

Healthier Communities,  
Outstanding Care

Mid-Nottinghamshire  
Integrated Care Partnership  
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NHS

Sherwood Forest Hospitals  
NHS Foundation Trust

# SFH Doctor Wellbeing Toolkit



A great place to work  
Home, Community, Hospital.

#Team  
SFH

PROUD TO BE TRUST OF THE YEAR 2020  
The Health Service Journal (HSJ) Awards

Best NHS Acute Trust in the Midlands (2018, 2019 & 2020 NHS Staff Survey) ★ CQC Outstanding hospital (King's Mill)

## About this document

# Introduction

There is growing understanding of the causes of low morale, high attrition and burnout in the medical workforce and the impact on operational performance and patient outcomes

The fast-paced environment in which doctors work negatively affects physical and mental health, leaving little time for personal and professional development: **80% of doctors say their job causes them excessive stress**, which links to higher sickness rates, lower productivity and poorer patient outcomes.

Having a healthy doctor is also important for the care we are trying to provide as there is a relationship between colleague health and wellbeing and performance on key issues such as, patient satisfaction, Annual Health Check ratings and meticillin-resistant Staphylococcus aureus (MRSA) rates.

This toolkit is designed to offer you some challenges, some insights and some tools.

**However, it is easy to think that we know all of this information already. As medics, some people believe we are 'super human,' somehow above and beyond the treatment and advice we give to others.**

The biggest challenge doctors can face is one of connection; not often the first area for consideration in maintaining and improving one's health. We can be affected by the phenomenon of overestimating the value of knowledge and underestimating the value of connection and this can be exaggerated by increased levels of anxiety. We need to debunk the myth that knowing more stuff will somehow help you feel better. When actually, we need to do something that alters your environment in a healthy way.

Are you checking and challenging yourself? How well would you rate your Health and Wellbeing potential from zero to 10? How well would your colleagues rate your role modelling of self care? Are you supporting and challenging your colleagues to do the same?

Dip into this toolkit as and when you feel you need it, dive to the section that appeals to you the most. But don't forget to challenge both your knowledge and also your practice.



## About this document

### Foreword

The wellbeing and lived experience of our doctors at Sherwood Forest Hospitals is central to the care that we provide for our patients. We know that in order to provide the highest standards of care for our patients our colleagues need to be well. This is also recognised in the GMC's 'Good Medical Practice', which clearly states our duty to "protect patients and colleagues from any risk posed by your health". We also know that a well-motivated and healthy workforce is likely to result in a happier work experience and that happy colleagues usually results in happy patients.

So, at SFH we are committed that our doctors get the most out of their work. We want to enable them to feel fulfilled and enjoy working at SFH and for this we need to ensure that they are first and foremost, well themselves.

Although this toolkit was developed in the months following the second wave of the Covid-19 pandemic in early 2021, many of the themes and issues considered here pre-date Covid and will certainly continue to pose challenges to the medical profession for years to come. Personally, I find it disappointing that it has taken a world pandemic for the NHS to recognise the crucial importance of looking after and of supporting its workforce. What we need to ensure is that this recognition is not side lined or lost. We'll be building on the work to support doctors, and with your help, drive it further.

What being well means to you might be different to what it means to others, so what you will find in this toolkit is an overview of some of the barriers and challenges to the

wellbeing of doctors and some helpful exercises and strategies for addressing these. It is impossible for us to 'catch all', but it is a comprehensive introduction to these themes, and I would encourage anyone who is interested to get in touch for more information or if you have ideas that you would like to share.

I would like to take this opportunity to reiterate that at SFH, we entirely support our doctors in reaching out and asking for help, whatever the problem is. It really is ok to not be ok. Details of where and how to access support can be found in the toolkit. This can feel daunting and takes courage, but be assured that we want to listen and support you so that your experience at SFH is the best possible.

Finally, thank you all for the work that you do and the outstanding care that you provide for our patients. We are proud to have you here as part of #TeamSFH. We would like you to return to SFH in the future and I am always happy to be contacted to hear your stories and listen to your feedback to help us make your experiences better.

*Dave Selwyn*

**Medical Director**  
**Sherwood Forest Hospitals**  
david.selwyn@nhs.net

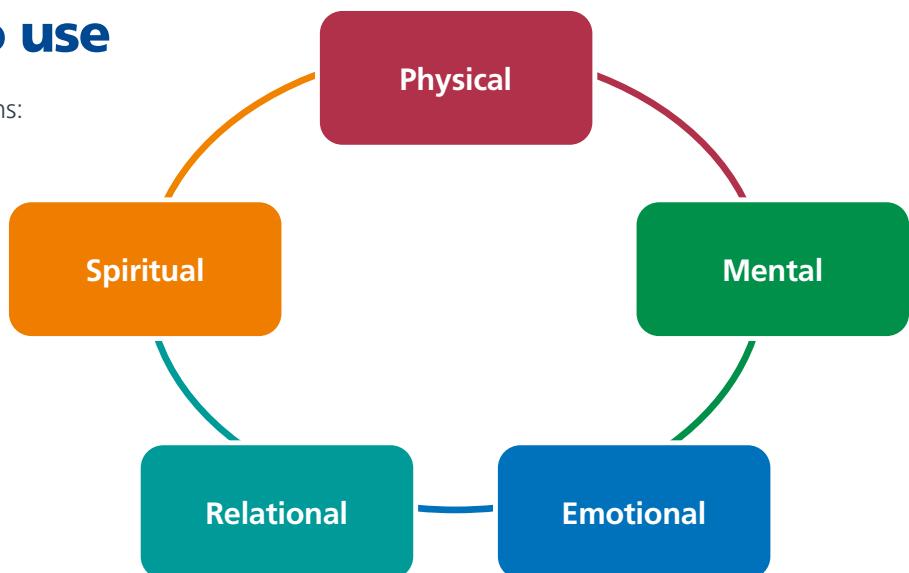


### Content and how to use

This document is divided into the below sections:

- **Physical**
- **Mental**
- **Emotional**
- **Relational**
- **Spiritual**

In each section you will find interesting facts, self-practice tools and guidance of what is available at SFH. You can go through step by step, jump in where you are interested or where your current greatest need lies, read it in one go or pick it up as and when.





About this document

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What's available at SFH

## Colleague Welfare and Wellbeing

**Colleague health and wellbeing is a priority for Sherwood. We have collated a range of support for you under four areas. This was developed during Covid-19 and is an evolving resource that is added to, monitored and tailored in response to colleagues' ideas and needs.**

Sherwood has developed a variety of helpful guides and tools for you, your team and your family's wellbeing - for you as the individual and as a colleague.

**Level 1 – Looking after yourself**

**Level 2 – Looking after others**

**Level 3 – Let's talk**

**Level 4 - I need help**

Health and Wellbeing information is also available at the #SFHDEN in the Faith Centre and Library at King's Mill Hospital, or in the Chapel at Newark Hospital. You will also see posters on all wards, clinics and departments. Scan the QR on the posters (or below) to access the resources.



Scan here for more  
information on Staff Welfare  
and Wellbeing at SFH

### Staff Welfare and Wellbeing **Where to get support**



**I need support** Contact: **VIVUP 03303 800 658** - 24/7  
For access to a range of support including; emotional, relationships, stress, anxiety and finances.

**I need help NOW** Contact the Staff Health and Wellbeing Hub (9-5) on **0115 9555471** or if you feel that you are in crisis, the 24/7 helpline on **03003030165**

**Access to all 4 levels of the SFH welfare and wellbeing offer.** <https://bit.ly/2Gq8jVi>



Wellbeing cards (above) have been distributed to support colleagues. The card features key contact numbers and a QR code to the support materials.



What's available at SFH

## Wellbeing Calendar

A wellbeing calendar has been developed to support colleagues. Scan the QR code to view bite-size daily videos to support your wellbeing and mental health.



Scan here to  
access the  
Wellbeing  
Calendar.

# #TEAMSFH WELL-BEING calendar



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The Psychology Service have developed a well-being calendar for SFH colleagues - click on the links to see a short video with daily well-being topics aimed to support both individual and team well-being. Each video ends with an activity which invites you to consider how it can be put into practice to support you and your teams. Look out for this on #TeamSFH Facebook Group, Twitter and The Bulletin.

### WELL-BEING THEME WEEK 1: VALUES

<b>DAY 1</b> Remembering what matters <small>Video 1 / Video 2</small>	<b>DAY 2</b> Recognising reactions at stressful times <small>Video 1 / Video 2</small>	<b>DAY 3</b> Choosing to respond <small>Video</small>	<b>DAY 4</b> We can't do everything we value <small>Video</small>	<b>DAY 5</b> When values clash <small>Video</small>	<b>DAY 6</b> Compassion <small>Video</small>	<b>DAY 7</b> Values summary <small>Video</small>
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### WELL-BEING THEME WEEK 2: AWARENESS

<b>DAY 1</b> We can make our problems worse <small>Video</small>	<b>DAY 2</b> The rumination trap <small>Video</small>	<b>DAY 3</b> Keeping our best strategies for the worst times <small>Video</small>	<b>DAY 4</b> Our bodies give us a warning <small>Video</small>	<b>DAY 5</b> The inner self-critic <small>Video</small>	<b>DAY 6</b> Staying motivated when you've had enough <small>Video</small>	<b>DAY 7</b> Escaping stress traps with awareness - summary <small>Video</small>
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### WELL-BEING THEME WEEK 3: ENGAGEMENT

<b>DAY 1</b> Hunt The Good Stuff <small>Video</small>	<b>DAY 2</b> Stopping and Savouring <small>Video</small>	<b>DAY 3</b> In a crisis we need fun <small>Video</small>	<b>DAY 4</b> Playing to your strengths <small>Video</small>	<b>DAY 5</b> Creating a safe space <small>Video</small>	<b>DAY 6</b> Keeping some normality <small>Video</small>	<b>DAY 7</b> Engagement summary <small>Video</small>
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### WELL-BEING THEME WEEK 4: CONNECTION

<b>DAY 1</b> Encouragements draw us together <small>Video</small>	<b>DAY 2</b> Random acts of kindness <small>Video</small>	<b>DAY 3</b> Celebrate successes <small>Video</small>	<b>DAY 4</b> Keeping relationships healthy <small>Video</small>	<b>DAY 5</b> Asking for help can be hard <small>Video</small>	<b>DAY 6</b> Protecting instead of connecting <small>Video</small>	<b>DAY 7</b> Connection summary <small>Video</small>
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We are in this together | Just do the best that you can do | Look out for each other | Its ok not to be ok

What's available at SFH

## Occupational Health

The Trust's Occupational Health (OH) department provides an independent service which helps to ensure your health is not adversely affected by your work, and to help you with any work related health problems.

If there are any aspects of your health that you are concerned about in relation to your work, OH colleagues are there to help. The Occupational Health team have extensive knowledge and experience of working with individuals and Managers to offer support and advice on work related health issues. A working group and wellbeing subcabinet developed a wellbeing structure under 4 levels with a collation of support materials.

[Click here for information on Occupational Health](#)

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## When did you last check your battery?

**MIND**  
Be kind to yourself  
Talk to others  
Relaxation & Hobbies

**BODY**  
Exercise  
Get fresh air  
Eat well  
Sleep

**WORK**  
Take breaks  
Look out for others  
Healthy workspace  
Work/life balance

**COMMUNITY**  
Online health communities  
Online fitness communities

**STAFF WELFARE AND Wellbeing**  
**NHS**  
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### LEVEL 1 - LOOK AFTER YOURSELF

- Calm Spaces and Hot Food Provision
- Physical Wellbeing
- Virtual Exercise Group
- Wellbeing Calendar
- Self Help Apps
- Our NHS People
- Self Care Webinars

### LEVEL 2 - LOOKING AFTER OTHERS

- #SFH Facebook Group
- Civility
- Safeguarding and Domestic Abuse
- Carers Information
- Parental Support

### LEVEL 3 - LET'S TALK

- Health and Wellbeing Conversations
- Speak Up Guardian
- Wellbeing Allies
- Occupational Health
- Human Resources

### LEVEL 4 - I NEED HELP

- Rapid Mental Health Access
- VIVUP
- Occupational Health
- National Helplines
- Citizens Advice
- Relationship Support
- Bereavement Support

We are in this together | Just do the best that you can do | Look out for each other | Its ok not to be ok

What's available at SFH

## Equality, Diversity and Inclusion

Diversity is a fact of life; gender, age, race, sexual orientation and physical or mental disability to name a few. Equality and Inclusion are choices we make; whether we choose to contribute to our colleagues having a sense of belonging here, or not, and whether or not we treat people fairly and offer equality of opportunity.

We're committed to providing a workplace where all colleagues feel a true sense of belonging; we know this is vital in sustaining an engaged and committed workforce which enables us to continue to deliver outstanding care to our patients and service users.

Each of us has a responsibility for embracing the diversity within our community and to ensuring that Sherwood is a great place to be; whether that's for colleagues or for our patients.

You can ensure that you're contributing to this in a number of ways:

- Ensure you are familiar with the our CARE values and consider them when interacting with others
- Treat others as you'd wish to be treated; be kind and civil
- Join a staff network
- Take time to get to know your colleagues and their experiences and help them to get to know you too
- Take time to read the weekly Bulletin so you're aware of upcoming EDI events

### Staff Networks

At Sherwood, we have three established Staff Networks: **Ethnic Minority Staff Network, WAND (disabled network) and LGBTQ+.** Our networks meet bi-monthly and work to improve the experience for colleagues from minority groups and raise awareness within our wider community. You do not have to identify with the community the network acts for, allies are warmly welcomed to support our work... to find out more or to join, please contact us:

#### **Ethnic Minority Staff Network:**

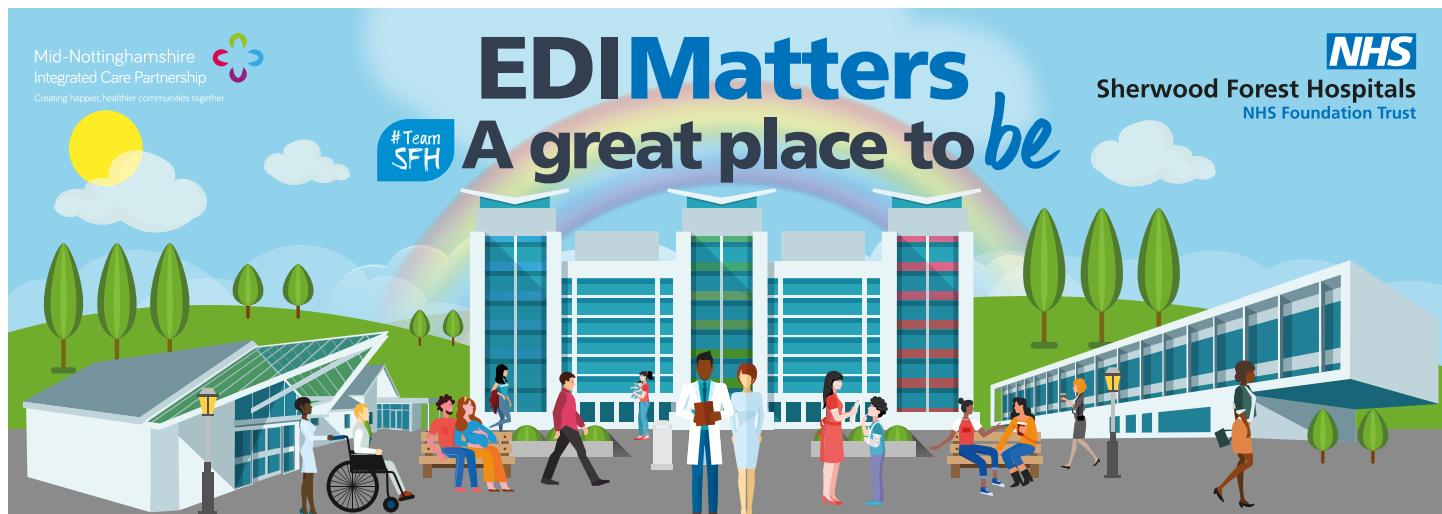
[sfh-tr.bme.support@nhs.net](mailto:sfh-tr.bme.support@nhs.net)

**WAND:** [sfh-tr.disability.support@nhs.net](mailto:sfh-tr.disability.support@nhs.net)

**LGBTQ+:** [sfh-tr.lgbt.support@nhs.net](mailto:sfh-tr.lgbt.support@nhs.net)

For more information about our workforce EDI plans, please contact Ali Pearson, EDI Manager:

**Email:** [alison.pearson6@nhs.net](mailto:alison.pearson6@nhs.net)



## What's available at SFH

### Civility

We believe that civility matters. We know that civility has a positive impact on professional relationships and helps to build trust based on mutual respect. Evidence increasingly demonstrates that those who experience incivility may find that their decision making and processing is impacted in the immediate aftermath, as well as for some time after. Ultimately, incivility has a negative effect on the recipient, their team and patient care.

If you find that you are subject to incivility, we urge you to call it out with compassion. It is not always easy to do and we encourage you to seek support, both informally from colleagues and friends, but also through official channels, such as your line manager or supervisor.

The infographic has more information on what civility is, and tips on how to call it out as well as the formal escalation process.

**CIVILITY and Respect at SFH**

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**CIVILITY**

**Civility is the act of being polite and respectful.**

**For example, addressing people how THEY would like to be spoken to.**

When you show civility, you use kindness and good manners.

You are respectful to all, including strangers, colleagues and patients.

You may not recognise some behaviours as being uncivil and you may think they are only minor, such as:

- tone of voice | raised voice | rolling eyes | sharp comments | being overly critical | gossiping | undermining and excluding individuals | tutting**

However, these actions have a negative impact on our colleagues, our hospitals and services and how our patients are cared for. It is important to be mindful of your personal actions.

**If you experience or witness incivility, everyone should feel empowered to call it out.**

We recognise that this isn't always an easy thing to do and the Trust has a more formal process in place to support you to escalate concerns:

**THE PROCESS OF ESCALATION SHOULD BE;**

1. Line Manager
2. Their Line Manager (if no resolution)
3. HR Operational Teams
4. Freedom to Speak Up Champions and/or Guardian can be contacted at any time
5. Staff side Union Reps

If you would like to know more about Civility and Respect at SFH, please sign up to the virtual Toolbox Talk which can be found on the intranet. **SFH Course Booking (notts.nhs.uk)**

**Communicating and working together**

**Aspiring and improving**

**Respectful and caring**

**Efficient and safe**

**IF YOU WITNESS OR EXPERIENCE INCIVILITY:**

**WHAT should I do?**

Address the issue informally. Discuss how it made you feel. Have a conversation to help everyone involved understand why it happened. Your motivation should be to 'heal' the relationship. Ask yourselves - were the behaviours professional and civil?

**Remember! Praise in public, feedback in private. When?**

Soon after the event, not necessarily in the moment unless safety is being compromised.

**HOW do I call it out?**

Underpin the conversation with respect, compassion and professionalism. Listen to all sides of the story.

## Physical Wellbeing

# Introduction

### Did you know?

Doctors in the United Kingdom told the Royal College of Physicians they had worked at least one shift in the past month without eating a meal (65%) or drinking enough water (73.7%).

Metabolic state can have a serious impact on risk-taking and decision-making. Your decisions are what you eat - [See how here.](#)

Working long days is demanding. Even when not on nights, taking time to have a break and eat and drink properly is important for your personal health as well as your performance at work.

### In this section:

- 1. Rest
- 2. Rest Areas at SFH
- 3. Rehydrate and Refuel
- 4. Refresh
- 5. Wellbeing Allies and Health Heroes



## Physical Wellbeing

### Rest

- You are entitled to a 30 minute break for 5 hours of work and a further 30 minute break if your shift is more than 9 hours.
- If you can't take two short breaks, aim to take one combined break as close to the middle of your shift as possible.

The rules are the same as when on nights. If you find that you are struggling to take your breaks, please complete the **exception report**. The rota coordinators will be able to explain how to do this.

### Sleep and Shift Work

Sleep is essential for good health. Working long shifts and nights interrupts the quality as well as the quantity of sleep achieved with consequences for professional performance and long term health. One study found that moderate sleep deprivation can have the equivalent effect on cognitive and motor performance as legally prescribed levels of blood alcohol concentration (Williamson & Feyer, 2000). The impact on health ranges from increased risk of type 2 diabetes to cardiovascular disease and cancer, as well as accidents. Follow [this link](#) for more information about the health consequences associated with shift work and insufficient sleep.

We are programmed to sleep when it is dark; night shifts disrupt our circadian rhythms making it that much harder to 'catch up' on sleep during the day. Below are some simple tips to optimise your performance and achieve better sleep between shifts.

#### Before your nights:

- Maintain a good core sleep routine in the run up to starting nights.
- Use the 24 hours prior to maximise rest.
- Have an afternoon nap in the day before your first night shift.

#### Between night shifts:

- Make sure your bedroom is cool, dark and quiet.
- Use ear plugs and eye masks.
- Avoid screen time in the hour before sleeping.
- Wear sunglasses when driving home to avoid sunlight stimulating your natural senses.

#### On nights:

- You are entitled to a 30 minute break for 5 hours of work and a further 30 minute break if your shift is more than 9 hours.
- If you can't take two short breaks, aim to take one combined break as close to the middle of your shift as possible.
- Have a short (20 minutes) nap on nights, if you find it helps.
- If you want to have caffeine, do it before your nap.
- Stay hydrated and try to eat healthily.

Your safety is paramount. There are well documented cases of doctors being involved in fatal road traffic accidents following night shifts. If you feel unsafe to drive home following a night shift, you can book a room in hospital accommodation (via rota coordinators/switchboard) or the Trust can provide a taxi for you to get home.

For more information and resources on sleep and your wellbeing, the Guy's and St Thomas' 'Sleep: looking after your wellbeing' website is packed with videos, links to articles and resources. **You can access the website here.** For more information on the effects of fatigue and sleep deprivation, **visit the website here.**

## Physical Wellbeing

# Rest Areas at SFH

## Want a relaxing space to have your break?

Finding a quiet space to take recharge your battery during your break or before or after your working day is important for your wellbeing. We have several quiet and calm spaces for you to relax, but also to review any of the wellbeing resources too.

We have two SFH welfare and wellbeing Dens – one at the Faith Centre at King's Mill Hospital and in the Chapel at Newark Hospital. The Library at King's Mill Hospital also has a wellbeing area with easy chairs, Health and Wellbeing books and refreshment facilities.



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# Staff Break Areas



## King's Mill Hospital

- Level 6: Delimarche, Lift Lobby and Spice of Life restaurant
- Level 3: Medirest Restroom
- KTC Street: Daffodil Café seating and rear of clinics 4,5 and 9
- Level 1: Medirest restroom (near Trust HQ) and common room (near Clinical Illustration)
- Library: Well-being area
- FM corridor: Medirest restroom
- Level 2: Doctors' Mess room and Medical Student common room
- Education Centre: Foyer space
- Costa: Limited seating

## King's Mill Hospital (Outside Areas)

- KTC Courtyard
- Community Garden (outside Clinic 10)
- Faith Centre courtyard
- Outside seating by Renal Unit
- Wildlife Garden
- Millbrook Pond

## Mansfield Community Hospital

- Ground Floor Restroom
- Courtyard Rest area

## Newark Hospital

- Friends of Newark Coffee Shop
- Dining room
- Restroom behind dining room
- Empty Castle ward
- Training room
- Board room
- Faith centre

\* Please remember to respect social distancing and follow Trust guidance when visiting these areas



**#SFHDEN**



## Physical Wellbeing

### Rehydrate and Refuel

Making healthy choices can be hard when you are tired and busy. Not eating or drinking properly at work will have negative impacts on your personal health and wellbeing, and can impact on your ability to care for patients.

Would you recognise the signs of dehydration? Headaches, fatigue, dry lips, and difficulty concentrating could be due to being dehydrated.

Below are some tips for staying hydrated and eating at work:

- All wards should have hydration stations - ask the nurses where they are located on your ward.
- Water is freely accessible, healthy and thirst quenching.
- Be aware of the sugar content of many soft drinks.
- Tea and coffee (without added sugar) are ok as part of a balanced diet.
- Avoid going to work hungry.
- Aim to drink 1-2L a day. Little and often is better than all at once.
- Try to plan your meals - this will depend on the length of shift you are on; but aim for at least one main meal plus snacks.
- Aim to incorporate slow-release, complex carbohydrates such as those found in wholegrains and pulses.
- Avoid processed and sugary foods - these will give you a short boost followed by a low.

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# REFUEL

Food is energy and during a physical shift where you are on your feet for long periods, it is important to eat nutritional food that releases energy slowly.

**Preparation**  
Don't go to work hungry, as that may lead to unhealthy choices later in your shift. Preparing meals and snacks at home can reduce the temptation of reaching for that chocolate bar.

**Meals**  
Keep your energy levels up by including 'slow release', unprocessed foods into your meals such as cereal, sweet potato, brown bread, bananas, yoghurt, berries, eggs and beans.

**Snacks**  
Try to resist sugary, processed snacks as these will give you a short-lived boost before lowering your energy levels. Instead, try a bag of nuts and an apple, or a banana and a brown-bread peanut butter sandwich.

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# REHYDRATE

**How much should I drink?**  
1.2 litres which is equivalent to 6-8 glasses or cups of fluid per day.

**What should I drink?**  
Water is a healthy option for quenching your thirst at any time. It's ok to drink tea and coffee as part of a balanced diet. Bear in mind that caffeinated drinks can make the body produce urine more quickly. If you do not like the taste of plain water, try sparkling water or add a slice of lemon or lime. You could add some no-added-sugar squash or fruit juice for flavour.

**How can I stay hydrated at work?**  
Start your shift well hydrated. It's better to drink little and often rather than a lot all in one go. Use the hydration stations or water fountains regularly throughout your shift. If you do not have these keep a water bottle with you in your work area. Set an alarm to remind you to drink regularly. Support and encourage each other.

(Adapted from NHS - Water, drinks and your health)



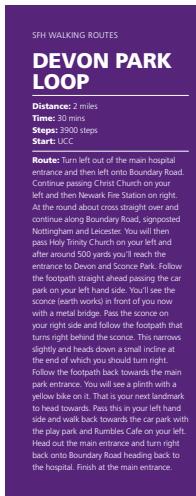
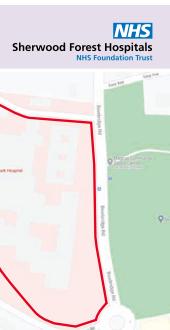
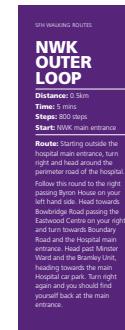
## Physical Wellbeing

### Refresh

Whether joining a local gym or taking time out to get some fresh air, exercise is critical to our health and wellbeing.

### Walking Routes

At each of our sites we have a pre-designed walking route for you and colleagues to ensure you're getting a break from the workspace, getting some air and getting to that 10,000 steps goal you may have. [Find out more here.](#)



### Randomised Coffee Trial

Why not grab a coffee and take a colleague or sign up to the Randomised Coffee Trial and be paired with someone you may not know. Further details can be found on the SFH intranet page, but can also be found on the weekly Staff Bulletin.

### Activities and Classes

For a set of pre-recorded classes on Tai Chi and Pilates please see the Intranet page under staff wellbeing using the QR code.

### Want to organise a class?

If you would like to be involved in setting up or running a new class contact the Service Improvement team at extension 4352, or email the team [here](#).

Scan here for  
more details  
about walking  
routes in or close  
by to SFH



Scan here to  
access Tai Chi or  
Pilates classes  
through the  
Intranet



## Physical Wellbeing

# Wellbeing Allies and Health Heroes

### Wellbeing Allies are here to support Sherwood colleagues.

'Wellbeing Allies' are friendly and passionate colleagues across Sherwood who are advocates of physical health, mental health and wellbeing. They are here to provide help and support to colleagues by offering a listening ear, meeting for a friendly, safe and non-judgemental chat and signposting to further resources. They can listen to your concerns, any feelings or problems that may be overwhelming you or your friends/family and guide towards self-care or professional support, with the help of the Trust's wellbeing offer. Wellbeing Allies include our Time to Change Champions and Health Heroes. Below are a list of our Health Heroes at SFH.

### Health Heroes are colleagues that can signpost you to services that support physical health.

The include local weight loss resources, smoking cessation, signposting to virtual exercise resources and alcohol reduction services. Please contact your Health Hero directly if you would like to learn more about the offers that we currently have in place.



# HEALTH Heroes



## Wellbeing ALLIES

**NHS**  
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	D&O	Medicine	W&C	UEC	Corporate	Surgery	Medicine
<b>WEIGHT LOSS</b>	Valerie Owen Roz Norman Rachel Hart Nicola Kirkham	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Sarah Stones Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart
<b>PROMOTING PHYSICAL HEALTH / EXERCISE</b>	Valerie Owen Sarah Booth Roz Norman Nicola Kirkham Rachel Hart	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Sarah Stones Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart	Valerie Owen Roz Norman Rachel Hart
<b>SMOKING CESSATION</b>	Roz Norman Liz McCormack	Roz Norman Liz McCormack	Roz Norman Liz McCormack	Roz Norman Liz McCormack	Sarah Stones Roz Norman	Roz Norman Liz McCormack	Roz Norman Liz McCormack
<b>ALCOHOL REDUCTION</b>	Roz Norman Liz McCormack	Roz Norman Liz McCormack	Roz Norman Liz McCormack	Roz Norman Liz McCormack	Sarah Stones Roz Norman	Roz Norman Liz McCormack	Roz Norman Liz McCormack

Valerie Owen	Roz Norman	Rachel Hart	Nicola Kirkham	Sarah Booth	Sarah Stones	Liz McCormack
<a href="mailto:Valerie.Owen@nhs.net">Valerie.Owen@nhs.net</a>	<a href="mailto:Roz.Norman@nhs.net">Roz.Norman@nhs.net</a>	<a href="mailto:Rachel.Hart1@nhs.net">Rachel.Hart1@nhs.net</a>	<a href="mailto:Nicola.Kirkham2@nhs.net">Nicola.Kirkham2@nhs.net</a>	<a href="mailto:Sara.Booth2@nhs.net">Sara.Booth2@nhs.net</a>	<a href="mailto:Sarah.Stones3@nhs.net">Sarah.Stones3@nhs.net</a>	<a href="mailto:Elizabeth.Mccormack@nhs.net">Elizabeth.Mccormack@nhs.net</a>

## Psychological Wellbeing

# Introduction

### Did you know?

**Doctors have higher rates of mental health conditions than many other professional groups. Find out more here.**

There is support at SFH for your mental health; below are the key contact numbers for support - **VIVUP** is an external company who offer a confidential and private support line. This number is available 24 hours a day, 7 days a week. They can offer support as a single call, or if you wish to have a group of sessions this is also available. If you need further tailored and specific support the Wellbeing Hub can offer you support 9-5pm Monday-Friday on (0115) 9555471.

**If you are in crisis and need support now please contact the support line on 0300 303 0165.**

You can also get support from the Occupational Health Team and HR team, their contact details can be found on the intranet or in the key contacts section at the end of this document.

### In this section:

- |   |  |
|---|--|
| 1. <a href="#">Time to Change Champions</a> | 3. <a href="#">Moral Injury for Connecting Doctors</a> |
| 2. <a href="#">Burnout</a>                  | 4. <a href="#">The Building Blocks of Resilience</a>   |

# I Need Help Psychological Assistance

If you are experiencing problems at home or work including; anxiety, bereavement, stress, depression, trauma, relationships, finances, family difficulties - contact VIVUP who can offer confidential advice and support which includes;

- **Independent and confidential counselling**
- **Telephone access to qualified professionals; 24/7, 365 days a year**
- **Online Cognitive Behavioural Therapy (CBT) programme and a range of workbooks**

**If you are in acute distress and require immediate mental health support there is a dedicated self referral staff helpline that has been provided by Nottinghamshire Healthcare.**



Service Name	Contact	Opening Hours
Staff Health and Wellbeing Hub	0115 9555471 StaffSupportService@nottshc.nhs.uk	9am - 5pm
24/7 helpline (crisis only)	0300 303 0165	24/7

The primary aim of this service is to facilitate rapid access to support for NHS staff experiencing acute distress. This may include referring the individual to the crisis team or facilitating attendance in the Emergency Department.

## Psychological Wellbeing

# Time to Change Champions

We understand that talking about, or even acknowledging, your own mental health struggles can be hard. Nevertheless, if you've not been feeling like yourself during these challenging times and want a safe, sympathetic and non-judgemental colleague to speak to, then please contact the Time to Change Champions. Time to Change is a national movement working to change the way that we all think and act about mental health. Sherwood currently has 20 friendly and welcoming Time to Change Champions in place. Below are their contact details or please email [sfh-tr.timetochange@nhs.net](mailto:sfh-tr.timetochange@nhs.net).

<b>Newark</b>	<b>W&amp;C</b>	<b>U&amp;EC</b>
Karen Hage <a href="mailto:K.Hage@nhs.net">K.Hage@nhs.net</a>	Elizabeth McCormack <a href="mailto:Elizabeth.McCormack@nhs.net">Elizabeth.McCormack@nhs.net</a>	Jacqueline Read <a href="mailto:Jacqueline.Read1@nhs.net">Jacqueline.Read1@nhs.net</a>
Sharon Cook <a href="mailto:Sharon.Cook1@nhs.net">Sharon.Cook1@nhs.net</a>	Karen Hage <a href="mailto:K.Hage@nhs.net">K.Hage@nhs.net</a>	Alison Pearson <a href="mailto:Alison.Pearson6@nhs.net">Alison.Pearson6@nhs.net</a>
Kathryn Martell <a href="mailto:K.Martell@nhs.net">K.Martell@nhs.net</a>	Kathryn Martell <a href="mailto:K.Martell@nhs.net">K.Martell@nhs.net</a>	Leanne Simms <a href="mailto:Leanne.Simms1@nhs.net">Leanne.Simms1@nhs.net</a>
<b>Corporate</b>	<b>Sharon Cook</b> <a href="mailto:Sharon.Cook1@nhs.net">Sharon.Cook1@nhs.net</a>	Laura Wheelhouse <a href="mailto:Laura.Wheelhouse1@nhs.net">Laura.Wheelhouse1@nhs.net</a>
Jacqueline Read <a href="mailto:Jacqueline.Read1@nhs.net">Jacqueline.Read1@nhs.net</a>	Nicola Kyte <a href="mailto:N.Kyte@nhs.net">N.Kyte@nhs.net</a>	Nicola Kyte <a href="mailto:N.Kyte@nhs.net">N.Kyte@nhs.net</a>
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Elizabeth McCormack <a href="mailto:Elizabeth.McCormack@nhs.net">Elizabeth.McCormack@nhs.net</a>	Jayne Morton <a href="mailto:Jayne.Morton4@nhs.net">Jayne.Morton4@nhs.net</a>	Jayne Morton <a href="mailto:Jayne.Morton4@nhs.net">Jayne.Morton4@nhs.net</a>
Sharon Cook <a href="mailto:Sharon.Cook1@nhs.net">Sharon.Cook1@nhs.net</a>	<b>Surgery</b>	<b>D&amp;O</b>
Karen Hage <a href="mailto:K.Hage@nhs.net">K.Hage@nhs.net</a>	Jacqueline Lee <a href="mailto:Jacqueline.Lee@nhs.net">Jacqueline.Lee@nhs.net</a>	Elizabeth McCormack <a href="mailto:Elizabeth.McCormack@nhs.net">Elizabeth.McCormack@nhs.net</a>
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	Sarah Cooper <a href="mailto:Sarah.Cooper27@nhs.net">Sarah.Cooper27@nhs.net</a>	Sarah Cooper <a href="mailto:Sarah.Cooper27@nhs.net">Sarah.Cooper27@nhs.net</a>
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## Psychological Wellbeing

# Time to Change Champions

## Medicine

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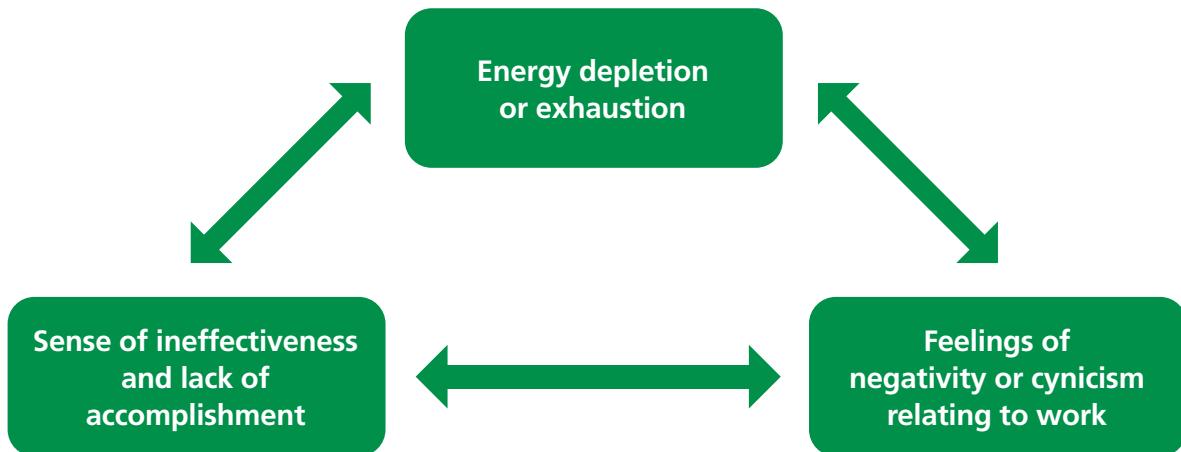
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## Burnout

Burnout is an occupational phenomenon occurring as a consequence of chronic, unresolved workplace stress (WHO, 2020). It is characterised by three dimensions:



There is increasing evidence that doctors experience burnout at higher rates than the general population (BMA, 2020). Burnout amongst doctors is recognised to contribute significantly to adverse patient outcomes and experiences, whilst having negative impacts on the health and wellbeing of doctors themselves (GMC, 2020).

A national Mayo Clinic study found that physicians who report signs of burnout commit twice as many medical errors as those without burnout symptoms.

## Psychological Wellbeing

# Burnout

### Spotting the signs

Spotting the signs that someone might be experiencing burnout can be difficult, especially if those signs resonate with you personally too. Below are some behaviours that you might observe in yourself or a colleague that might prompt you to start a conversation, or reach out for support yourself if you are in need.

Physical signs	Emotional signs	Behaviours at work
Frequent headaches	Irritability or tearfulness	Errors
Difficulty sleeping	Being socially withdrawn	Missed deadlines
Constant tiredness	Difficulty making decisions	Taking on too much
Feeling run down	Depending on caffeine, smoking etc to get through the day	Working too much (first in, last out)
Lack of care over appearance	Loss of confidence	Frequent sickness
Weight loss or weight gain	Difficulty remembering things	Excessive use of grievance procedures

**Burnout occurs on a scale; at the worst end is ‘burnt out’, which can have serious implications on an individual’s day to day life. However, many of us will move up and down this scale from day to day, week to week, month to month and so on.** It is also important to recognise that experiences at work or in our personal lives can trigger a change in how we are feeling and impact on our capacity to adapt to day-to-day work-place stress. Some triggers that you might identify with include:

Domestic triggers	Professional triggers
Relationship breakdown	Appraisals and revalidation
Financial stress	Professional exams and career progression
Unwell child/partner/parent	Working out of hours
Missing significant events	Dealing or being involved with complaints
Being away from loved ones (geographically)	Exposure to traumatic events
Moving house	Geographical uncertainty of placements
Bereavement	Difficult work relationships
Personal ill health	Heavy workloads

## Psychological Wellbeing

### Burnout

Identifying a trigger and recognising the signs of burnout might prompt you to want to seek support, which can feel daunting, but being able to spot the signs of burnout is important for ensuring that you can access the right support at the right time. There are many avenues of support available at SFH; it may be that a combination of these is the best fit for you or your colleague. We would also encourage all doctors to approach their educational or clinical supervisors or a trusted peer or colleague. However, if you feel unable to do this, you can start by making contact with other services available at SFH. **To find out more please visit the page here.**

  
Sherwood Forest Hospitals  
NHS Foundation Trust

## STAFF WELFARE AND Wellbeing Support:

There are a range of materials to support your welfare and wellbeing. Below is a summary of the different levels of support available to you:

- LEVEL 1 - LOOKING AFTER YOURSELF**
- LEVEL 2 - LOOKING AFTER OTHERS**
- LEVEL 3 - LET'S TALK**
- LEVEL 4 - I NEED HELP**

We are in this together | Just do the best that you can do | Look out for each other | Its ok not to be ok



Scan the QR code  
here to access more  
information on  
support at SFH

### Moral Injury for Connecting Doctors

**Moral injury refers to the psychological trauma that is experienced by an individual when they are forced to act or make decisions that are in conflict with their own moral code or core values (NHS, 2020).**

Moral injury can be broken down into three types:

- **Acts of commission: when someone does something that they should not have done.**
- **Acts of omission: when someone fails to do something that they should have done.**
- **Acts of betrayal: when someone feels betrayed or let down by someone else, often by someone more senior or in a position of responsibility.**

In a similar way to burn out, moral injury occurs on a scale. At one end are those whom day to day life isn't impacted. However, there will be others for whom the distress caused by moral injury can start to impact their functional ability. At the most severe end of this spectrum there may be individuals who experience a clinical disorder such as PTSD or depression.

**Follow this link to watch a short video exploring what moral injury is and current understanding.**

Before recognising that you or a colleague may have experienced a moral injury, it helps to become familiar with your core values. It is the act of acting outside of or in conflict with these values that results in the moral injury.

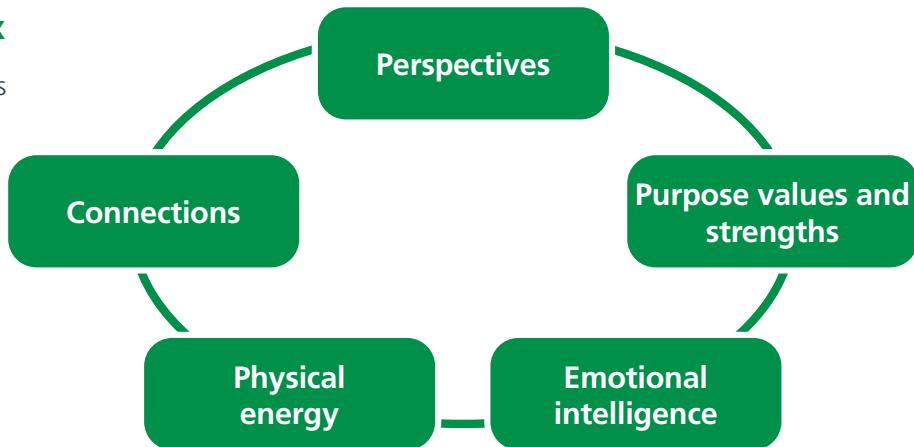
## Psychological Wellbeing

# The Building Blocks of Resilience

Resilience is the ability to remain at your best when things get hard and to bounce back or forward in a psychologically healthy manner.

## Roffey Park Capability Index

The Roffey Park Capability Index model shows five domains that can help you to assess your resilience capabilities.



Being resilient is not the solution to burnout or moral injury and addressing the causes of these is of utmost importance. However, having an awareness of how resilient you are feeling, or not, might help to guide you towards identifying the things that are most impacting your personal wellbeing and, where needed, seeking out support.

### Perspective

Try to find opportunity in the current situation. Focusing on the things you can control.

***Consider using Spheres of Control exercises.***

### Purpose, Values and Strengths

Try to get a clear sense of purpose to help you through challenges. Setting short term goals which use and build on your strengths is helpful.

***What would a good week look like for you? What would you have achieved?***

### Emotional Intelligence

Acknowledge feelings and find ways that work for you to change your mood. Recognising the needs of others and providing support to others has a positive impact on you and them.

***Please see this fact sheet on how to develop your Emotional Intelligence.***

### Physical Energy

Find ways to exercise regularly, getting good sleep, eating healthily, taking part in activities that are fun and bring you happiness, rediscovering your hobbies and passions all support your physical and emotional wellbeing.

***Please click here for more information on getting good sleep.***

### Connections

Keep in touch with family, friends and colleagues. Build new networks asking for (or offering) help and support will have a positive impact on your wellbeing.

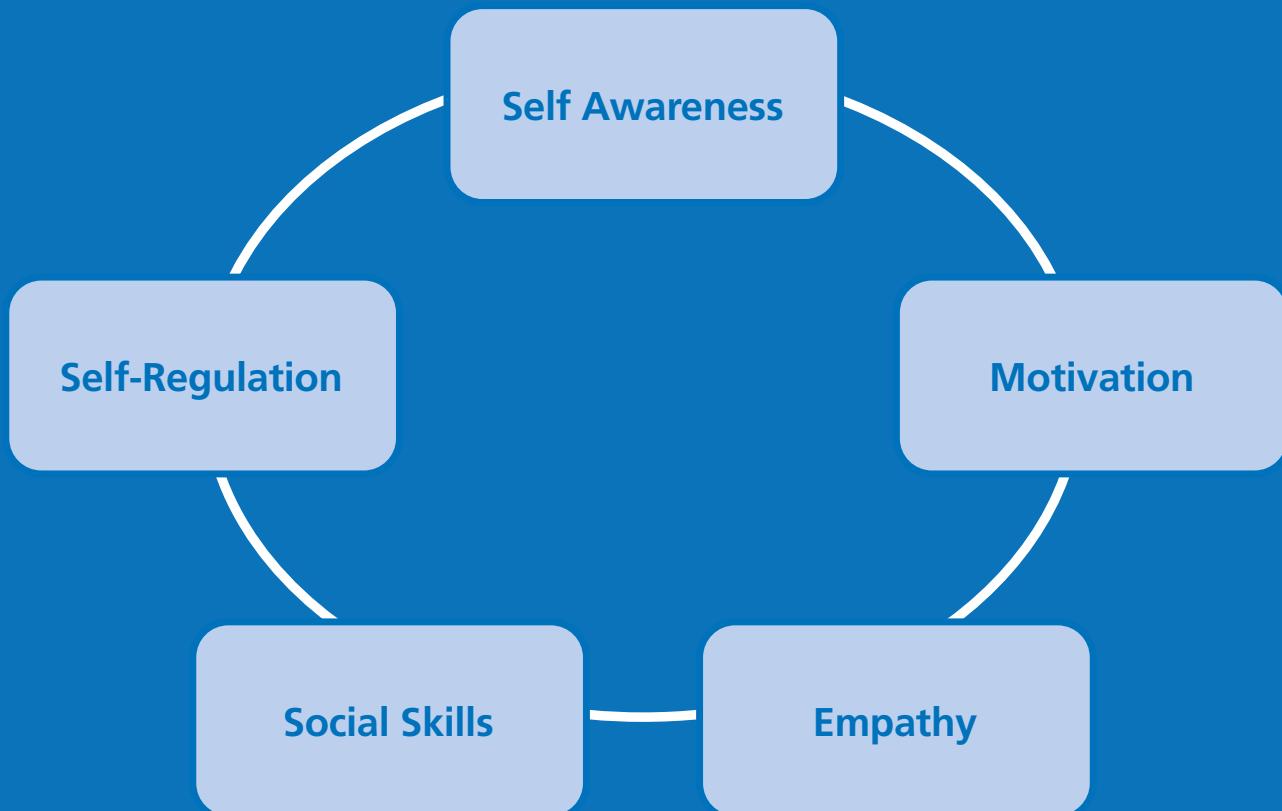
## Emotional Wellbeing

# Introduction

### In this section:

- 1. Emotional Intelligence
- 2. Managing Feelings and Emotional Agility
- 3. Compassion
- 4. Bereavement
- 5. Helplessness and Hopelessness

## Emotional Intelligence



### What it is and how to leverage it?

Emotional Intelligence refers to acknowledging feelings and finding ways that work for you to change your mood. Recognising the needs of others and providing support to others has a positive impact on you and them.

Please see this fact sheet on how to develop your Emotional Intelligence.

## Emotional Wellbeing

# Managing Feelings and Emotional Agility

**Never have NHS staff received so much positive public support and attention than during the Covid-19 pandemic - from being clapped every Thursday, lauded with rainbows, to press and the public regularly talking of NHS 'heroes'.**

Many NHS colleagues are facing huge demands as they care for Covid-19 patients. However, for other colleagues the challenges they have faced are very different. For example they have been asked to work from home, been furloughed, or for health reasons it has been necessary for them to shield at home.

NHS staff chose their line of work to feel useful, to contribute or make a difference to others. The NHS has been polarised by Covid-19 with the staff experience being different and divided.

Feelings and emotions evoked as colleagues respond and adjust to the situations and change caused by Covid-19 are as individual and varied as the roles they have been assigned. Be it 'business as usual', being under-occupied, working in different teams and work areas, working from home, being furloughed or shielding at home or working on busy wards, each of us has faced challenging times.

For some of us the emotional response has been positive, for others it has been a challenge. Feelings are as diverse as loneliness, anxiety, fear, 'survivor guilt' or feeling an imposter as they see the public looking at them as heroes – an image they do not feel they are fulfilling. All this can cause suffering. Others are okay and seem to adjust easily, which can cause other colleagues to worry because they finding things difficult and are experiencing different feelings. [\*\*Click here for further information and useful guidance to help recognise and manage these feelings.\*\*](#)

It is important to recognise that it is normal for people to respond and feel differently, because we are individuals. It is ok to not be ok and it is ok to experience other emotions, such as fear, anxiety, sadness, guilt etc. [\*\*Click here to access a range of short videos\*\*](#) that are designed to support emotional agility by helping recognise what you're feeling, understanding what that might be about, to not be driven by them and focus instead on what is important to you and your values.

**There are also some helpful strategies in the supporting resources to this toolkit.**

If you feel you need further help and support you can contact VIVUP 24/7 helpline, Occupational Health or your GP. You can phone when you need a confidential call or if you need a set of sessions this can also be provided by VIVUP.



## Emotional Wellbeing

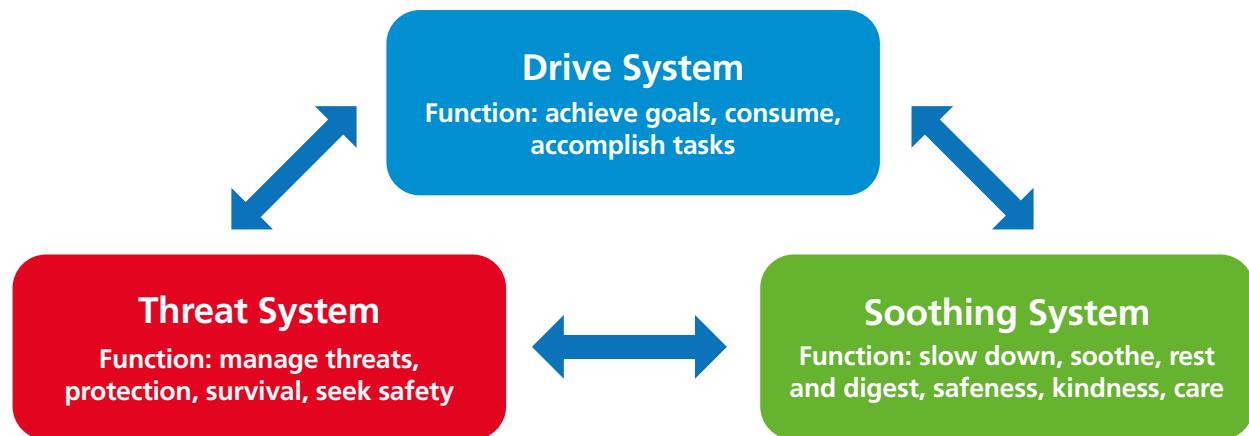
# Compassion

*"Compassion is interested in the big questions... The nature of the reality and how we fit into it... into the causes and nature of suffering." - Professor Paul Gilbert*

*"We are gene-built – with evolved brains designed to struggle to survive, to want, grasp and avoid pain. We are socially shaped from our gene expressions, to our sense of self and values." - Professor Paul Gilbert*

The way we think about and treat ourselves is a major cause of suffering to ourselves. As humans we can be overwhelmed by thoughts of inferiority, inadequacy and become self-critical and even self-hating. However, we know that we are also capable of intense care and compassion. This is because people often switch between three different systems to manage their emotions (Gilbert, 2009).

## Three types of emotion regulation



**Connection with others activates the soothing system.** These effects can be observed in changes in the parasympathetic nervous system (e.g. slowing down of heart rate). However, a threatened mind can block compassion and connection with others. We might become withdrawn from or competitive with others as we seek safety from threat. This in turn activates the threat system further leading to a vicious cycle where we can feel stuck.

## Compassion fatigue

**There are two main components to compassion fatigue: secondary trauma and burnout.** Secondary trauma is when we are exposed to trauma indirectly via helping others. This can also be known as empathy overload. Burnout is associated with having too much work and not having enough resources (external and internal) to do that work well. Ultimately, a combination of these leads to compassion fatigue which can feel like we have nothing left to give.

If you would like to know more about compassion fatigue, you can watch the SFHT webinar on [Becoming Aware of and Managing Compassion Fatigue here](#).

## Emotional Wellbeing

# Compassion

## Compassionate mind versus competitive mind

Compassionate mind	Competitive mind
"We-ness"	"Me-ness"
Sharing	Ownership
Slower	Faster
Long-term focussed	Short-term focussed
Relate to, nurture	Control
Enable emotion	Block emotion
Connection	Withdrawal

## Exercises in self-compassion

Follow this link to access practical exercises in self-compassion as well as self-compassion guided meditations.

## Self compassion tool

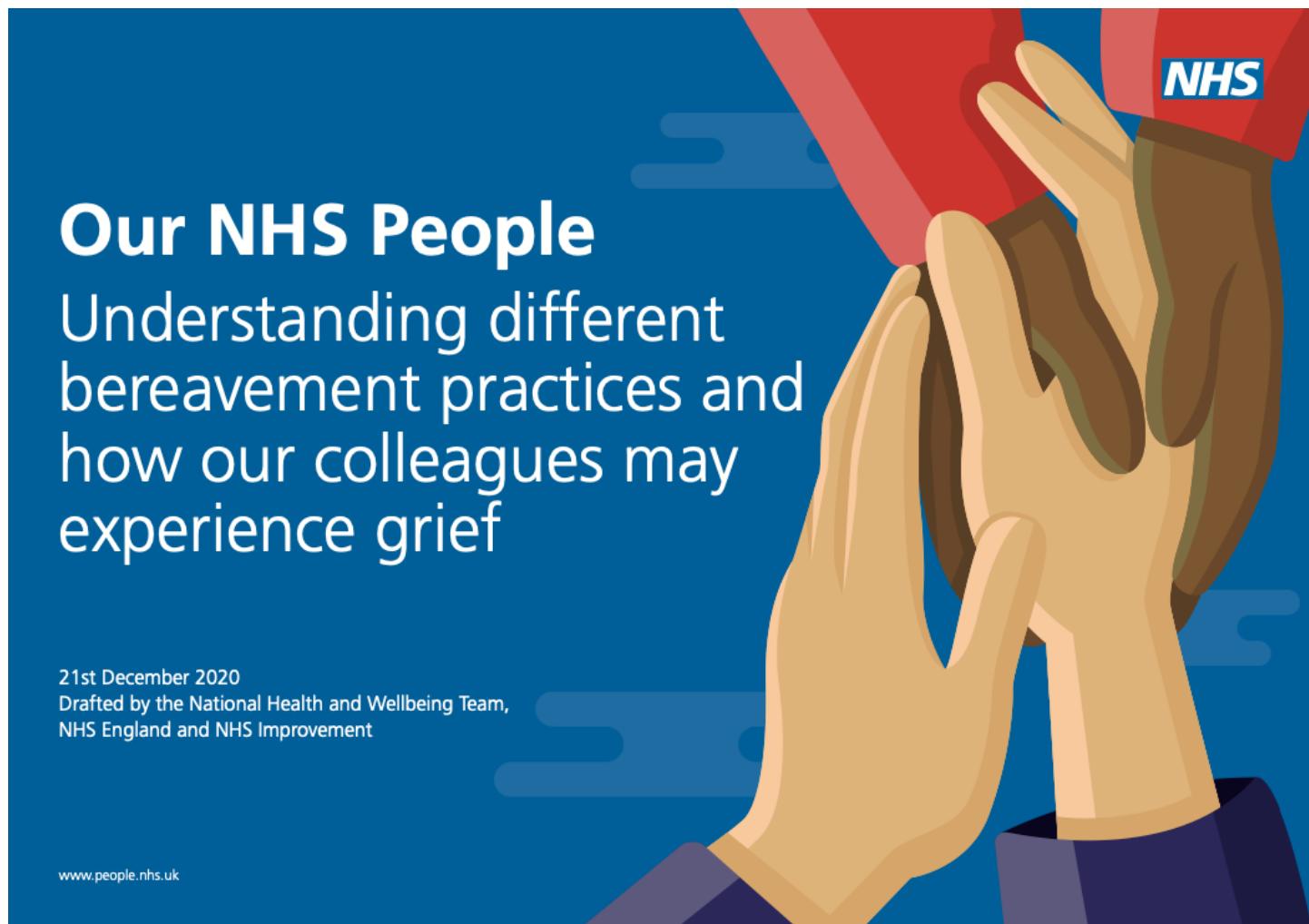
Physical	Mental	Emotional	Relational	Spiritual
Soften the body	Reduce agitation	Soothe and comfort	Connect with others	Commit to your values

For a larger version of the **Self compassion tool**, please see Appendix 4, page 39.

## Emotional Wellbeing

# Bereavement

**Understanding different bereavement practices and how our colleagues may experience grief** is an excellent resource to give you more information on bereavement which can be read [here](#). Alternatively, you can also access a link to a Bereavement Webinar [here](#).



**Our NHS People**  
Understanding different  
bereavement practices and  
how our colleagues may  
experience grief

21st December 2020  
Drafted by the National Health and Wellbeing Team,  
NHS England and NHS Improvement

[www.people.nhs.uk](http://www.people.nhs.uk)

# Helplessness and Hopelessness

In the 1960s, there was an increase in construction of psychological concepts to try to understand the impact of our environment on mood. J. Bruce Overmier and Martin Seligman (1967) coined the term "learned helplessness" to explain how the experience of uncontrollable events can lead to the expectation that no action can control outcomes in the future.

In the late 1970s, Abramson reformulated the model to include the influence of our own world view on how helplessness impacts on mood (Abramson et al. 1978).

During a novel crisis, it is common to experience extended periods of helplessness as we try to learn more about something that we do not know much about. As we try to cope with a crisis, hope provides protection from the impact of helplessness.

## Emotional Wellbeing

# Helplessness and Hopelessness

***"Hope is... the ability to believe that one will feel better in the future... hope sustains [our] system through periods of disequilibrium." - Skolny and Riehl (1974)***

Devastatingly, the current pandemic has resulted in unprecedented exposure to death and dying, while simultaneously reducing access to support from colleagues, peers, friends and family. For some, experiencing these prolonged periods of helplessness has led to the experience of hopelessness; a feeling of despair.

**Why not spend a month following the SFHT wellbeing calendar? Each day there is a new video and exercise to follow which focuses on improving your wellbeing.**

Remember, feelings of helplessness and hopelessness are universal human experiences and can be faced by anyone at any point in their life. Often, we find ourselves in a battle with difficult thoughts, sensations and emotions as we try to push them away. This battle can be exhausting and often one that we are unable to win. It is important to try to make space for unpleasant and uncomfortable experiences. [Watch this YouTube video](#) if you'd like to learn more about what this looks like.

We can be overwhelmed by thoughts of inferiority, inadequacy and become self-critical and even self-hating. However, we know that we are also capable of intense care and compassion. This is because people often switch between three different systems to manage their emotions (Gilbert, 2009).

## Tips if you are feeling hopeless



### Make time to refuel and re-energise

Look after yourself



### Prioritise meaningful relationships

Connections with others



### Take action where you can

Control what you can control



### Make space to grieve

Acknowledges losses



### Seek support if you are struggling

## Relational Wellbeing

# Introduction

### In this section:

1. Tackling issues of isolation and loneliness



## Tackling Issues of Isolation and Loneliness

It might be hard to conceive medicine as a lonely profession. After all, physicians are surrounded by patients and office colleagues for 10 or more hours each day. **But despite being in the constant company of others, 25% of physicians report feeling isolated at least once a week, according to a 2018 Athenahealth survey of 1,400 practicing physicians.**

**Watch a video here about the loneliness of medicine.**

Yeah. We're lonely. So what? Well, here's the rub. There is research, including a 2015 meta-analysis of studies on loneliness, that tells us loneliness is not just a problem; it's a life-threatening problem. Lack of social interaction is worse for our health than smoking, obesity, and high blood pressure. Social isolation increases your risk of death from 35% to 45%, depending on which study you read.

Isolation as a physician can increase our daily frustration, **increase your risk of medical error**, and **increase our risk of suicide**. Undoubtedly, this contributes to the fact that physicians have the highest suicide rate among all professions.

**Please remember that if you are feeling isolated or lonely there is support out there. Resources throughout this handbook show you where to find these. The contact list is at the end of the handbook; and there are our Time to Change Champions, Chaplaincy team and Employee Assistance to support you.**

## Spiritual and Occupational Wellbeing

# Introduction

### In this section:

1. Spiritual wellbeing
2. Occupational wellbeing
3. Chaplaincy Support at SFH
4. Finding Your Why
5. Developing Gratitude
6. Discovering and aligning to your values

## Spiritual Wellbeing

The spiritual dimension recognizes our search for meaning and purpose in human existence. This can be either and or both religious and non religious.

It includes the development of a deep appreciation for the depth and expanse of life. Your search will be characterized by finding harmony between internal personal feelings and emotions and the rough and rugged stretches of your path. While traveling the path, you may experience many feelings of doubt, despair, fear, disappointment and dislocation, as well as feelings of pleasure, joy, happiness and discovery. These are all important experiences and components to your search and will be displayed in the value system you will adapt to bring meaning to your existence. You'll know you're becoming spiritually well when your actions become more consistent with your beliefs and values, resulting in a "world view." Spiritual wellness follows these tenets:

- It is better to ponder the meaning of life for ourselves and to be tolerant of the beliefs of others than to close our minds and become intolerant.
- It is better to live each day in a way that is consistent with our values and beliefs than to do otherwise and feel untrue to ourselves.

## Occupational wellbeing

Occupational wellbeing recognizes personal satisfaction and enrichment in one's life through work.

Your occupational wellness, enables you to contribute your unique gifts, skills, and talents to work that is both personally meaningful and rewarding. You'll convey your values through your involvement in activities that are gratifying for you. The choice of profession, job satisfaction, career ambitions, and personal performance are all important components of your path's terrain. Occupational wellness follows these tenets:

- It is better to choose a career which is consistent with our personal values, interests, and beliefs than to select one that is unrewarding to us.
- It is better to develop functional, transferable skills through structured involvement opportunities than to remain inactive and uninvolved.



## Spiritual and Occupational Wellbeing

# Chaplaincy Support at SFH

**There are some people who still believe that the main role of Chaplaincy is to deal with the dead and the dying. This is far from the truth of the Chaplains at Sherwood Forest Hospitals.**

We are healthcare professionals who are recognised and supported by their respective faith communities, who are uniquely qualified and trained to deliver spiritual and religious care to patients, clients and colleagues.

Delivery of spiritual care is seen as being the responsibility of all professionals in a multidisciplinary healthcare team, but on the grounds of care, efficiency and human rights, it is essential that chaplains play a central frontline role in ensuring that appropriate spiritual and religious care is extended to all.

## What is on offer for you as a doctor?

Over the last year we have been increasingly supporting medics who are giving emotional and spiritual care to people at the end of their lives in the absence of loved ones and faith representatives. We are always available for your dark moments and we can supply a quiet place for you to share your emotions with us or to simply sit by yourself away from the busyness of the ward.

## You may need us to support you with

1. Procedures for Emergency Weddings in Hospital
2. Child and baby loss
3. Information regarding the Coroner

## We have good relationships with all faiths

As I am writing this article, we are supporting our Muslim friends by giving them the extra use of the Faith Centre so that they can meet for Ramadan Prayer. At the end of Ramadan we celebrate Eid. We also celebrate special days with our Catholic, Hindu, Sikh and Ba'hai friends.

**We are your Chaplains and we are available for you 24/7 via the switchboard**



## Spiritual and Occupational Wellbeing

# Finding Your Why

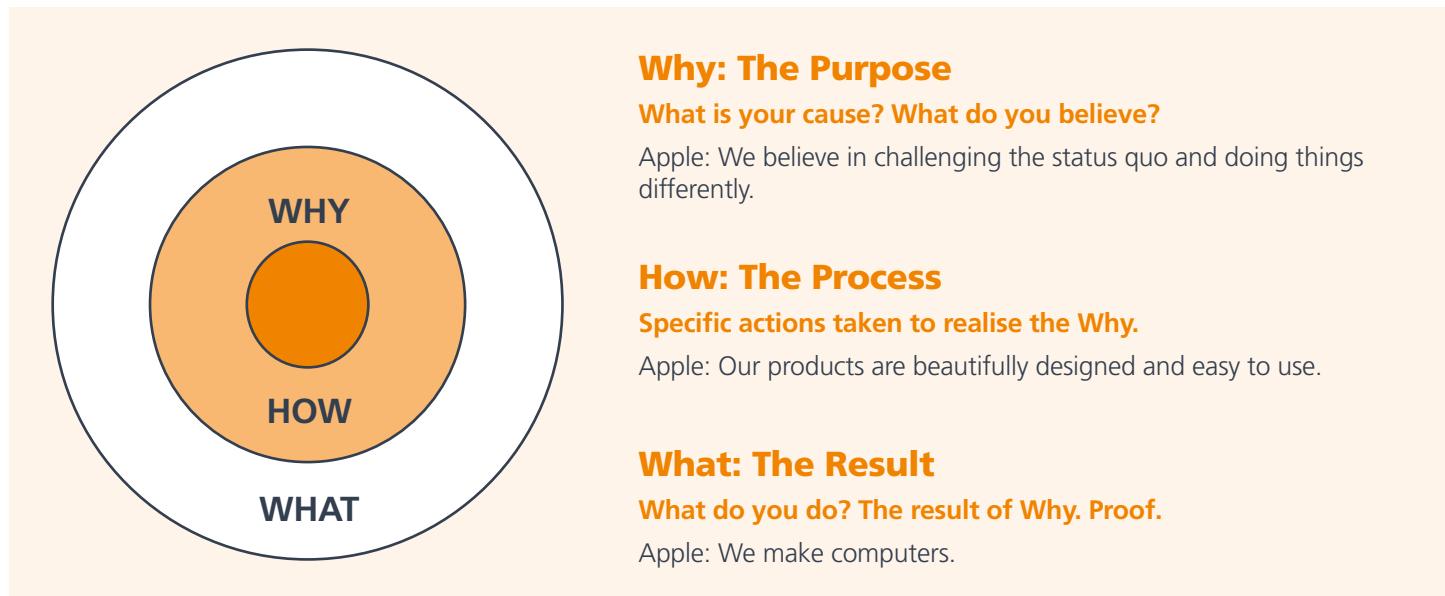
**Discover and enjoy your purpose and reconnect with the very reason you went into healthcare in the first place.**

For many healthcare professionals, work can be a love-hate relationship. Chances are you are committed to your work and you gain fulfilment from serving others despite the many challenges. The work is hard, physically and emotionally. The hours can be exhausting. Fulfilment happens when you reinforce or rediscover **why** you do **what** you do, as it helps put the struggles and hardships into perspective

Having a strong 'why' can help you figure out 'how'. In the case of resilience, if you know why you do what you do, why you want something, or why you are on this planet at this given time, you are more likely to feel confident and figure out how you can overcome adversity and move towards your goals.

## Why, How, What Exercise

To demonstrate how the exercise works, we've used information from the company Apple.



**Step 1: THINK** - Think about WHY you do what you do.

**Step 2: ACT** - What 1 thing could you do today or tomorrow to feed/fulfil that WHY?

**Step 3: REFLECT** - Think about how today you fulfilled that WHY? How did it make you feel? What difference did you make?

See Appendix 1, page 38 to find out **What is your why?**



## Spiritual and Occupational Wellbeing

# Developing Gratitude

We often take for granted the positive things in our lives. It is easy for us to take the people in our lives for granted and forget the difference they make to us. We can risk focusing more attention on the negative things or challenges in our lives.

Creating a list of all the things in our lives that we are grateful for can help us recognise the many positives we have previously taken for granted.

Research shows that gratitude can:

- Improve your physical health.
- Improve your psychological health.
- Enhance empathy and reduces aggression.
- Improve your sleep.
- Enhance your self-esteem.
- Increase in mental strength and resilience.



Use your own preferred Gratitude exercises or utilise the template in the Supporting Resources pack to this toolkit.

Additionally, there are many helpful wellbeing videos on the Trust's intranet to support this topic, including **Celebrating Success Especially in a Crisis** and **Stopping and Savouring the Good Things**.

## Gratitude Exercises

### Gratitude Journal

Writing down a few things you are grateful for is one of the easiest and most popular exercises available.

The purpose of the exercise is to reflect on the past day, few days, or week, and remember one to three things you are especially grateful for and why. Do this for a few weeks. By reflecting on what you are grateful for you are focusing on the good things that happened to you in a given set of time. Notice if this helps, has it made a difference?

### Gratitude Jar/Box

Find a jar or box and decorate it however you wish. Think of at least three things throughout your day that you are grateful for and write them on a slip of paper. It can be something really simple such as a colleague making you a drink. Place the list in your gratitude jar/box. Do this every day, over time you will have captured lots of reasons to be thankful for what you have and enjoy.

If you are ever feeling especially down and need a quick pick-me-up, take a few notes out of the jar to remind yourself of who, and what, is good in your life.

## Spiritual and Occupational Wellbeing

# Developing Gratitude

## Gratitude Exercises

### Gratitude Rock/Object

Choose a rock or object that appeals to and can become special to you. Carry this around with you or have it on your desk. Whenever you see or touch it, pause and think about at least one thing that you are grateful for. At the end of the day use it to take a moment to remember the things you were grateful for throughout the day.

Not only will this help you remember the things you are grateful for, but also it can trigger mini-mindfulness time in your day. It will help you move to more positive thinking and a more positive day.

### Sharing Gratitude

Thinking of our CARE Values and knowing how important it is to each of us to feel that we are recognised, valued and appreciated – take a moment to recognise, appreciate and say thank you to colleagues for the things we often take for granted. Doing this will make you and them feel better and foster the culture of compassion, kindness and inclusivity that we aspire to.

There are a number of initiatives you can use to **show appreciation and kindness** which can be found on the OD section of the Trust's intranet. The Communications Department also has a supply of Thank you cards available upon request.

See Appendix 2, on page 37 for a **Gratitude worksheet**.

# Discovering and Aligning to Your Values

**A value is a way of being or believing that we hold important. Explicitly identifying our values takes reflection and contemplation—deeply personal work that many people have never taken the time for.**

## Defining our core values: An exercise for individuals

In Dare to Lead, Brené presents a **list of values**. The list includes a diverse set of over 100 values, values like accountability, achievement, balance, competence, excellence, family, giving back, joy, legacy, order, patience, recognition, resourcefulness, travel, wealth, and wisdom. You can also add your own values. The exercise is to narrow this large list of values down to your two core values.

See Appendix 3, page 38 to find **the full list of values**.

Accountability	Community	Equality
Achievement	Compassion	Ethics
Adaptability	Competence	Excellence
Adventure	Confidence	Fairness
Altruism	Connection	Faith
Ambition	Contentment	Family
Authenticity	Contribution	Financial stability
Balance	Cooperation	Forgiveness
Beauty	Courage	Freedom
Being the best	Creativity	Friendship
Belonging	Curiosity	Fun
Career	Dignity	Generosity
Caring	Diversity	Giving back
Collaboration	Environment	Grace
Commitment	Efficiency	Gratitude

## Contacts and Appendices

### Key Contacts

Contact	Number/email address
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Occupational Health	<b>01623 622515 Ext 3780</b>
Freedom to Speak up Guardians	<b>01623 622515 Ext 4559</b>
Chaplaincy Team	<b>King's Mill: Ext 3047</b> <b>Newark: Ext: 5643</b> <b>Mansfield Community: 5011</b>
VIVUP Support Number (24 hours number)	<b>03303 800 658</b>
Staff Health and Wellbeing Hub (9-5pm)	<b>0115 9555471</b>
Crisis Number	<b>0300 3030 165</b>
National Support Number	<b>0300 131 7000</b>
Citizens Advice, Ashfield	<b>01623 203080</b>
East Midlands Deanery	<b>Referral by programme   Health Education England East Midlands</b> <a href="http://www.eastmidlandsdeanery.nhs.uk">www.eastmidlandsdeanery.nhs.uk</a>

### Time to Change Champions

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## Contacts and Appendices

# Time to Change Champions

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## Contacts and Appendices

# Appendix 1 - What is Your Why?

**Having a strong 'why' can help you figure out 'how'. In the case of resilience, if you know why you do what you do, why you want something, or why you are on this planet at this given time you are more likely to feel confident and figure out how you can overcome adversity and move towards your goals.**

### Instructions:

Ideally do this with someone else (colleague, friend, family member). Or try talking about your why with a colleague and find out their why. Sometimes it can take a few tries to reach an answer.

**Step 1:** Tell specific stories of experiences when you have felt most proud about your work

- **How did that experience make you feel?**
- **What was it about this experience that you absolutely loved?**
- **You've probably felt this same feeling before. What is it about this story that makes it special? (E.g. if you say you "felt proud," what about this pride was different from other times they felt it).**
- **How did this experience affect you and who you've become?**
- **What was the lesson from that experience that you still carry with you today?**
- **Of all the stories you could have shared, what makes this specific one so special that you chose to tell it?**
- **If someone else features prominently in the story, how did that person make a difference to your life or what do you love or admire about that person.**

**Step 2:** Take a little time to reflect on why you do what you do (e.g., why are you attending college, why have you chosen a particular career path, why are you in a relationship). Answer the "so that..." prompt below, saying why you do what you do five times.

### I do what I do so that...

- 1.
- 2.
- 3.
- 4.
- 5.

**Step 3:** Summarize your five whys into one sentence that truly represents your WHY. You can do this exercise for various areas of your life (e.g. school, relationships) or your overall life's WHY. Finally, consider how you can live your WHY every day and use it to overcome daily challenges.

### My Why Statement

**I do what I do to:** (Contribution)

**So that:** (impact)

## Contacts and Appendices

# Appendix 2 - Gratitude Worksheet

Take time to think about the questions below, listing all the answers you can think of in the boxes below. If you're struggling to think of answers try asking someone else, such as a colleague, friend or family member.

### Overlooked blessings

Happiness isn't created by getting something you don't have, but by appreciating what you already have.

**What overlooked blessings do you have to be grateful for right now?**

### Positive things about my health and body

Think about the things that make you feel positive, and that you are grateful for. What are they? What helps you enjoy the moment without thinking of anything else?

**What things are you grateful for about yourself?**

### Activities I enjoy

Whether it's preparing a meal, pausing to admire the sunset, or telling a friend your good news - the idea is to linger, take it in and enjoy the experience.

**What helps you enjoy the moment without thinking of anything else?**

### Relationships I am grateful for

While the true benefits of friendships can never be measured (how do you calculate how much joy your best friend has brought to you over the years?), study after study shows friendships boost our happiness and even our health.

**Who are you grateful for in your life?**

**Extra step:** Share your gratitude by writing a gratitude letter to someone who has had a positive influence in your life. Thank them for their support, kindness, guidance, etc. Commit to sending or reading your letter to them within the next 48 hours. Do your best to write the letter by hand and not by text or email.

## Contacts and Appendices

### Appendix 3 - List of Values

**Brené offers the list of values below in Dare to Lead.**

Accountability	Efficiency	Intuition	Risk-taking
Achievement	Equality	Joy	Safety
Adaptability	Ethics	Justice	Security
Adventure	Excellence	Kindness	Self-discipline
Altruism	Fairness	Knowledge	Self-expression
Ambition	Faith	Leadership	Self-respect
Authenticity	Family	Learning	Serenity
Balance	Financial stability	Legacy	Service
Beauty	Forgiveness	Leisure	Simplicity
Being the best	Freedom	Love	Spirituality
Belonging	Friendship	Loyalty	Sportsmanship
Career	Fun	Making a difference	Stewardship
Caring	Future generations	Nature	Success
Collaboration	Generosity	Openness	Teamwork
Commitment	Giving back	Optimism	Thrift
Community	Grace	Order	Time
Compassion	Gratitude	Parenting	Tradition
Competence	Growth	Patience	Travel
Confidence	Harmony	Patriotism	Trust
Connection	Health	Peace	Truth
Contentment	Home	Perseverance	Understanding
Contribution	Honesty	Personal fulfilment	Uniqueness
Cooperation	Hope	Power	Usefulness
Courage	Humility	Pride	Vision
Creativity	Humour	Recognition	Vulnerability
Curiosity	Inclusion	Reliability	Wealth
Dignity	Independence	Resourcefulness	Well-being
Diversity	Initiative	Respect	Wholeheartedness
Environment	Integrity	Responsibility	Wisdom

**Write your own values below**

Contacts and Appendices

## Appendix 4 - My Self Compassion Menu

**These five pillars come from the work of clinical psychologist, Chris Germer.**

<b>Physical</b> Soften the body	<b>Mental</b> Reduce agitation	<b>Emotional</b> Soothe and comfort	<b>Relational</b> Connect with others	<b>Spiritual</b> Commit to your values

Thanks to **Halo Psychology**

Healthier Communities,  
Outstanding Care

Mid-Nottinghamshire  
Integrated Care Partnership  
Creating happier, healthier communities together

NHS  
**Sherwood Forest Hospitals**  
NHS Foundation Trust

# SFH Doctor Wellbeing Toolkit



**Home, Community, Hospital.**

#Team  
**SFH**

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