

Staff Stress and Resilience – CE

CHECKLIST

S = Satisfactory **U** = Unsatisfactory **NP** = Not Performed

Step	S	U	NP	Comments
Assessed the health care team member for suicidal or homicidal ideation or thoughts of self-harm. Used an organization-approved standardized tool for suicide assessment.				
Identified the root of the health care team member’s concern.				
Helped the health care team member reflect on the source of his or her negative emotional response.				
Assessed the health care team member’s situation.				
Evaluated the urgency of the health care team member’s concern.				
Determined which self-care tools were used with success and which might be introduced or considered.				
Helped the health care team member reflect on the source of his or her negative emotional response.				
Considered the health care team member’s values and goals.				
Understood that health care team members are often exposed to acute suffering. Created a space that allowed for candid discussion of difficult and challenging cases.				
Recognized that health care team member care should be a holistic interdisciplinary approach with consideration for the health care team and individual and is achieved through effective communication and teamwork.				
Defined self-care as it applied to work and life outside work.				
Created an environment of trust and safety.				
Created an environment that advocated for health care team member needs.				
Self-Care Practices				
Implemented informal practices to promote mindfulness and reflection.				
Used debriefing as a method for sharing insight and receiving guidance.				
Implemented informal mindful practices outside of work.				
Engaged in rituals.				
Engaged in activities that promoted the development of personal resilience.				

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Took actions that nurtured mind, body, and spirit and engaged in self-care. Understood that at times, self-care might require that one need to say no to a request.				
Team Practices				
Promoted open and honest communication within the interdisciplinary team.				
Encouraged burden sharing among health care team members to identify unique differences and skill sets to meet the challenges of a difficult case.				
Created some time and space for breaks to support health care team members where the focus was discussing the emotional impact of difficult patients or situations.				
Encouraged mentorship, if possible, to facilitate open communication.				
Recognized successes and celebrated milestones.				
Scheduled debriefing sessions, as appropriate, to discuss difficult cases and situations. Discussed what might be needed and available for team member support.				
Organization Practices				
Maintained clear and consistent messages highlighting the importance of self-care.				
Provided education about resources and specifically about updates on disasters or pandemics.				
Provided information on the status of a crisis.				
Assessed the need for an EAP consult and sought a consult as appropriate.				

Learner: _____ Signature: _____

Evaluator: _____ Signature: _____

Date: _____