



Understanding what well-being means to staff working in Paediatric Intensive Care using appreciative enquiry

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Background and aim

Staff wellbeing in Paediatric Intensive care (PIC) is a significant problem highlighted in Jones et al 2020

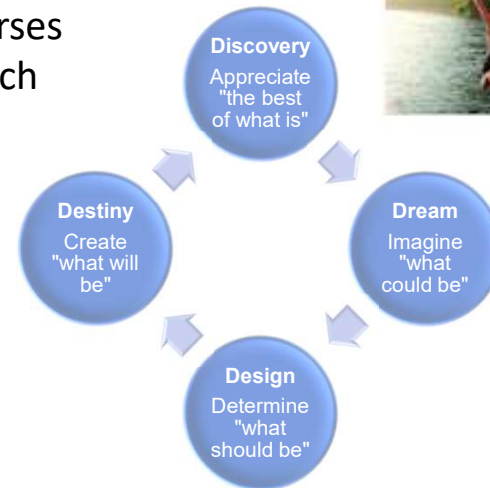
Method

Semi structured interviews with 46 doctors and nurses in a single centre Paediatric intensive care unit. Of these 39 were female, 7 male, 35 nurses and 11 doctors. Interviews were conducted using a qualitative approach using appreciative enquiry approach

A set of 24 generic images were used as part of visual enquiry to elicit information of what well being means to each staff member. This was offered individually or in a group

Results

The most selected images



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Results



Main Theme

THEME 1
Being nurtured and supported at work

Sub-Themes

Being listened to at work
Being in control at work



4 '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)



12 '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)



2 '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)

Main Theme

THEME 2
Importance of nature

Sub-Themes

Being active in nature
Being in the present moment



21 '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)



14 ' 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)



19 ' 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)

Results

Main Theme	
THEME 3	
Social support independent to work	 <p>23 <i>'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)</i></p>
Sub-Themes	
Having support independent of work	 <p>11 <i>'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 represent my parents which is who I would talk to if I was struggling with anything and they bring me comfort' (Participant 1026)</i></p>
Spending time with family	 <p>20 <i>'Image 20, spending time with loved ones' (Participant 1029)</i></p>

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Discussion

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Visual images help staff talk about wellbeing
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Spending time with family and friends outside of work can support or restore staff wellbeing.
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Wellbeing at work needs a communicative team which is nurturing of autonomy.
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Time in nature away from work provides an optimal setting to restore and maintain wellbeing
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Staff feedback from participation allowed recognition the research was an intervention

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Butcher I, Morrison R, Webb S, Duncan H, Shaw R.
Understanding what wellbeing means to medical & nursing staff working in paediatric intensive care: an exploratory qualitative study using appreciative inquiry. BMJ Open 2022;12:e056742. doi:10.1136/bmjopen-2021-056742.

