

# Guide to Promoting Health Care Workforce Well-Being During and After the COVID-19 Pandemic

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The COVID-19 pandemic has placed substantial demands on our already overstretched health systems, especially on caregivers and the communities they serve. The impact of the virus on caregivers and their communities will be amplified by the longer-term devastation of our nation's mental health and well-being.

These are unprecedented times and we recognize that it is not enough to simply recycle wellness offerings of the past, or assume that retooled versions of those approaches will meet all our current needs.

As a result, Well Being Trust partnered with Institute for Healthcare Improvement to develop **A Guide to Promoting Health Care Workforce Well Being During and After the COVID-19 Pandemic**.

Actions that individuals, leaders, and organizations can take to support the health care workforce during the COVID-19 pandemic and beyond include:

## Actions for Individuals to Promote Health Care Workforce Well-Being



**Psychological PPE for Individuals**—Psychological PPE can protect and nurture an individual's psychological resilience. Examples include the following:

- Take a day off and create space between work and home life.
- Avoid unnecessary publicity and media coverage about COVID-19.
- Seek mental health support during and after the crisis.

*Continues.*

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### Actions for Leaders to Promote Health Care Workforce Well-Being

**Normalize help-seeking behavior:** Leaders need to maintain proactive outreach and support for health care workers and remove the stigma associated with seeking help, particularly for mental health support. Try to normalize help-seeking behavior as a sign of strength and not weakness.



### Actions for Organizations to Promote Health Care Workforce Well-Being

**Be proactive:** Peer support programs need to be proactive and reach out to workers. It's unfair, and ineffective, to put the burden on individuals to seek help. Make the program optout, not opt-in.