Access the recorded webinar here:

https://attendee.gotowebinar.com/recording/5315313393926430731



Mini Modules to Relieve Stress For Healthcare Workers Responding to COVID-19: Leading Towards Organizational Wellness in an Emergency

May 12, 2020



What is Organizational Wellness?

- A culture of care
- Established by executive management
- Strengthened by guidance/ policy
- Supports employee work satisfaction, stress mitigation, and management, starting with the workplace environment



Source: http://www.globalwomenconnected.com/2017/11/seven-dimensions-wellness/



Role Ambiguity

Lack of Clarity of Tasks

Lack of Team
Cohesion

Mismatch of Skills with Tasks

Discomfort with Hazardous Exposure

Command and Control Ambiguity

Ineffective
Communications
with Team/Non
Team and HQ

Need for Information that cannot await clearance delays

Resource / Equipment Shortages

Sources
Of Stress
For
Healthcare
Responders

Lack of or Too Much Autonomy

Database Issues, Linkage between Epidemiology, Lab and Sampling Lab
Specimen
Tracking &
Reporting

Reintegration Barriers

Coworkers
picking up
your work or
not

Lack of
Understanding of
What You Went
Through

Domestic /
Family
Conflicts or
Issues

Lack of Self Care; Start of Self Medicating

Drivers of Lasting Motivation

Leaders Pay Attention

- Autonomy
- Competence
- Relatedness
- Connection



Stress Audit Checklist Organizational Level

- Value system/operating philosophy explained
- Job descriptions, orientation and training in place
- Educational training sessions provided regularly to staff
- Adjunctive services in place for referral needs
- Adequate personnel policies and procedures in place

- Flextime hours considered if possible
- Opportunities for working from home
- Adequate vacation time
- Adequate medical/mental health benefits in place
- Coalition building is a priority
- Legislative reform/advocacy/social action conducted



Experience and Training

- Professional skills development
- Sense of confidence and competence



Leadership in Acute Emergencies

- Have a presence (in person (with masks and gloves)
- Schedule and deliver timely, accurate and key information
- Provide support by listening to and addressing concerns
- Deliver messages of gratitude, hope and support for your employee community

Resources

ASPR TRACIE COVID-19 Page
ASPR TRACIE Behavioral Health Resources
ASPR COVID-19 Page
CDC COVID-19 Page
Coronavirus.gov







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