

How to support trainees struggling with their mental health.

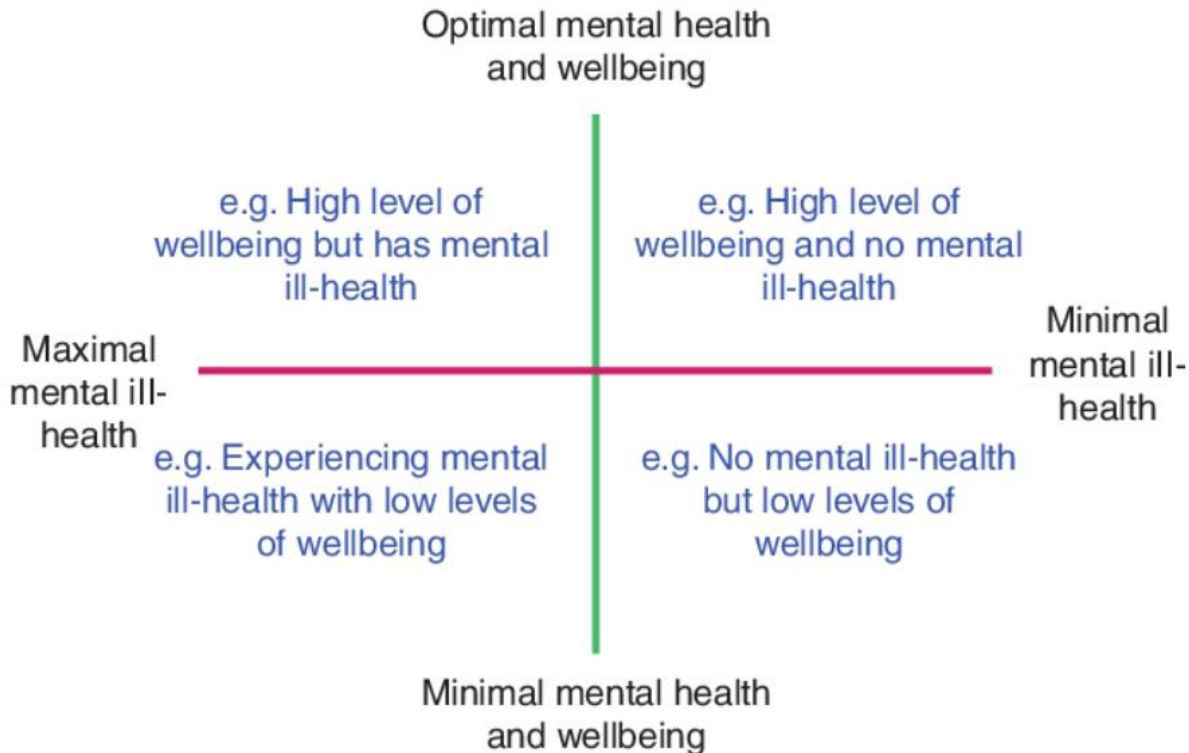


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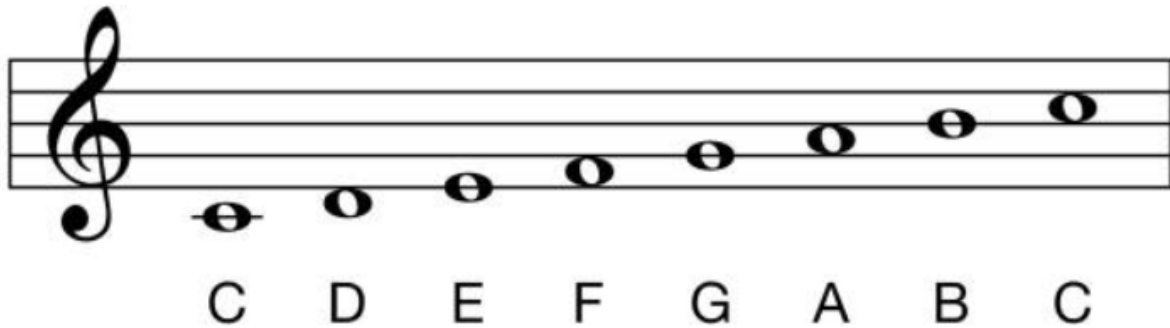


Acknowledgments: NBT Staff Psychology Service

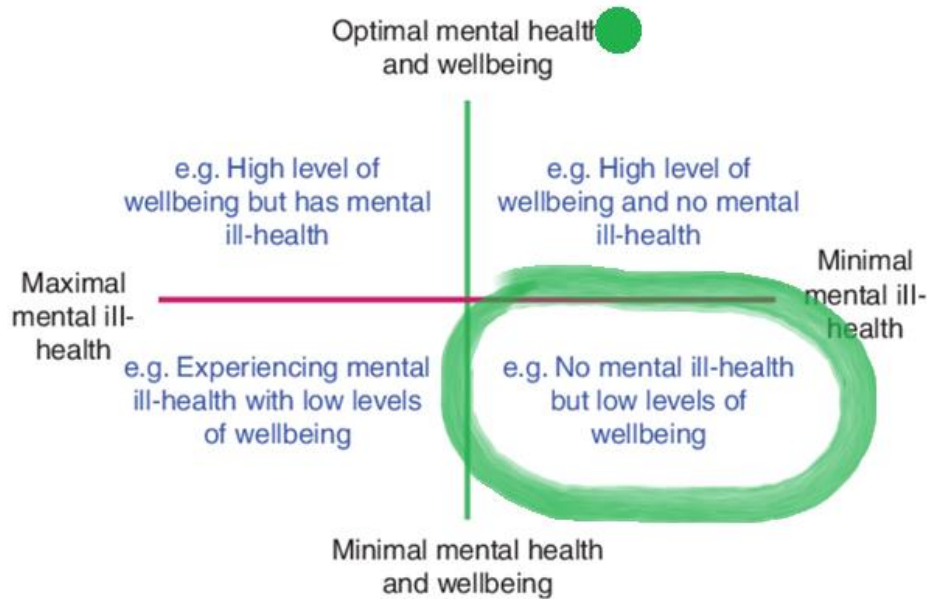


The dual-continuum model of mental health. (Adapted from Tudor, 3)

Scale of helping



Low levels of wellbeing



The dual-continuum model of mental health. (Adapted from Tudor, 3)

The Context we work in:

Your day is not a normal day by many people's standards







Driven

Competitive

High conscientiousness

Perfectionism

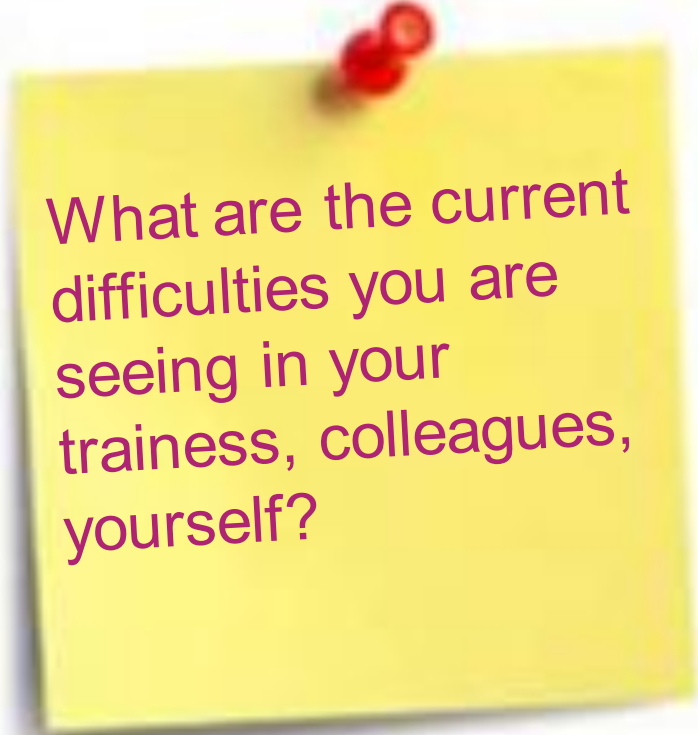
Ambitious

**Superman/ superwoman
super-failure.**



Invisible Rucksacks





What are the current difficulties you are seeing in your trainees, colleagues, yourself?



Anger

Loneliness

Moral Distress/
Injury

Interpersonal

Low Mood

Sadness

Imposter Syndrome

Bereavement

Anxiety

Self doubt

Exhaustion

What to look for/ what are the signs?



What can you do?

"What do you want to be
when you grow up?"



"Kind" said the boy



‘Resilience’ and wellbeing *Processes between us not just within us*



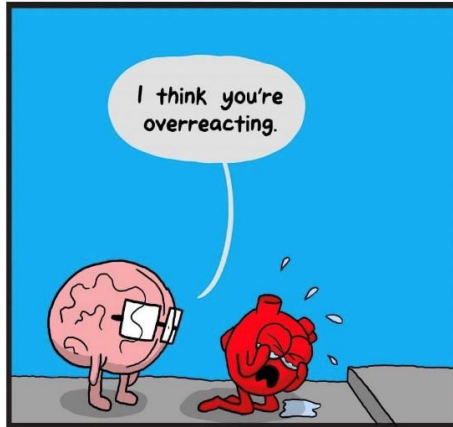


“When a flower doesn't bloom, you fix the environment in which it grows, not the flower.”

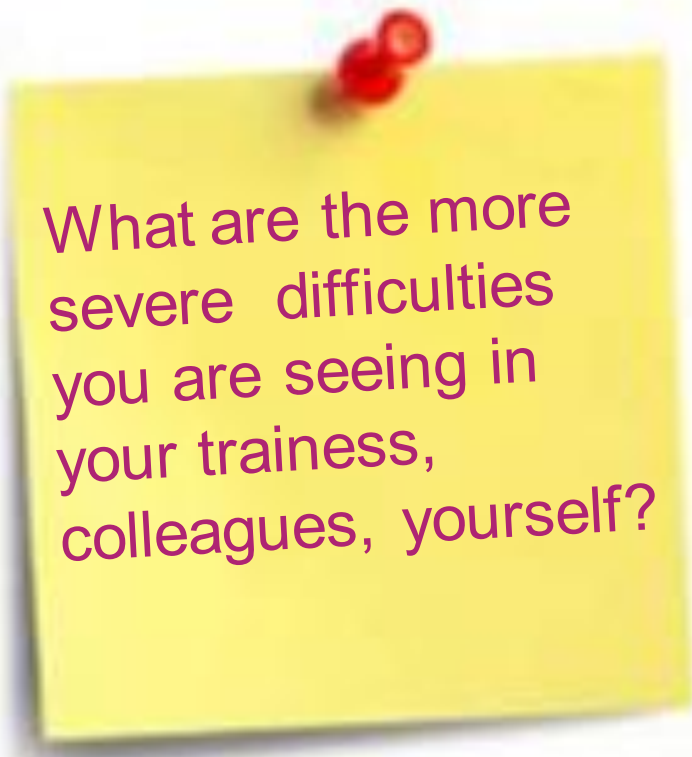
Low levels of MH & wellbeing



The dual-continuum model of mental health. (Adapted from Tudor, 3)



theAwkwardYeti.com



What are the more
severe difficulties
you are seeing in
your trainees,
colleagues, yourself?



What to look for/ what are the signs?



What can you do?



Compassion

Compassion can be understood as having **four components** (Atkins and Parker 2012).

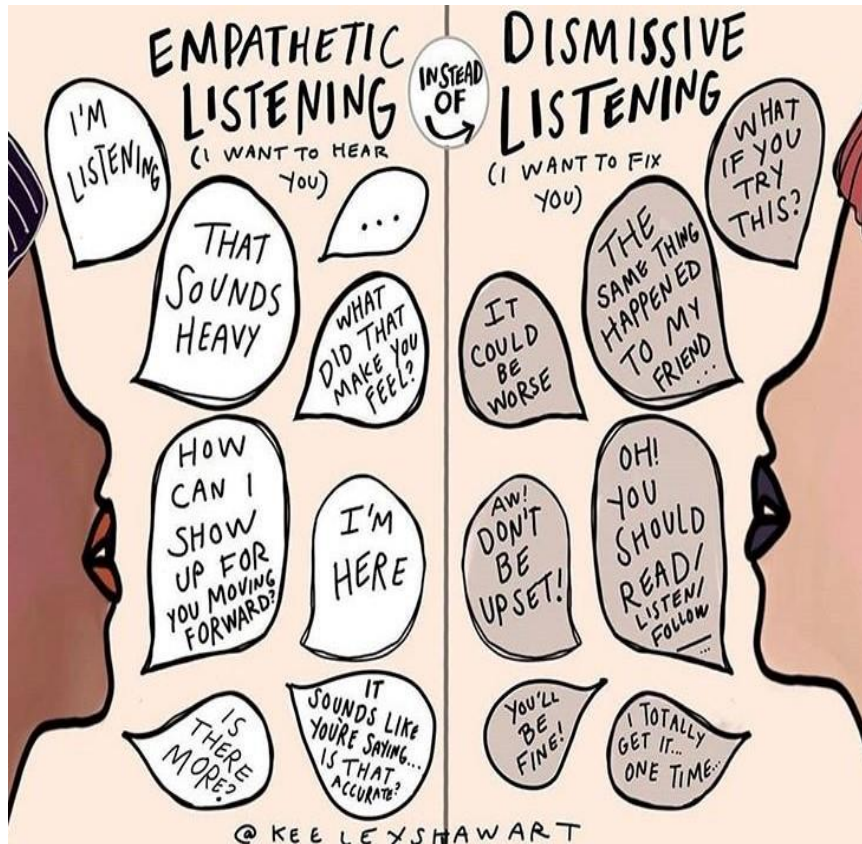


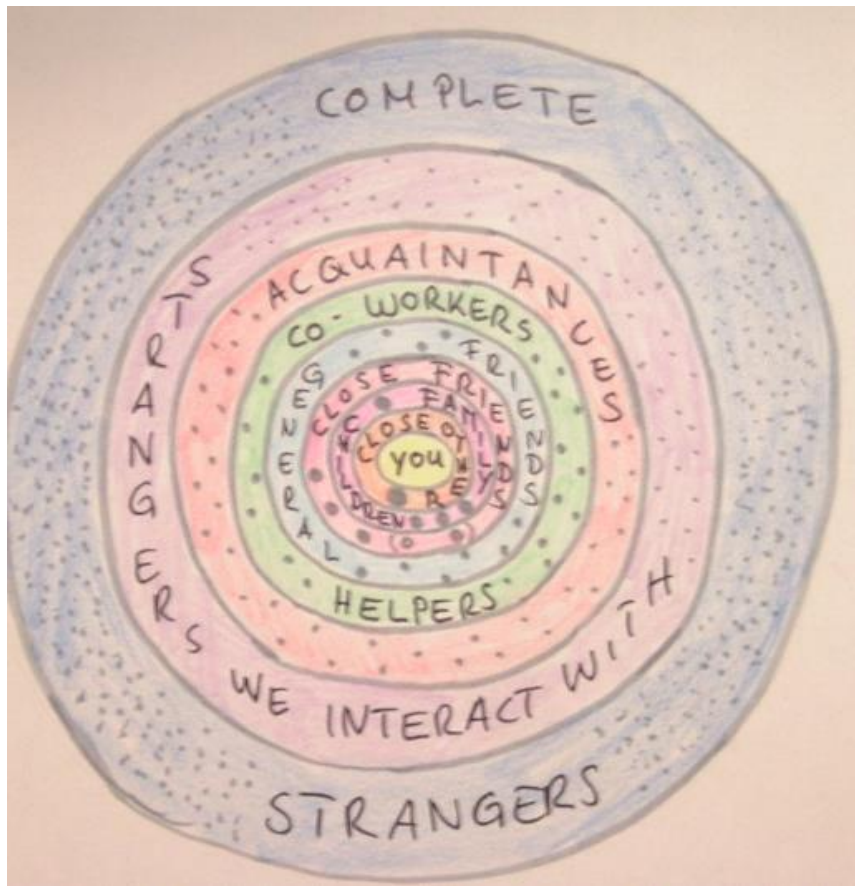
TheKingsFund>

BRIEFING

Caring to change

How compassionate leadership can stimulate innovation in health care





We need to talk about suicide

Preventable and avoidable death

How to support someone who is at risk

Empower ourselves with knowledge

People feel heard

Can open a door for further support



We need to talk about suicide

- **A**pproach the person, assess and assist with any crisis
- **L**isten and communicate non-judgementally
- **G**ive support and information
- **E**ncourage the person to get appropriate help
- **E**ncourage other supports

We need to talk about suicide

Asking directly about thoughts in a non-judgemental way “Are you having thoughts of suicide?”

“Sometimes when people are feeling low, they have thoughts about wanting to end their life. Has this been the case for you?”

Exploring risk of suicide further by asking about intent & plan

“How likely do you think it is that you would act on those thoughts in the future?”

“Do you have a clear idea of what you might actually do?”

Explore protective factors

“What would stop you”?

“What is keeping you safe”?

Remember: Limits to confidentiality and duty of care

Signposting:

If worried about immediate risk seek immediate help (e.g., A&E, call 999, contact mental health liaison team).

If no immediate risk identified create plan with individual to encourage them to get professional help ASAP (e.g., GP, Crisis Team).

24-hour support phone lines:
Samaritans – 116 123

Professional Support & Well-being



British Medical Association



Counselling service for doctors and medical students.

24/7 Telephone Line: 0330 123 1245

OR complete the online form stating 'BMA' as your organisation: <https://bma.healthassuredeap.co.uk/contact-us/>

Username: BMA Password: Wellbeing

NHS Practitioner Health Programme

A primary care led mental health assessment and treatment service supporting NHS professionals with mental health difficulties. The service has a network of clinicians, including GPs, psychiatrists and mental health nurses.

<https://www.practitionerhealth.nhs.uk/accessing-the-service>

Doctors' Support Network

Peer support for doctors and medical professionals experiencing mental health difficulties.

<https://www.dsn.org.uk/>

DocHealth

Confidential service offering remote consultations for practising doctors experiencing difficulties, such as anxiety or depression.

<https://www.dochealth.org.uk/>

Doctors in Distress

Mental health support provided through confidential, facilitated peer support groups.

<https://doctors-in-distress.org.uk/>

Sick Doctors Trust

Provides early intervention and treatment for doctors struggling with addiction to alcohol or other drugs.

<http://sick-doctors-trust.co.uk/>

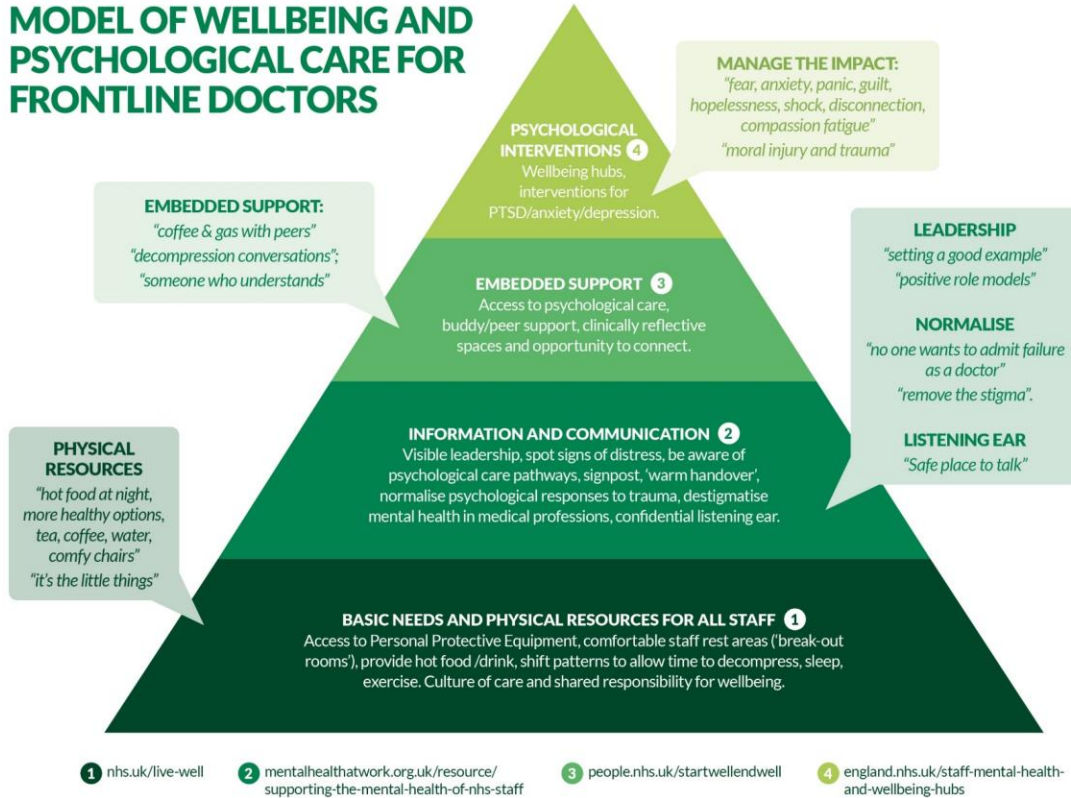
Or contact via their helpline: 0370 444 5163

British Doctors and Dentists Group

A self-help group for recovering alcoholic and drug dependent doctors, dentists and students.

<https://www.bddg.org/>

MODEL OF WELLBEING AND PSYCHOLOGICAL CARE FOR FRONTLINE DOCTORS



The COVID-19 Clinician Cohort (CoCCo) Study: Empirically Grounded Recommendations for Forward-Facing Psychological Care of Frontline Doctors

The impact on you:



The impact on you:



YOU DESERVE TO
BE AS NICE TO
YOURSELF AS YOU
ARE TO OTHER
PEOPLE.

EMM
ROY

Take home messages:

- The context is difficult.
- Many people are experiencing MH difficulties, poor emotional wellbeing.
- How able/ willing you are to support people is changeable.
- We need to consider the context & environments we work in.
- Resilience/ wellbeing is between us not just within us.
- Small things can make a big difference.
- You will be doing more than you know.
- Be aware of your boundaries.
- Do ask about risk – it will not make it worse.
- Know where to signpost too.
- **You are important too.**



Thank you

