

CAKE: a recipe for self-care, wellbeing and team building

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Background

Globally, nurses are experiencing high levels of stress, compounded by the current pandemic and there are record numbers of nursing vacancies in the UK. Pressure of work, increased violence and aggression, lack of resources and control and moral distress are reasons cited.

Aim of the study

To co-design an interactive resource, to promote wellbeing and team building in the workplace.

Methods

Using person-centred, participatory research methods including storytelling, there were five phases: creating psychologically safe spaces; sharing stories of practice experiences; reflection and action; resource development; feasibility testing with 17 teams.

Results

Nurses experienced powerlessness, stress, conflict and a lack of respect for personhood. Through storytelling, the group reflected together and were able to plan actions for wellbeing and team-building. CAKE: Caring for self and others; Attending to what's happening; Keeping connected Enabling and empowering. consisting of 8 slices: 'checking-in/out'; creating a shared purpose'; 'ways of working'; storytelling; reflection; action-planning; evaluation; was developed and feasibility tested. Two theme emerged: experiences of CAKE and facilitating CAKE in data analysis. Considered supportive, it was viewed by some as essential in the current pandemic. Facilitators of CAKE identified contextual barriers to implementation and identified the need for further guidance using sub-themes: 'selling it', 'preparing for it', 'doing it' and 'reflecting on it'.

Conclusions and implications

CAKE, an interactive resource for sustainable health of teams is useful in many contexts and has a contribution to the well-being for healthcare workforces. It will be available to share with participants at the conference.