




Wellbeing and A Positive Mindset

Supporting Workbook


“I did a lot of training and webinars on how to build emotional resilience and focusing on mental health and wellbeing of yourself and of your colleagues. Opening up those conversations and making it okay to talk about things has been really positive within our team.”



A leader who is realistic

 **“I struggled over the COVID pandemic with mental health issues, and I really wanted to bring that to the forefront of our minds as a senior and as a supervisor.”**

Jacqui is open about her challenges with her own wellbeing over the pandemic. She took steps to help herself by building knowledge and understanding so that she could help herself and her team. This work has left a positive legacy with Jacqui as a leader. She has experience, and that gives her the confidence to help people. She describes it as being helpful that she has experienced her own difficulties and that makes her realistic. Realistic about the ups and downs of life and that it’s normal and human to feel like that.

-  Confidence comes with experience
- What experiences have you had that make you confident in dealing with certain situations?
- How can you use this confidence in helping your team?

 Notes and reflections: _____



A culture of enjoying work



“If you can try and shift that culture from ploughing through your caseload and burning yourself out, to actually enjoying work and maintaining your own health and wellbeing you’re in a better position to then support and deliver the care to your patients.”

Jacqui acknowledges the pressures that colleagues can feel. She also highlights the importance of getting back down to basics. Reminding people how well they’re doing under the circumstances. She’s made a conscious effort to try and maintain a positive mindset with her team and has implemented strategies to help keep things positive.




- An initiative like Jacqui’s ‘letterbox of excellence’ is a small thing that makes a huge difference to her team
- Look again at Jacqui’s film and watch out for the expressions and body language of her team as they read out the letters of excellence (2.36 onwards)
- What do you do to celebrate and acknowledge achievements within your team?
- Keeping people interested in their work and each other, keeps them in your team




Notes and reflections: _____

Prioritising personal development

 **“Using that idea of setting some time aside, within my team, we have one afternoon a week for each of the senior physiotherapists to be able to sit down and do some supporting activities for their continuing professional development.”**

Jacqui advocates giving a similar level of focus to the personal development of her team alongside patient care. This doesn't make her team de-prioritise patients, but it does mean that alongside patients, their own development is just as important compared to some other tasks that may come their way. What shows up with Jacqui as a leader, is the focus that it's OK to spend time on yourself and your development.

-  Having a high priority for personal development sends a positive leadership message
- How do you focus on the personal development of your team?

 Notes and reflections: _____
