

Resilience & Motivation

Hannah Jenkins – Primary Care & Improvement PHN


Cheyenne Moody – Bushfire Recovery Coordinator PHN

Matthew Milne – Rural Adversity Mental Health Coordinator

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WE ACKNOWLEDGE THE TRADITIONAL OWNERS & CUSTODIANS OF THE
LAND THAT WE LIVE & WORK ON AS THE FIRST PEOPLE OF THIS COUNTRY.





PHN Mastermind: WORKPLACE WELLBEING AND RESILIENCE

Matthew Milne
Rural Adversity Mental Health Coordinator



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CONTENT OUTLINE

- Stress – a recap
- Dealing with negativity
- Motivation
- Getting Support
- Building resilience

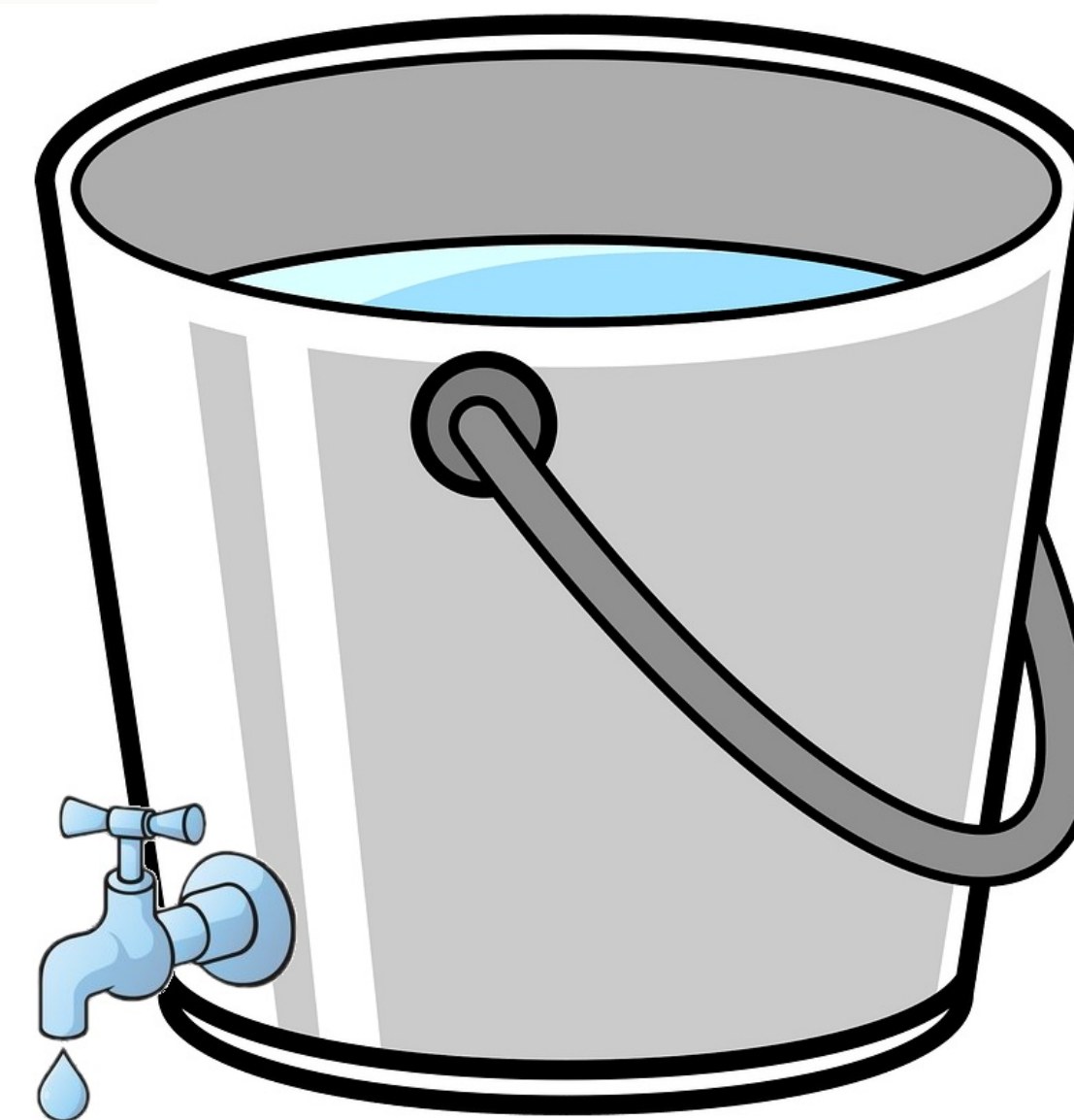
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WHAT IS STRESS?



WHAT IS STRESS?

- Fight, flight, freeze
- A physical and emotional response to having demands made upon us
- Experience is universal but unique to everyone
- Not all stress is negative
- The stress bucket



WHAT DOES STRESS LOOK LIKE?

- Angry or irritable
- Worried or nervous
- Trouble concentrating
- Low energy
- Headache
- Trouble sleeping
- Relationship issues
- Social withdrawal
- Changes to appetite and alcohol use



WHAT IS BURNOUT?

Burnout is common in high stress workplaces

- Emotional, physical and mental exhaustion
- Develops under prolonged stress
- Loss of motivation and productivity
- Feeling helpless, overloaded, underappreciated
- Avoiding work
- These feelings can spill into personal life



WHAT ADDS TO OUR STRESS IN THE WORKPLACE?

- Negativity
- Interpersonal relationships
- Dealing with clients/customers
- Deadlines/workloads
- Work content
- Personal life



WORKPLACE NEGATIVITY

- What does it look like?
 - The Debbie downer
 - White anting/undermining
 - Gossip
 - Micromanaging
 - Office politics
- What effect does it have on us?
 - Frustration
 - Negative mood
 - Divided teams
- How can it impact our work?
 - Lacking team cohesiveness
 - Unproductive staff
 - Defensive/secretive staff



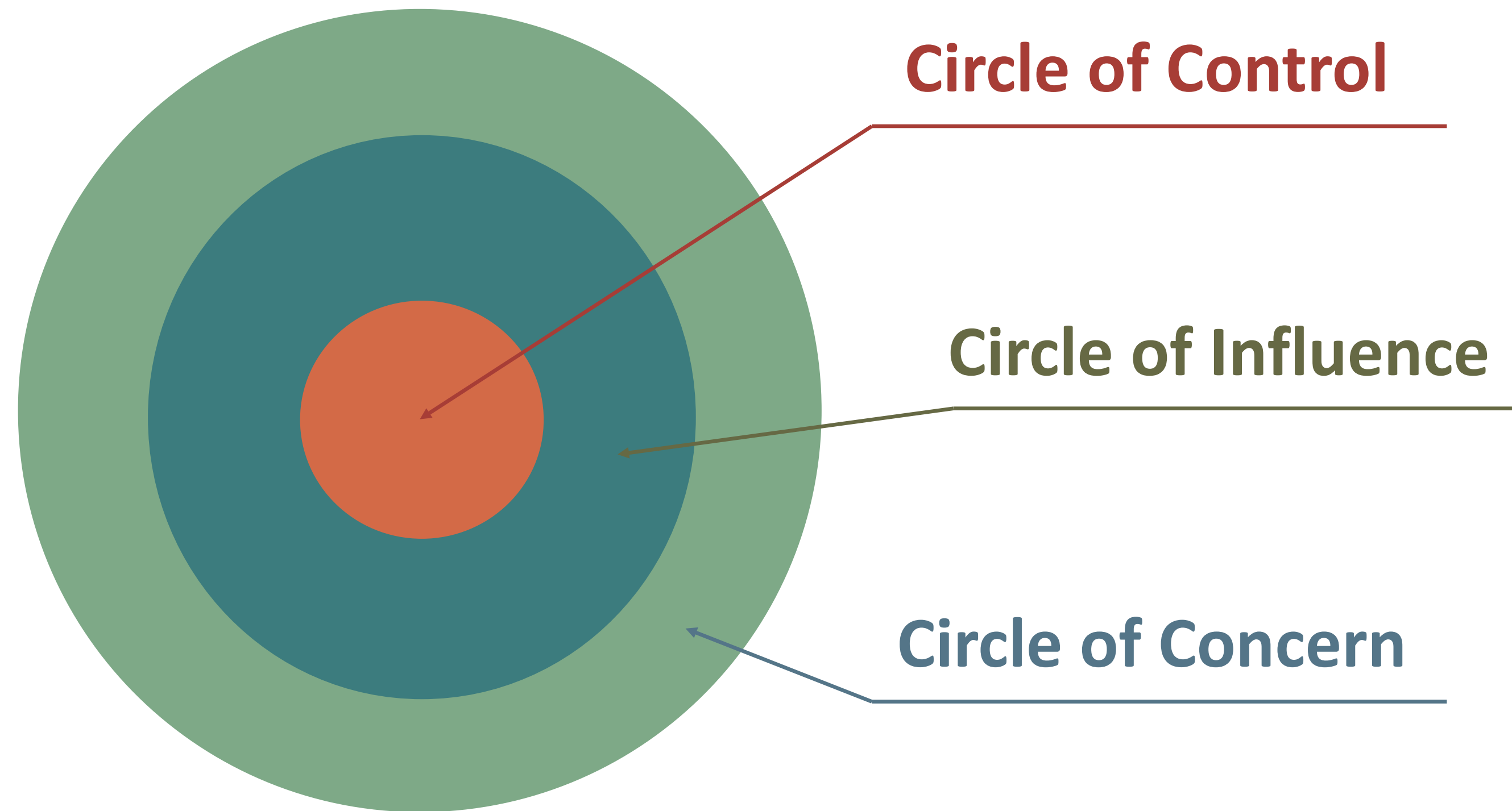
WORKPLACE NEGATIVITY

- Addressing negativity
 - Resist buying in to gossip/politics
 - Try not to overanalyse situations
 - Focus on what you can control
 - Set boundaries
 - Work on creating solutions
 - Kill 'em with kindness!
- Staying positive
 - Practice self-care at work
 - Avoid the negativity
 - Leave work at work
 - Find external support
 - Focusing on the good stuff



CIRCLES OF CONTROL AND INFLUENCE

- We have a limited amount of energy
- Direct it to where we can be most effective



MOTIVATION

What is motivation?

- Initiates, guides and maintains goal-orientated behaviour
- There are differing theories of motivation
- Internal and External motivators
- What motivates us is different for each person
- Motivation can be worn down when our motivators are lacking



BUILDING MOTIVATION

We can work on building our level of motivation

- Having a routine
- SMART/realistic goals
- Breaking big tasks into small chunks
- Training and development to stay interested
- Remind ourselves of achievements we have made
- Remember why we do it





GETTING SUPPORT

Stress and burnout can be overcome with a few strategies.

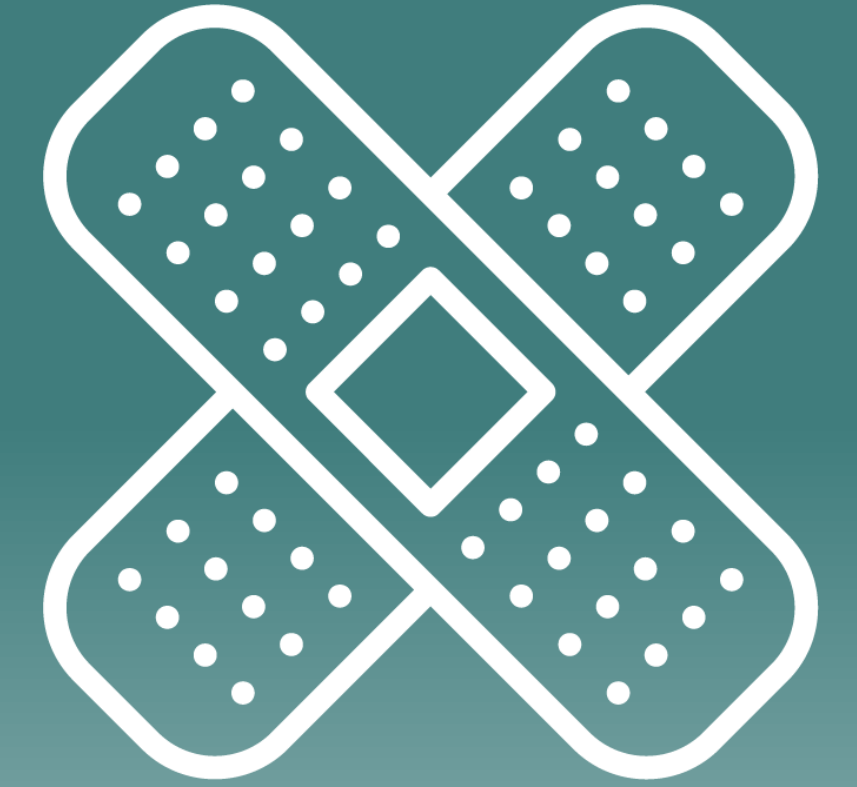
- Reduce the stress
- Increase your capacity to manage the stress
- Reduce the effects of stress on you

Sometimes we might need help to manage our stress

WHAT IS SELF-CARE?

Self-care can be an effective way of managing stress

- Identify your stressors
- Learn how to say “no”
- Express your feelings
- *Make time* for leisure
- Do things you enjoy
- Exercise, sleep, diet
- Connect with others
- Reflect on good stuff
- Go easy on the grog



MORE SELF-CARE

Work related self-care tips

- Keep a routine
- Thin out your to-do-list
- Don't overcommit yourself
- Ask for help before you're swamped
- Control what you can
- Take a breath
- Take a break





BUILDING RESILIENCE

Self-care is a part of building resilience

- Practice self-care/four pillars of mental health
- Accept what you can and can't control
- Reach out in tough times
- Look for meaning and purpose
- Stay motivated

WHERE CAN I FIND HELP?

Practical strategies for getting help:

- There are plenty of options to get help
- Local supports can be accessed face-to-face
- Online resources can be accessed from the privacy of our own home
- Most resources can offer help for ourselves or to help others



- EAP Program
- Local GP
- Psychologist
- Get in touch with me
0437 989 044
- www.headtohealth.gov.au
- www.beyondblue.com.au
- www.yougotthismate.com.au
- www.ramhp.com.au



This presentation has been developed by the Centre for Rural and Remote Mental Health as part of the Rural Adversity Mental Health Program.



Centre for
Rural & Remote
Mental Health



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NSW
GOVERNMENT

HELPFUL CONTACTS

Organisation	Description	Contact
CranaPlus	Provide 24/7 personalised care for remote health workers and their families	1800 805 391
Members Assistance Program (AccessEAP)	Provides 3 free counselling sessions for practice staff in the HNECCPHN region	1800 818 728
NSW Rural Doctor Network	Wellbeing grants to support practitioners, their partners and family	02 4924 8000
Safe Work Australia – Workplace Mental health Resources	Provides a range of information and resources to support business and employees prevent or minimise risks to psychological health	13 10 50
Lifeline	24 hours crisis support and suicide prevention services	13 11 14
Phoenix Australia	Provide trauma related training and program to teach the skills required to provide practical, effective support and treatment	03 9035 5599

HEALTHPATHWAYS

Our Health System

What is HealthPathways?

How to Use HealthPathways

Practice Resources

Digital Health

Electronic Prescribing

How to Access Care During the
Holiday Season

John Hunter Hospital General
Practitioner Liaisons

Medical Practitioners' Health

Central Coast NSW

HealthPathways

Central Coast Health Pathways

Username: centralcoast

Password: 1connect

Hunter New England

COMMUNITY

HEALTHPATHWAYS

Hunter New England
Healthpathways

Username: hnehealth

Password: p1thw1ys

Thank you

