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T R A C I E
HEALTHCARE EMERGENCY PREPAREDNESS
INFORMATION GATEWAY

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

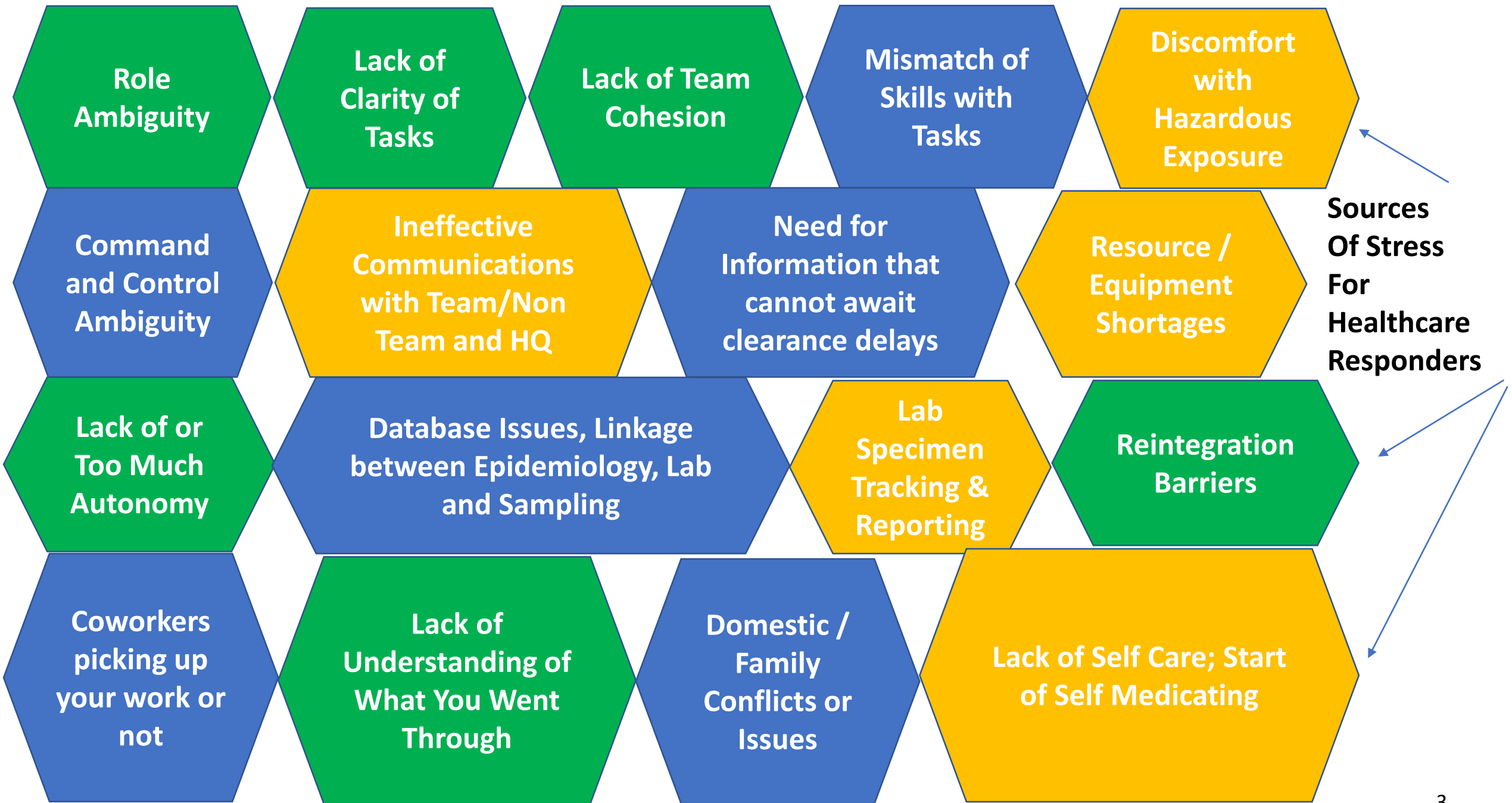
May 12, 2020

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/>



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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