

## Healthcare Research: Personal Factors Related to Resilience



- **Balance Skills:**
  - Finding shifts that fit lifestyle
  - Consciously making time for meals, sleep and social activities
  - Being able to set boundaries, able to 'switch off' after work
  - 'Professional shielding'
  - Able to seek out social support
- **Varied Coping Strategies:**
  - Self-reflection through journaling, prayer, and faith
  - Processing emotions
  - Being able to accept that you cannot fix everything
  - Being aware of the potential adversities
  - Focusing on purpose and meaning
  - Delegation of work
  - Basic time management





# Healthcare Research: Organizational Factors Related to Resilience

- A genuine interest in the wellbeing of staff
- Accessibility to support without being judged as ‘not coping’
- Enhance peer support and social support
- Safe discussions of events and sharing
- Provide opportunities for coworkers to work collaboratively
- Recognize the importance of boundaries between work  
• and home life
- Greater autonomy over time and content of work
- Regulated working hours and adequate staffing
- Meaningful recognition



# Healthcare Research: Programs Related to Resilience

- Resilience workshops
- Awareness of the need for resilience and the potential for adversity
- Cognitive behavioral training
- Small group problem-solving