

Staff Well-Being and Self-Care

Learning and Development Curriculum

Pediatric Learning Solutions



Identify the competency, performance criteria and learning needed for success in building staff well-being and self-care. Use the foundational content as well as recommended activities for ongoing learning and support.

This learning and development curriculum contains:



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Competency

Identifies tools and verbalizes actions that promote well-being to overcome stress and build resiliency.

Performance Criteria

1. Completes WBT with a passing score on the post-test.
2. Describes vicarious trauma including:
 - a. The triggers and risk factors
 - b. The physical and emotional impacts
 - c. Strategies to minimize or prevent effects of vicarious trauma, including self-care techniques
3. Identifies tools for addressing mental health and confidence “in the moment” utilizing fireside chats, journaling, positive affirmations and coaching.
4. Connects with a trusted peer/mentor/navigator to check in with periodically to discuss challenges and coping mechanisms.
5. Participates in debriefing sessions to talk about professional challenges, successes, confidence levels and more.
6. Implements therapeutic communication techniques to better understand a situation and/or patient condition to build trusting relationships.
7. Demonstrates behaviors with patients and families that reflect the concepts of therapeutic relationships.
8. Describes the characteristics of effective teams and discusses the concept of being part of a team, working collectively, to achieve the desired outcome.
9. Demonstrates teamwork skills when working (daily activities, project teams, etc.) with others.
10. Demonstrates self-awareness and a calm demeanor in emotionally charged situations.
11. Resolves patient, family and employee conflict constructively.

Recommended Learning Activities

Pediatric Learning Solutions’ Courses

1. Vicarious Trauma and Self-Care
2. Therapeutic Relationships and Professional Behavior

Pediatric Learning Solutions’ App Tools

1. Becoming Resilient job aid
2. Self-Care Strategies job aid
3. How to Meditate job aid

Instructor-Led and/or Simulation Activities

The following PowerPoint and learner activities are available to use as an instructor-led workshop to further develop the competencies of the Staff well-being/Self-care curriculum. The instructor may select all or some of these activities.

- a. Developing and Maintaining Personal Resilience
Attend an instructor-led class focused on providing caregivers the opportunity to:
 - a. Discuss and debrief difficult emotional, social and ethical patient care issues.



- b. Develop and enhance strategies to build resilience as professional caregivers providing pediatric patient- and family-centered care.
 - c. Discuss and practice self-care techniques that mitigate vicarious trauma: mindfulness, meditation, balance in work and personal life, reflection and physical activities.
- b. Crisis Debriefing Sessions: Conduct debriefing sessions, as needed, with staff members involved in caring for patients with challenging behaviors, reviewing lessons learned, successes, etc.
 - c. Conflict Resolution/Management: The following group activities are intended to be completed during the instructor-led PowerPoint presentation and have accompanying handouts available on the [Foundations for Emerging Leaders Community page](#) (*login required and only available to organizations which purchase the Foundations for Emerging Leaders*).

Discussion of pre-requisite activity:

- Conflict Resolution and Management: Self Reflection Activity
- Conflict Resolution and Management: Reframing
- Conflict Resolution and Management: Self-Assessment

Preceptor-Led and/or Learner Activities

See instructions below for accessing handouts needed by learners to complete these activities.

- a. Strengthening Resilience:
 - View and engage in these resources from the Center on the Developing Child, Harvard University:
 - [Key Concepts: Resilience](#) to learn more about the science of resilience.
 - [Key Concepts](#): an overview of concepts and available resources
 - View and engage in this resource from KPJR Films: [Resilience: The Biology of Stress and The Science of Hope short film](#).
- b. Join [ANA's Healthy Nurse Healthy Nation](#):
 - Free program through American Nurses Association where individuals can get immediate access to:
 - The HealthyNurse Survey with customized results and recommendations
 - Fun and engaging health challenges and blogs
 - Chances to win health-oriented gifts
 - An online community to connect with others
- c. Conflict Resolution/Management:
 - Complete handout titled Conflict Resolution and Management: Self-Reflection Activity and bring to instructor-led class. (Available on the PLS Website, *login required and only available to organizations which purchase the Foundations for Emerging Leaders*).

Optional Learning Activities

1. Read the article: The Importance of Well-Being Education for Nurse Preceptors by Michelle A. Doran: *Journal for Nurses in Professional Development*. 40(3):172-174, May/June 2024.
2. Review resources available from TLC, the National Institute for Trauma and Loss in Children at <https://www.starr.org/training/tlc>

