

Worker wellbeing tips for AOD workers

Australian AOD professionals report a high level of job satisfaction. At the same time workers also experience heavy workloads, and burnout is a major factor in workers' desire to leave the sector.

Employee wellbeing is more than just avoiding burnout; it also includes physical, mental, and social wellbeing.

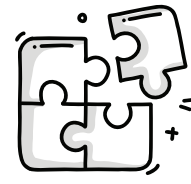
Here's a few ideas for you to try



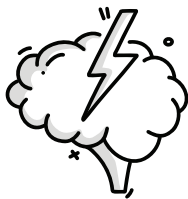
Accept what we cannot change
Develop an understanding of our locus of control over sector and organisational factors.



Recognise your own signs and symptoms of burnout
Emotional exhaustion, physical fatigue, cognitive errors, loss of pleasure of work, etc.



Keep work meaningful
Limit extra work hours, maintain healthy boundaries, keep a work-life balance.



Engage in continuous learning
Maintain regular reflective practice, clinical supervision and professional development opportunities.



Use coping strategies
Use grounding and sensory strategies to keep yourself well.



Manage lifestyle factors
Reflect on your wellbeing and making adjustments to lifestyle factors including sleep, nutrition, exercise, fun, and social activities.

Some coping strategies to try

MOVEMENT

Even 5 minutes of movement can reduce stress. Go for a quick walk? Have a stretch?

BREATHE

Pro tip: when we adopt a calming breathing pattern, it can also help others around us become more relaxed. Have you tried abdominal breathing? Mindful breathing?

GROUNDING

Bring yourself back to the present moment.

USE YOUR SENSES

You can find out more about using your senses to cope in Insight's sensory toolkit

Here are a few reflective practice questions for you to consider.

Gibbs' Reflective Cycle

1 Description.

What happened? What did you do and what did the client/patient do? What was the outcome?

2 Feelings.

What were you feeling before, during and after the situation? What do you think the client/patient was feeling?

3 Evaluation.

Be objective, what worked well? What didn't go so well?

4 Analysis.

Why did things turn out the way they did? What can help you understand the situation (e.g. academic literature, therapy models?)

5 Conclusions.

What did you learn from this experience?

6 Action plan.

Is there anything you would do differently next time?

What?, So what?, Now what?

1. WHAT?

*What was the context?
What was the outcome?
What was good/bad about the experience?*

2. SO WHAT?

*So, what was going on in my mind at the time?
So, what does this tell me about my practice?
So, what could I have done differently to get a more desirable outcome?*

3. NOW WHAT?

*Now what do I need to do in the future to do better?
Now what might be the consequences of this new action?
Now what do I need to do to ensure that I will follow my plan?*

Worker wellbeing plan

Search: 'worker wellbeing plan' on insight.qld.edu.au for a handy template.



Further support options

For short term problems consider accessing an employee assistance scheme or industry-specific supports.

For more persistent health and mental health concerns talk to your GP for referrals to appropriate psychologists, social workers, occupational therapists or other health professionals.

Access more worker wellbeing resources in the **Insight Worker Wellbeing toolkit**. Available from insight.qld.edu.au

Insight also has an eLearning module on debriefing and reflective practice. Search "debriefing" on insight.qld.edu.au