

Registered managers webinar: Recovery, reflection and moving forward

Skills for Care webinar

Thursday 23 September 2021



Here are some useful links and websites for more information.

All of our recorded registered manager webinars on a variety of topics, including this one, can be found on the website [here](#).

Things to consider

Everyone's individual experience, perceptions and reactions are unique to them and it's important to touch base to check in and see how people are. Evidence tells us that how staff are supported as the crisis recedes is crucial to psychological health and wellbeing and it's important to know where to get support for yourself, as well as your staff.

Just a note of caution that there's evidence that well-meaning attempts to make people relive or debrief their experiences, usually by somebody outside the team itself, can do more harm than good and can increase the risk of developing post-traumatic stress disorder. It can be overwhelming if the person isn't ready or chooses not to talk about it. Staff should not feel obliged to share or describe experiences if they do not want to do so. Encouraging reflections on their experiences and how to get support must be managed sensitively and ideally with professional psychological support or specific training.

Throughout the webinar and in the tips and ideas here, we refer to reflection as a recognition of the experiences you and your staff have been through and encourage you to build different ways of working into your day-to-day to reflect on what works well and the changes you can make in the workplace as a result.

The webinar, tips and resources here will help you to think about recovery, reflect on how things have changed and ideas how to move forward with the wellbeing of yourself and your team.

Things to do – ten tips

1. Take time to pause, reflect, recharge and act.
2. Give thanks and rewards for everyday going above and beyond.
3. Use the reflective questions to introduce team reflexivity into your day-to-day work.
4. Practice self-compassion and being kind to yourself, as well as others.
5. Provide spaces, permission and opportunities for ongoing peer support, for staff to connect with each other, either face-to-face, virtually or both.

Our '[Effective supervision](#)' guides will help you to plan and deliver effective supervisions. Your workforce is your most valuable resource – and supervision plays a key role in supporting them to deliver high