



Latrobe Regional Hospital - Wellness Wednesday Toolkit



Wellness Wednesday Resource Toolkit for Managers



Latrobe Regional Hospital

Version 1.0 - February 2021

This digital resource is designed for managers to assist them support the psychological wellbeing of their teams.

Developed by the LRH Health and Wellbeing Working Group, the toolkit aims to bring together a range of options that support social and emotional wellbeing, are readily accessible and promote self-care.

The following resources may be useful for supporting staff when applying the mental health continuum model on 'Wellness Wednesdays', or whenever individuals or teams move between the model's zones of wellbeing.

When teams rate within the 'struggling' or 'in crisis' zones, the first step is for managers and general managers to check in with staff during a wellbeing huddle and identify what supports and actions are required. The intention of this toolkit is to provide the resources for helping staff to help themselves.

Although grouped into wellbeing zones within the toolkit, all of the resources can be referenced at any time. Just as we can find ourselves at different points on the continuum from one day to the next, our psychological support needs are constantly changing.

Staff who identify as 'surviving' may also benefit from resources in the 'struggling' zone, to prevent burn-out for example; or employees who are struggling may find the 'in crisis' resources helpful.

Included in this toolkit are resources for staff who have been exposed to events of occupational violence and aggression and/or behaviours of concern.

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Reference:
<https://delphis.org.uk/mental-health/continuum-mental-health>



| Excelling | Thriving | Surviving | Struggling | In Crisis |
|--|--|---|--|---|
| Cheerful Joyful Energetic High performance Flow Fully realising potential | Positive Calm Performing Sleeping well Eating normally Normal social activity | Worried Nervous Irritable Sad Trouble sleeping Distracted Withdrawn | Anxious Depressed Tired Poor performance Poor sleep Poor appetite | Very anxious Very low mood Absenteeism Exhausted Very poor sleep Weight loss |

The five zones of the mental health continuum

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