Reflections and Looking Forward

Alison McMullan
DCP-S Chair
“... we are expected to deliver person-centred, evidence based, efficient and effective care by a motivated, well, and well-trained workforce”

Jennifer Borthwick
Head of Psychological Services, NHS Forth Valley
“It’s not rocket science”

Unnamed Clinical Psychologist
NHS Forth Valley
Herzberg's Motivators and Hygiene Factors

motivators

- achievement
- recognition
- work itself
- responsibility
- advancement
- personal growth

'hygiene' (or 'maintenance') factors

<table>
<thead>
<tr>
<th>status</th>
<th>security</th>
<th>relationship with subordinates</th>
</tr>
</thead>
<tbody>
<tr>
<td>personal life</td>
<td>relationship with peers</td>
<td>salary</td>
</tr>
<tr>
<td>work conditions</td>
<td>relationship with supervisor</td>
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<td>company policy and administration</td>
<td>supervision</td>
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Hygiene factors are merely a launch pad - when damaged or undermined we have no platform, but in themselves they do not motivate.
5 keys to a successful Google team

- Dependability
- Structure and Clarity
- Meaning
- Impact
- Psychological Safety
● Management Behaviours
● System Designs
● Communication Patterns
● Operating Values
● Technical Supports
“Since joy in work is a consequence of systems, quality improvement methods and tools have a role in its pursuit.”
CUDDLES FOR CAREGIVERS
Self-Care - Nurse Decrease Stress

 Calling all Nurses

Need to Relieve Stress?
When all else fails, let your hands cuddle a pet!

A pet is waiting to help decrease your stress!
Come Join Us!

When: First and Third Wednesdays from 11am-1pm
Where: The Nursing Patio (If weather is cold, it will be in the Hallway)