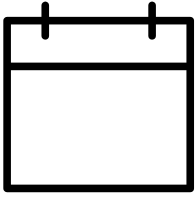


5 WAYS TO SUPPORT YOUR STAFF



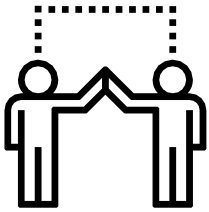
1 MONITOR SCHEDULES

Lighten up schedules for health care staff as most will experience, “disturbed sleep, fatigue, difficulty concentrating, unpredictable emotions, and triggers of negative experiences by locations, smells, sounds, or other stimuli,” (Dean, 2020).



2 PROTECT MENTAL HEALTH

Safeguarding the mental health of front-line health workers is the most critical thing your organization can do. Authentically ask how your staff member is doing, and how you can help meet his or her needs, then supply those resources.



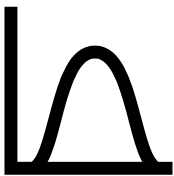
3 USE THE “BUDDY SYSTEM”

Encourage the “buddy system” by asking staff members to check in on each other. Additionally, utilize psychiatric support from surrounding agencies and providers.



4 EMBRACE FEEDBACK

Some feedback will be accurate, some not. Most will feel like criticism. Assimilate it without reprisal, marking valuable lessons. It can be an valuable tool moving forward.



5 DON'T EXPECT A RETURN TO THE NORM

While we are returning to previous routines can engender a feeling of safety and normalcy, it could minimize the experience of witnessing thousands suffer pointlessly.

“Failing to prepare properly for the mental health aftermath of the pandemic would be another structural betrayal of front-line health care workers, exposing them to needless suffering and possibly death,” (Dean, 2020). Again, ensure proper mental health resources as we build this new normal, together.

Adapted from:

Dean, W. (2020, April 30). Suicides of two health care workers hint at the Covid-19 mental health crisis to come. STAT. <https://www.statnews.com/2020/04/30/suicides-two-health-care-workers-hint-at-covid-19-mental-health-crisis-to-come/>