are likely to be unhelpful.

Things that might help

Break things down: Split things into bite-sized chunks. Look at the next hour or today instead of the next month. The next patient, the next meeting rather than the whole week.

You are not alone: Ask for help even if you don't have a specific ask. Share your problem and let others offer. It can feel scary but there are always other people who want to help you.

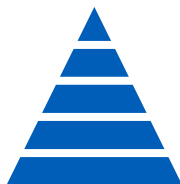
Get the basics: Ensure you are fed, watered, toileted and sleep regularly. Sometimes in this mode we forget or cannot meet our basic needs. Take breaks, step away even if only for 10 minutes. Take three slow breaths. Ask someone to bring you a drink or have a chat.

Resources

Help with the basics: Get support arranging local accommodation, taxis, food parcels and more. Access volunteers who can help with shopping or transport. Contact your local Health and Wellbeing team, [email us](#) to find out who they are.

Talk to someone: Arrange a wellbeing conversation with your manager. Your employer likely has a simple guide or you can access some key questions [here](#). Get confidential 1:1 support via phone, text or video call locally or [here](#).

Wellbeing spaces: Your site may have a wellbeing area where you can decompress. If you cannot get there, ask them to bring you a drink or snack.



Safety and security

Comfort, warmth, safe working conditions, family health.

The focus is on uncertainty and getting control of your life and surroundings. It includes physical, financial and psychological safety.

Things that might help

Talk to someone you trust about how you are feeling. Consider your line manager, a peer or your union. You can call or text one of the [national helplines](#) free (some are 24/7). They can also sign-post you to resources for your specific needs.

Ground yourself: This can help to re-balance. Try touching five things, seeing four things, hearing three things, smelling two things and tasting one thing.

Access to PPE, vaccinations and testing: This can usually be accessed via your employer on the intranet site or the Health and Wellbeing team can direct you. [Email us](#) if in doubt.

Resources

#HAY visual guide: This [visual guide](#) and checklist may help with making sure you regularly check in with yourself.

Get confidential advice and help with [financial security](#), housing, benefits, family, legal and more from both the national NHS support and from [Citizen's Advice](#).

Abuse and domestic violence: [Bright Sky](#) helpline, site and app all provide support and information for anyone who may be in an abusive relationship or those concerned about someone they know.

If you or someone you know is in immediate danger call 999.



Belonging

Feel included in family, team, community. Treated fairly.

The focus is on feeling isolated and a need to reconnect. It is a strong need to be included and accepted as part of the wider group.

Things that might help

Take the time to connect with others in your team, loved ones and beyond. When we are under pressure this can seem less important, but taking time to do this can actually make you more effective, productive and happier.

Talk to your Inclusion lead if you are feeling excluded in your workplace. They can suggest networks and groups, both local and virtual, of others with similar experiences.

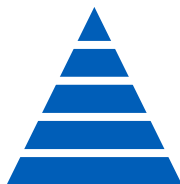
Consider your personal values and interests and look for groups linked to those whether in the work or personal environment. You could even set up your own groups for others like you.

Resources

Team support resources are available [nationally](#), [regionally](#) and locally to help your team feel more connected. [Guides](#), [expert input](#) and regular time to [reconnect](#).

Confidential 1:1 support: [Counselling](#) can be helpful to process experiences that disconnect us, feelings of loneliness and grief, or to develop practical solutions through coaching. [Regular](#) or [fast-track bitesize](#) coaching can help too.

Group listening sessions can be a helpful way to connect with others. Simple training is on its way on this site to run your own, or join [national](#) or regional groups based on interests or common experiences and practice. [Email us](#) to find out more.



Self-esteem

Valued by those around you,
included in decisions.

The focus is on being appreciated and respected. A need for personal accomplishments and recognition which can be met in work and outside.

Things that might help

Be clear about your contribution. Agree clear objectives and tasks and review them regularly. Consider prioritisation and boundaries. It is ok to say no to people. You can't do everything.

Communicate your value. Take the time to consider your unique contribution and value. Share with your team how you can best play your part and what helps you to do that.

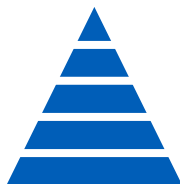
Make time for people who appreciate you. Whether that is in or outside work, surrounding yourself with people who value you helps increase your resourcefulness, creativity and more. Share with others what you value about them as compassion and empathy for others helps too.

Resources

Confidential 1:1 support: [Counselling](#) can be helpful when our sense of self-worth is low. [Regular](#) or [fast-track bite-sized](#) coaching can help to identify and grow your value and sense of achievement.

Diagnostics can help to better understand personal strengths, communication styles and responses to stress. Your employer will have some simple tools or you can try Myers-Briggs, Healthcare Leadership Model and other tools [here](#).

Use simple tools to improve your productivity: Consider tools like the [#HAY guide](#), [#ProjectM](#), [bitesized learning](#) and [leadership espressos](#).



Growth

Inspiration, creativity, learning, greater goal, legacy.

The focus is on achieving our full potential and purpose. A need for autonomy, personal growth, self-awareness and self-acceptance.

Things that might help

A clear purpose and priorities. This can help you be more productive, innovative and creative in your problem solving. Discuss them with your manager and ensure they are realistic and enable a good work-life balance.

Consider your own development. Reflect on your behaviours, attitudes, values and motivations. Think about your next stretch and how you can learn through your work.

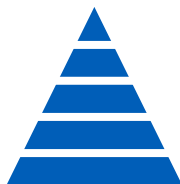
Connect with others with similar values. This can be very reaffirming and can be done by talking to your team about your values, joining networks and groups in work and outside.

Resources

Protect regular time to motivate yourself: Consider your personal values and drivers. [Inspiring learning](#) and leadership [guides](#) and [espressos](#), [videos](#) and time to [reflect](#) on your own and with others.

Coaching and mentoring: For emergent issues consider quick-access to [bitesize sessions](#), or set up a more [formal relationship](#).

Register with talent pools: Make it known that you are looking for growth. This may be within your current role with a stretch assignment, a secondment or career progression. Talk to your line manager and have a [talent conversation](#).



Always remember

It is ok to not feel ok.

Your needs change every day, think about what you need right now.

**Ask for
support**

**Talk to
someone**

**Get
practical
help**