UNDERSTANDING WHAT WELLBEING MEANS TO STAFF WORKING IN PAEDIATRIC INTENSIVE CARE: AN APPRECIATIVE INQUIRY APPROACH

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BACKGROUND

- Staff wellbeing in paediatric intensive care (PIC) is a significant problem globally (Jones et al., 2020; Rodríguez-Rey et al., 2019)
- There is a paucity of research that has been conducted to understand what wellbeing means to staff working in PIC.

FINDINGS

Main Theme

THEME 1

Being nurtured and supported at work

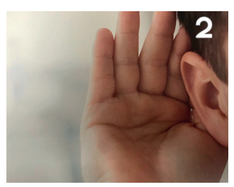
Sub-Themes

Being listened to at work

Being in control at work

'erm I'm going to choose image 4 which is a picture of a tree in somebody's hand. For me it represents the team having me in their hand and it represents erm that you need to be rooted with yourself and your team, erm .and the team provides for me, and by the team I mean the whole wide team, not just the leadership team" (Participant 1017)

'And I thought image twelve, but it's like, I thought like the image was about control and precision, and that wellbeing, I like being... And I thought it was like conducting, and I think actually it feels a little bit like we're conducting at work when we're there, sometimes like quite a big, crazy, chaotic orchestra, and so I think wellbeing for me is when I feel that maybe I've controlled things well and conducted things well' (Participant 1033)



'Image 2, and I think it's about friendship for me, that's what that picture means, the listening ear. Erm and also at work I do feel like when I have problems and I wanna speak to management there's an open-door policy and I'm listened to' (Participant 1021)

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AIM

To examine what wellbeing means to individuals working in paediatric intensive care using an Appreciative Inquiry approach and images (Cooperrider, Whitney, & Stavros, 2008).

METHODS

- Semi structured interviews with 46 nurses and doctors working on a 31-bedded paediatric intensive care unit in the United Kingdom. Of these 39 were female and 7 males; 35 were nurses and 11 doctors
- Interviews were conducted using a qualitative design using Appreciative Inquiry approach
- A set of 24 images were used to help elicit information of what wellbeing means to each staff member and to enable the discussion of how their wellbeing might be improved in the future. The images are generic, including people, animals, objects, and landscapes.

Main Theme

THEME 2

Importance of nature

Sub-Themes

Being active in nature

Being in the present moment

'Image 21 this makes me think of my dog and taking him for a walk and being calm and spending time with him.' (Participant 1025)

' Image 14 it's like a wild field and the scent and the smell and the whistling of the wind through the flowers and the daffodils. Again, this is just brings you right down from your normal day's work, or your normal environment and the silence is beautiful and sometimes the hum of a bee that buzzes through the flowers as it's in search of its nectar and really, really gives you that beautiful feeling of wellbeing' (Participant 1031)

' Image 19 I actually like solitude in wellbeing, wellbeing is about being outdoors, it's about being in nature, it's about vegetation, it's about the sea, it's about the mountains and that is where I would go for rest and relaxation.' (Participant 1028)

Main Theme

THEME 3

Social support independent to work

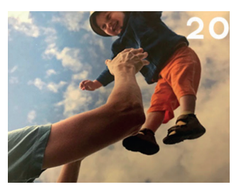
Sub-Themes

Having support independent of work

Spending time with family

'Image 23 I think it looks like a group of friends or family and that represents wellbeing to me just because, I don't know that makes me feel happy and if I'm feeling down and I want to improve my wellbeing I just turn to my friends or my family' (Participant 1024)

'Image 11 it feels like somebody's listening to you if they're holding your hands particularly in that way and I suppose the older hands as well just represents for me would represents my parents which is who I would talk to if I was struggling with anything and they bring me comfort'(Participant 1026)



'Image 20, spending time with loved ones" (Participant 1029)

CONCLUSIONS

- Wellbeing is a broad concept. The use of images can help prompt healthcare professionals to think about what wellbeing means to them.
- Wellbeing for staff working in paediatric intensive care can be restored by spending time with family and friends. Wellbeing at work is reliant upon a healthy, communicative, and collaborative team. By spending time, in nature, away from the work environment, whether active or still, provides the optimal setting to improve and maintain one's wellbeing

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