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A sense of belonging and identity to enhance a nurses’ resilience
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The 4th Commonwealth Nurse and Midwives Conference
10-11 Mar 18
Contents

- Why is resilience important?
- Definitions of stress and psychological resilience
- Strategies to enhance resilience
  - Personal
  - Team
- Recommendations for future research
- Key messages
The impact of stress

- Stress is known to cause significant mental suffering -
  - Is directly or indirectly linked to 7 of the 10 major causes of death in UK, USA and other developed nations
  - Has a major impact on working days loss

(Cooper and Quick 2017).
Causes of stress in the workplace

- **Imbalanced job design**
  - high job demands
  - low job control – tasks/ workload e.g. short notice deadlines

- **Occupational uncertainty**
  - lack of job security – fear of financial security
  - low procedural justice

- **Lack of value and respect in the workplace.**
  - role stress
  - high effort–reward imbalance
  - bullying
  - low social and psychological support

(Harvey et al, 2017)
What is stress?

- Briggs et al (2017) defined stress as “a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilise”
Definition - psychological resilience

“the capacity to adapt successfully in the presence of risk and adversity” (Defence Academy 2018)

“bouncing forward to a new norm” (Manyena et al., 2011)

Components:
- Resistance
- Recovery
- Reconfiguration
What is resilience?
Coping strategies
Personal – belonging
Identity

Medical Directorate
Growth v Fixed mind-set

Failure/ challenge –
Is just a test and a learning opportunity for me

Failure/ challenge -
shows how rubbish I am and that I have reached my limits
Embracing change – locus of control
When feeling stressed – 4/4/4 breathing, BBA

Breathe in for 4 seconds hold for 4 seconds and breathe out for 4 seconds and repeat…..

Breathe  Believe  Achieve

STRESS  RELAX
Team/ organisational attributes

- Core values match within team
- Team cohesion/ fitting in
- Strong leadership – based on trust
Strong teams – leadership

- Transparency
- Respect
- United – take ownership
- Support – role modelling
- Trust
Team cohesion and teamwork

Stronger than its individual parts
What is Resilience

- Active problem solving
- Managing performance under pressure
- 'Can do' approach
- Keeping a realistic perspective
- Coping effectively
- Being optimistic and helpful
- Positive attitude
- Overcoming obstacles

(Permission to reproduce received from Yates, S. via email dated 4 Mar 18 at 14.55)
Key messages

- There are many strategies to enhance resilience
- A resilient individual that ‘bounces back’ develops a new norm to ‘bounce forward’.
- A strong sense of belonging, identity and teamwork are vital within an organisation
- A sense of belonging and identity to one’s employing organisation could be predictors of psychological wellbeing.
- Team cohesiveness enables individuals cope with the emotional pressures associated with their role.
References

- Cusack, L et al. (2016). Exploring environmental factors in nursing workplaces that promote psychological resilience: constructing a unified theoretical model. *Frontiers in Psychology*, 7 (1) p.60
Questions

Thank you for listening