

HOW CAN WE MITIGATE THE NEGATIVE IMPACT OF OCCUPATIONAL STRESS?



WELLNESS PROGRAM

An evidence-informed program designed to increase staffs' mental wellbeing and mitigate posttraumatic stress (PTS)

SOCIAL SUPPORT

- Increased resilience and reduced burnout & PTS for HCW during the 2003 SARS epidemic
- Mentorship and "buddying" with colleagues were shown to benefit HCW during the 2003 SARs outbreak
- Peer-led programming is preferable to HCWs and can increase program deploy-ability and sustainability

S - Social support

- **STEADY** encourages social support through peer partnering (partners encourage self-care and provide mutual support), by engaging Peer Champions, and more



TRACKING DISTRESS

- Early identification of PTS disorder may relieve burden of mental and physical health problems and reduce rates of medical retirement
- Failure to identify PTS disorder can have social and occupational consequences

T - Distress Tracking

- **STEADY** offers monthly distress tracking using brief validated screens for anxiety, depression, burnout and PTS, to identify and provide tailored resources for those in need of support



PSYCHO EDUCATION

- Can improve knowledge and confidence
- Can reduce burnout and substance use, known mediators of PTS injury

E - PsychoEducation

- **STEADY** workshops aim to normalize the impact of work stress, reduce stigma of help seeking, and teach skills for coping and resilience-building



DISCUSSION

- Discussing rather than suppressing distress can decrease PTS injury and create a safe environment where individuals can build trust and benefit from interpersonal learning
- Debrief sessions can be protective for PTS disorder and depression, and can act as a coping mechanism to reduce stress

A - And

D - Discussion

- **STEADY** includes Peer Support groups or check-ins and voluntary emotional debriefing following critical incidents



COMMUNITY

- Lack of a sense of community at work is related to decreased peer support and sense of isolation for physicians
- Cultivating community at work increases peer support and reduces burnout in physicians

Y - Community

- **STEADY** aims to help individuals feel connected to a community of their peers, within their unit and beyond



Email steadyprogram@sunnybrook.ca for more information