



Leadership Academy

South East

Reflect, Revive and Refresh

With Rene Barrett

Welcome

<https://se.leadershipacademy.nhs.uk/>

@SELA_NHS





@Rene Barrett Mum, Grandma, leadership developer, resilience builder and speaker, public sector advocate, flourishing fanatic, proud Manc, dog lover, wife.



Health Education England - NHS Staff and Learners' Mental Wellbeing Commission – 2019

- The cost of poor mental health in the NHS equates to £1,794–£2,174 per employee per year.
- One in three of the NHS workforce have felt unwell due to work-related stress and one in two staff members have attended work despite feeling unwell because they felt pressure.
- The rates of depression among training grade doctors has been estimated at about 30%

NHS Digital - Sickness absence due to mental Health by staff group 2015 to 2020

Period	Staff group	Sickness absence rate for mental health related absence as a percentage of FTE days lost due to all reasons ³
March 2015 to February 2016	HCHS doctors	18.9%
	Nurses & health visitors	20.6%
	Other staff ⁴	20.0%
March 2016 to February 2017	HCHS doctors	18.8%
	Nurses & health visitors	21.3%
	Other staff ⁴	20.6%
March 2017 to February 2018	HCHS doctors	19.8%
	Nurses & health visitors	22.6%
	Other staff ⁴	22.1%
March 2018 to February 2019	HCHS doctors	22.5%
	Nurses & health visitors	24.3%
	Other staff ⁴	24.0%
March 2019 to February 2020	HCHS doctors	23.3%
	Nurses & health visitors	25.4%
	Other staff ⁴	25.8%

“Mental health of NHS staff placed under further strain as Covid hospitalisations continue to rise

Experts fear prevalence of psychiatric illnesses among frontline medics is reaching new heights”

“Third lockdown has triggered an 'unprecedented crisis' in mental health issues”

“Half of ICU staff working on Covid wards are suffering from severe anxiety, PTSD or drinking problems - with one in eight considering self-harm or suicide, study finds”

“Devastating toll of Covid-19 on NHS workers' mental health revealed”

“Mental Health Emergency: Experts warn the fallout will last for years”

Riding The Coronacoaster ...

- Currently higher levels of anxiety, fear, uncertainty, pressure and stress
- Inconsistency - Feeling high and low / up and down
- Greater levels of exhaustion coupled for many with poor sleep
- Unexpected feelings of guilt, powerlessness and rage
- Encountering more professional grief or moral distress
- Increased feelings of loneliness and isolation
- Grief and anticipatory grief



Work / Life Tightrope

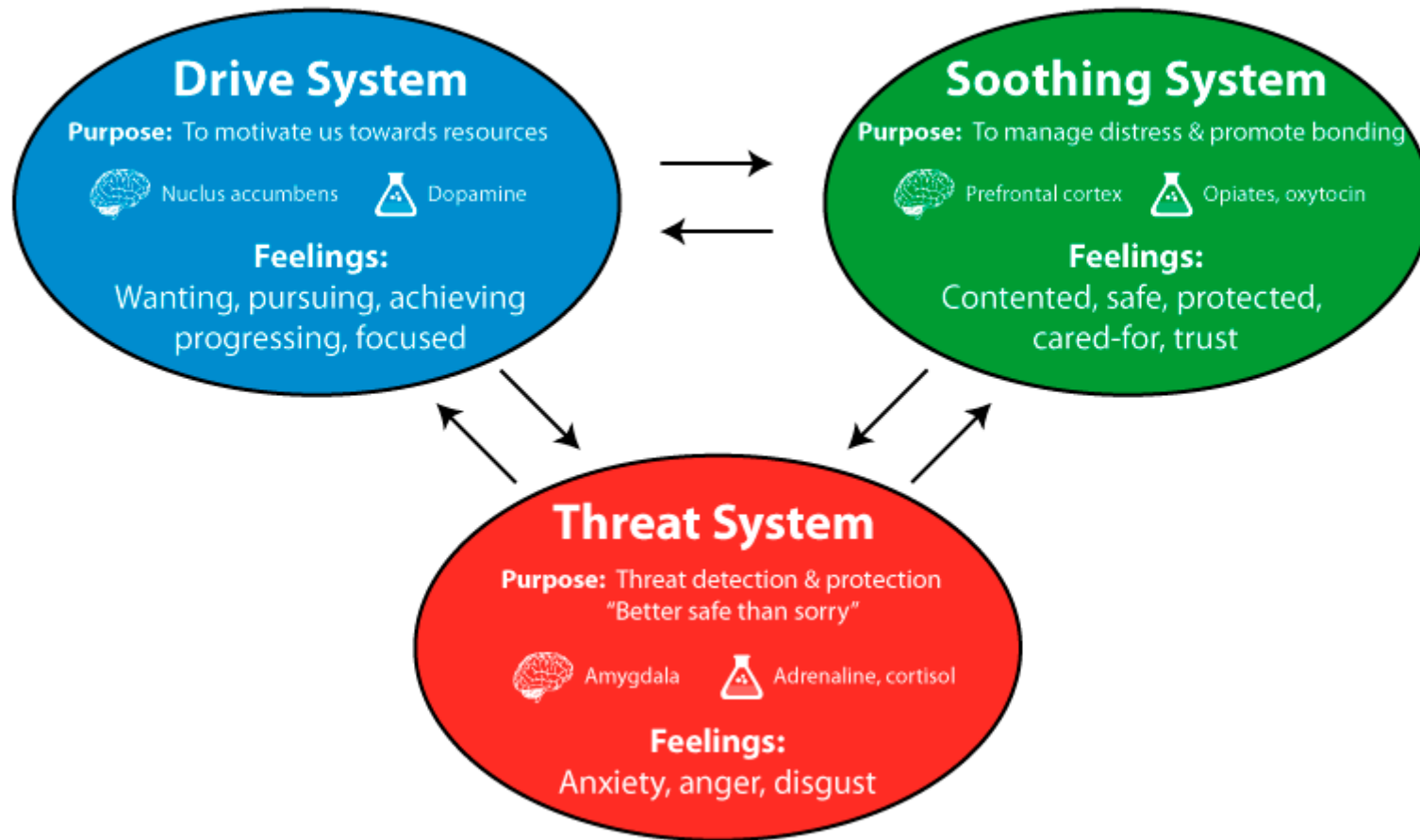


Intrinsic Motivation

- Approximately 75% of public/education/health/ third sector staff are “intrinsically motivated” – motivated by internal rewards related to personal values, attitudes and beliefs
- Greater levels of “burnout”
- Generally lower levels of self compassion and self care

Emotional Regulation Systems

Paul Gilbert's evolutionary model proposes that human beings switch between three systems to manage their emotions. Each system is associated with different brain regions and different brain chemistry. Distress is caused by imbalance between the systems, often associated with under-development of the soothing system.



Over Time ...



Pandemic Fatigue

March 2020



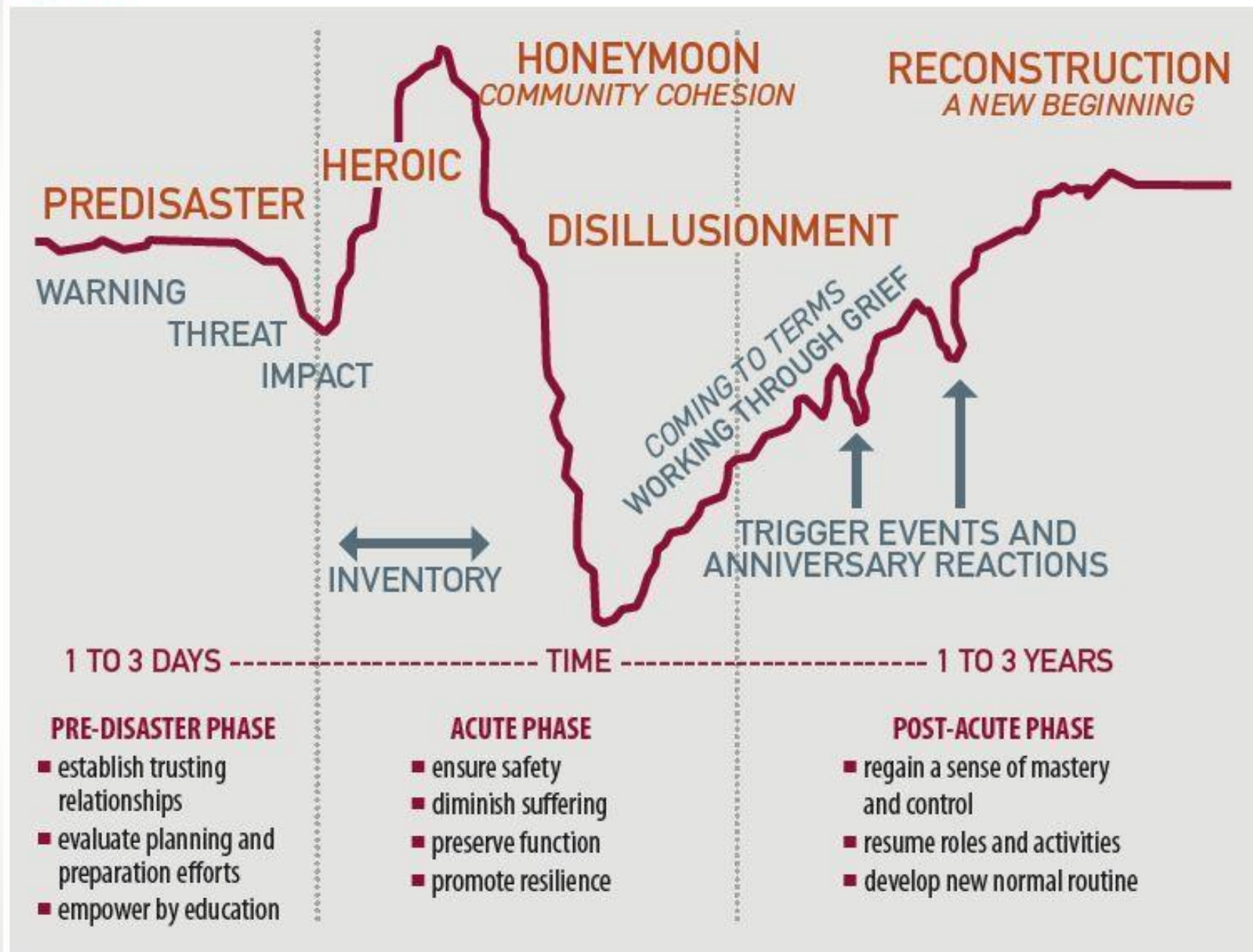
February 2021

- Heroic leadership
- High energy
- “We’re in this together”
- High engagement
- Dunkirk spirit
- Focus on critical priorities
- Optimism

- Exhaustion
- Disillusionment
- Frustration
- Weariness
- Apathy
- Resentment
- Impatience



Figure 2. Changing Goals of Recovery at Different Phases of Disaster¹¹



Exercise

- How does this resonate with you?
- What have been your overriding emotions during the pandemic?



“The brain is like Velcro for negative experiences and Teflon for positive ones.”



Positive Emotional States Build Resilience and Commitment



1. Joy
2. Gratitude
3. Serenity
4. Interest
5. Hope
6. Pride
7. Amusement
8. Inspiration
9. Awe
10. Love

(Source: Fredrickson 1998, Frederickson & Brannigan 2005, Isen 2000, Fredrickson 2009)

Research studies show that Positive Emotional States:

- ✓ Increase our peripheral vision
- ✓ We connect ideas better, more creative
- ✓ We connect with people better
- ✓ Improve decision-making
- ✓ Increase a sense of “we” v “me”
- ✓ Reduce a sense of them and us
- ✓ Increase open-mindedness, curiosity
- ✓ Promote helping-behaviour (altruism)
- ✓ Stimulate emotional agility
- ✓ More able to handle complexity
- ✓ Greater willingness to accommodate ambiguity or uncertainty

- ✓ Promotes mental and physical health
- ✓ Prolongs life by 7-10 years

(Source: Fredrickson 1998, Frederickson & Brannigan 2005, Isen 2000, Fredrickson 2008)

Psychoneuroimmunology

Serotonin

Dopamine

Oxytocin

CORTISOL

Happiness Chemicals and how to hack them



DOPAMINE

THE REWARD CHEMICAL

- Completing a task
- Doing self-care activities
- Eating food
- Celebrating little wins



OXYTOCIN

THE LOVE HORMONE

- Playing with a dog
- Playing with a baby
- Holding hand
- Hugging your family
- Give compliment



SEROTONIN

THE MOOD STABILIZER

- Meditating
- Running
- Sun exposure
- Walk in nature
- Swimming
- Cycling



ENDORPHIN

THE PAIN KILLER

- Laughter exercise
- Essential oils
- Watch a comedy
- Dark chocolate
- Exercising



Exercise

What does the concept of psychoneuroimmunology mean to you?

How can you generate more positive emotions?



Stimulating Safe/Soothing Brain

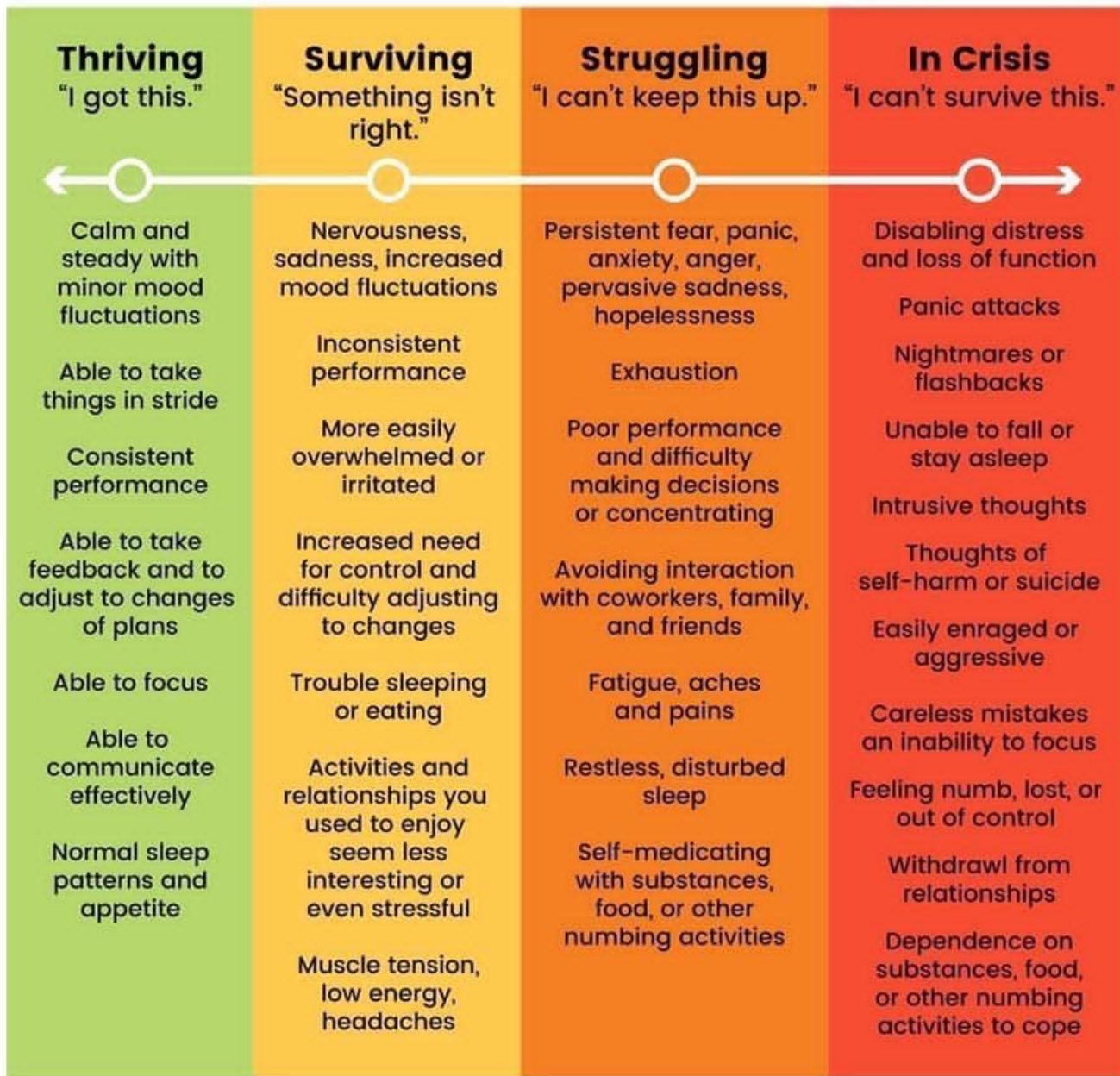
BODY

- Pay attention to your body – notice your threat responses
- Cultivate a relaxation response

MIND

- Focus attention – concentration, analytical
- Open attention – creativity intuitive
- Warm awareness – manage inner critic, cultivate self compassion
- Growth mindset - learning





Adapted from: Watson, P., Gist, R., Taylor, V., Evlander, E., Leto, F., Martin, R., Vaught, D., Nash, W.P., Westphal, R., & Litz, B. (2013). Stress First Aid for Firefighters and Emergency Services Personnel. National Fallen Firefighters Foundation.

Check Your Battery

How are you currently feeling?

Feeling great!

Keep meeting your needs and practicing self-care.

Feeling okay.

How can you make your day a tiny bit better?

Struggling.

Practice triage. What area of your life is suffering the most right now? Focus on that one area today.

BlessingManifesting



Feeling good!

How can you maintain the levels you're currently at?

Meh.

How can you love on your -self today? Be extra kind to yourself.

I'm empty.

Pinpoint what's draining you and try to create a boundary & then do one thing that fills you up.

Post Traumatic Growth (PTG)

PTG has been defined as “the transformative positive change that can occur as a result of a struggle with great adversity.”

Research shows that people who make meaning out of trauma report:

- An increased sense of their own strength and capacities to prevail.
- Improved relationships with others, including a greater sense of belonging.
- A greater sense of compassion.
- And an increased sense of purpose and appreciation for life.

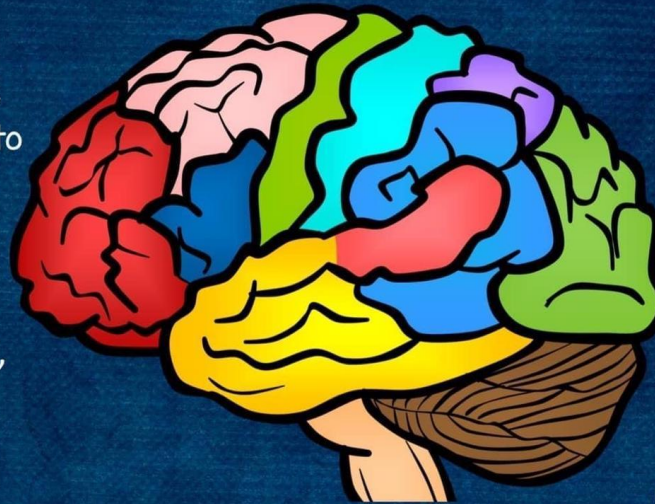
THRIVE DURING A PANDEMIC WITH A Growth Mindset

Look for the lessons.

Remember that frustration is normal & helps you grow.

Recognize that it's the journey, not the end result that matters.

Give mistakes & failure a chance to teach you.



Strive for growth, not perfection.

Focus on the good.

Instead of comparing your situation to others, recognize your own personal growth.

Continue setting goals & challenging yourself in new ways.

Exercise

- What is the greatest loss you've experienced during Covid-19?
- What is the greatest gain you've experienced during Covid-19?
- What are you learning about yourself during Covid-19?



Self-Care – Fending off Threat

- Remember why you do what you do
- Get more exercise
- Go outside
- Limit your news feed
- Stroke something/someone
- Journal or jot good things down
- Look for silver linings
- Take a moment to reset
- Make your own mantra
- Notice others' kindness
- Remember sometimes “good enough” is ok
- Know what unwinds you... **and do it!**



Personal Actions

Given this session what do you think you need:

- To do more of ...
- To do less of ...

Helpful Resources

www.actionforhappiness.org

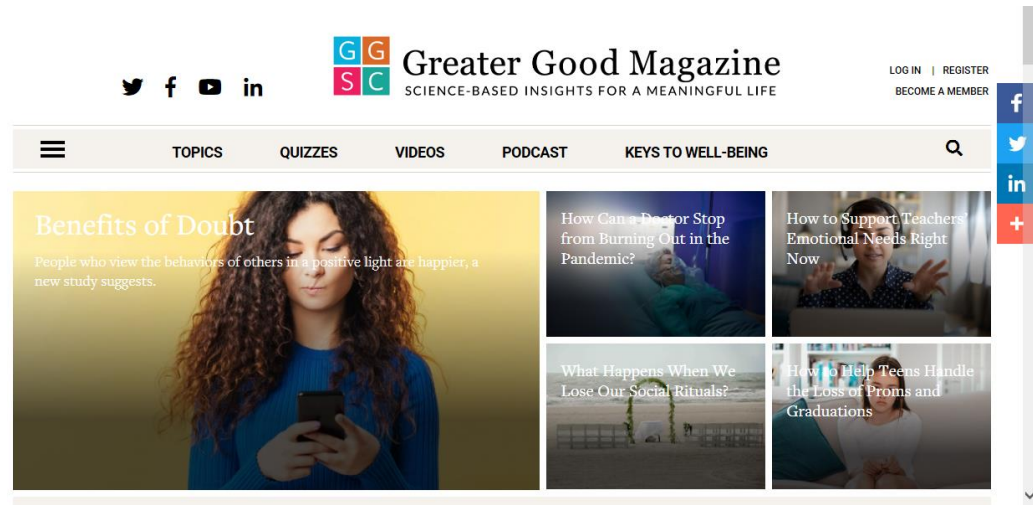
www.gretergood.berkeley.edu



ACTION CALENDAR: MINDFUL MARCH 2021

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Set an intention to live with awareness and kindness	2 Notice five things that are beautiful in the world outside	3 Start today by appreciating your body and that you're alive	4 Notice how you speak to yourself. Try to use kind words	5 Take three calm breaths at regular intervals during your day	6 Bring to mind people you care about and send love to them	7 Have a 'no plans' day and notice how that feels
8 Eat mindfully. Appreciate the taste, texture & smell of your food	9 Take a full breath in and out before you reply to others	10 Get outside and notice how the weather feels on your face	11 Stay fully present while drinking your cup of tea or coffee	12 Listen deeply to someone and really hear what they are saying	13 Pause to just watch the sky or clouds for a few minutes today	14 Find ways to enjoy any chores or tasks that need doing
15 Stop, breathe and just notice. Repeat regularly during the day	16 Get really absorbed with an interesting or creative activity	17 Look around and spot 3 things you find unusual or pleasant	18 If you find yourself rushing, make an effort to slow down	19 Cultivate a feeling of loving-kindness towards others today	20 Celebrate the International Day of Happiness dayofhappiness.net	21 Listen to a piece of music without doing anything else
22 Walk a different route today and see what you notice	23 Tune in to your feelings, without judging or trying to change	24 Appreciate your hands and all the things they enable you to do	25 Focus your attention on the good things you take for granted	26 Notice when you're tired and take a break as soon as possible	27 Have a device-free day and enjoy the space it offers	28 Appreciate nature around you, wherever you are
29 Notice what is working today and be thankful that this is so	30 Mentally scan down your body and notice what it is feeling	31 Notice the joy to be found in the simple things of life	"Mindfulness means that we commit fully in each moment to be present" - Jon Kabat-Zinn			

ACTION FOR HAPPINESS www.actionforhappiness.org
Learn more about this month's theme at www.actionforhappiness.org/mindful-march **Happier · Kinder · Together**



Greater Good Magazine
SCIENCE-BASED INSIGHTS FOR A MEANINGFUL LIFE

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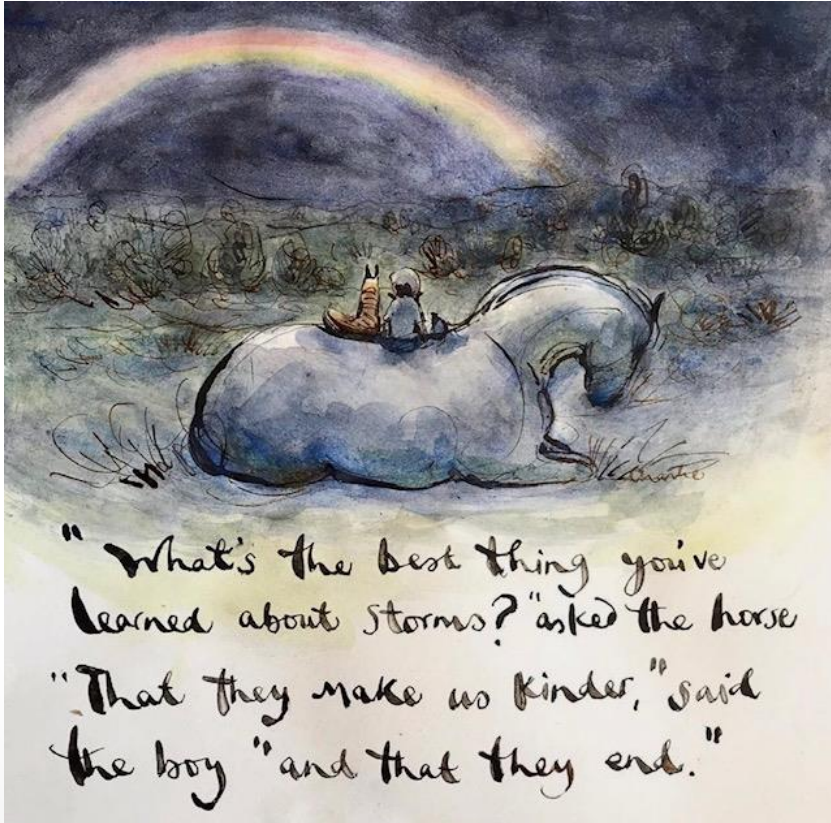
TOPICS QUIZZES VIDEOS PODCAST KEYS TO WELL-BEING

Benefits of Doubt

People who view the behaviors of others in a positive light are happier, a new study suggests.

- How Can a Doctor Stop from Burning Out in the Pandemic?
- How to Support Teachers' Emotional Needs Right Now
- What Happens When We Lose Our Social Rituals?
- How to Help Teens Handle the Loss of Proms and Graduations

Final Thoughts



"What's the best thing you've learned about storms?" asked the horse.
"That they make us kinder," said the boy "and that they end."

"What is the bravest thing you've ever said?" asked the boy.



"Help," said the horse.

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