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EASY STEPS TO FOSTER WORKFORCE RESILIENCY & WELLBEING



RECOGNIZE THAT THE WORKFORCE IS THE MOST VALUABLE ASSET IN A HEALTHCARE ORGANIZATION.

Health care leaders must be visible and up on the units to see, hear and talk to their staff, and then determine if the culture is one of support or in need of transformation.

PROVIDE BASIC NEEDS FOR STAFF.

Things like healthy food options and accessibility to healthy food, along with adequate time to break for meals or other personal needs is essential.

Most importantly, all individuals must be encouraged to recognize if and when they need help, and then assured that it's OK to ask for it.



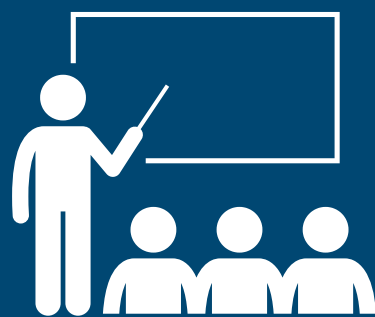
INSTITUTE AGILE, FLEXIBLE CARE MODELS.

Primary nursing models are most often used during non-crisis times while team models are best utilized during crisis. However, if an organization has insufficient staffing, the team model of care is a good stop gap measure until the staffing issue is addressed.

INVEST IN RECRUITMENT, ORIENTATION, AND RETENTION STRATEGIES TO PROMOTE WORKFORCE FIT.

Hire the best candidates not only for the job, but for the institution, and keep the talent where it belongs – as a valued part of the institutions' current workforce.

While skill and experience are important, don't forget that attitude and the ability to develop innovative solutions to solve a patient's problem, is equally important.



"Commitment to improving the workforce well-being must be a collaborative approach between the organization and the individual. Together we can then make the necessary changes that will foster resiliency, improve workforce agility, and drive quality patient outcomes, now and into the future."