

# Building resilience

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## Resilience

Resilience doesn't sit in isolation. It is part of the culture of practice, our own experiences and feelings and opportunities to challenge and explore with colleagues in work ...

- It's all about relationships
- It's all about language
- It's about collective responsibility
- It's about calling out behaviours that impact on our resilience
- It's about checking in and out
- It's about permission: to change how things happen and are done
- It's about challenge
- It's about giving yourself time and time out

## Joy at work

The Institute for Healthcare Improvement (IHI) has produced a fantastic paper on Joy at Work. Use the wheel below to explore different components of Joy and your contribution to your own resilience and joy at work ([Ihi.org/JoyResults](http://Ihi.org/JoyResults))

## Supervision for Psychological Safety

Practitioners need safe spaces to share concerns and issues important to them in their practice in order to grow and develop. Make time for supervision and reflective practice. When people have opportunities to talk about difficult issues, and trust they will be heard this helps people develop motivation and creates personal empowerment rather than compliance. This creates more effective and efficient services

## Friends at work

Having friends at work is really important for joy and resilience so taking time to eat together and talk and socialise is critical important for service provision and improved outcomes for the people asking us for support.

## Listening

Listening and being heard is important for resilience.

## Rest

Protect your downtime. Recovery is key for resilience and it is often tempting to show how busy you are especially when you first start working. Workaholism actually reduces productivity and decision making is impacted.

Every 90 mins we should build in a period of rest. Create non-negotiable personal space and time during the working day Checking in and out with colleagues also helps offload worries before you leave work.

Sleep!!

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## References

Kindness: [carnegieuktrust.org.uk](http://carnegieuktrust.org.uk)

[Ihi.org/JoyResults](http://Ihi.org/JoyResults)

# Joy at work wheel

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