

# Promoting Wellbeing

Training for nurses and allied healthcare professionals  
working in primary care

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# Learning objectives

By the end of this session you will:

- Understand the factors which contribute to wellbeing
- Know how wellbeing can be measured
- Be aware of the steps to maintain wellbeing
- Understand how stress can affect wellbeing
- Recognise stress
- Be able to proactively help maintain wellbeing



**What is wellbeing?**



# Terms used for wellbeing

## What term do you use?

- Good health
- Health
- Wellness
- Healthiness
- Robustness
- Soundness

Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity (WHO 1948, 2020)<sup>1</sup>



# What is wellbeing?


- Feeling good and functioning well
- Includes experience of life and a judgment of circumstances compared with social standards and ideals

## **Subjective wellbeing**

- life satisfaction (evaluation)
- positive emotions (hedonic)
- whether life is meaningful (eudemonic)

## **Objective wellbeing**

- adequate food
- physical health
- education
- safety



## The factors which contribute to wellbeing



# The factors which contribute to wellbeing

The National Wellness Institute cultivated a model of wellness that stresses the need for people to be proactive in enhancing and maintaining their health<sup>1</sup>. It includes six dimensions of health:

- Social
- Intellectual
- Emotional
- Occupational
- Spiritual
- Physical

Environmental health is regularly added to these by other academics to make a list of seven dimensions



# Social dimension

## Defined as:

- Relating to and connecting with other people
- Establishing and maintaining positive relationships with family, friends and work colleagues

## Points to consider:

- It is not being alone but being without some definite needed relationship or set of relationships that causes loneliness<sup>1</sup>
- Social support increases resilience and promotes recovery from illness<sup>2</sup>
- (Resilience is a person's capacity to handle pressure and bounce back from adversity or their capability to persist and adjust when faced with challenges)<sup>3</sup>
- Lack of social networks can affect mortality in the same way as clinical risks such as smoking, excessive alcohol consumption, obesity, raised cholesterol and hypertension<sup>4</sup> and can lead to mental and physical health problems<sup>1</sup>
- Having a mental health problem can increase the chances of feeling lonely<sup>5</sup>
- It is more difficult to be happy if a person compares themselves to others and focuses on their weaknesses. Wellbeing is improved when a person accepts themselves for what they are and are kinder to themselves when things go wrong





# Intellectual dimension

## Defined as:

- The development of new skills
- Consideration of innovative ideas and experiences
- The application of learning to everyday life

## Points to consider:

- Learning gives direction to people's lives<sup>1</sup>
- It reduces the risk of developing depression and can lead to increased self-confidence, optimism, and self-esteem<sup>2</sup>
- Choosing ambitious but realistic goals gives people direction and brings a sense of accomplishment and satisfaction when they achieve them



# Emotional dimension

## Defined as:

- The understanding of one's self
- The ability to cope with life's challenges
- The acknowledgement and sharing of feelings in a productive manner

## Points to consider:

- Regularly experiencing positive emotions helps a person to cope in difficult situations, as does focusing on the good aspects of a situation
- Several experts have agreed that humans have four basic emotions, fear, anger, joy, and sadness<sup>1</sup>
- There is disagreement amongst specialists, and the number of basic emotions proposed range from two to eleven<sup>2</sup>



# Deeper emotions

Primary emotion	Secondary emotion	Tertiary emotions
Love	Affection	Adoration, affection, love, fondness, liking, attraction, caring, tenderness, compassion, sentimentality
	Lust	Arousal, desire, lust, passion, infatuation
	Longing	Longing
Joy	Cheerfulness	Amusement, bliss, cheerfulness, gaiety, glee, jolliness, joviality, joy, delight, enjoyment, gladness, happiness, jubilation, elation, satisfaction, ecstasy, euphoria
	Zest	Enthusiasm, zeal, zest, excitement, thrill, exhilaration
	Contentment	Contentment, pleasure
	Pride	Pride, triumph
	Optimism	Eagerness, hope, optimism
	Enthrallment	Enthrallment, rapture
	Relief	Relief
Surprise	Surprise	Amazement, surprise, astonishment
Anger	Irritation	Aggravation, irritation, agitation, annoyance, grouchiness, grumpiness
	Exasperation	Exasperation, frustration
	Rage	Anger, rage, outrage, fury, wrath, hostility, ferocity, bitterness, hate, loathing, scorn, spite, vengefulness, dislike, resentment
	Disgust	Disgust, revulsion, contempt
	Envy	Envy, jealousy
	Torment	Torment
Sadness	Suffering	Agony, suffering, hurt, anguish
	Sadness	Depression, despair, hopelessness, gloom, glumness, sadness, unhappiness, grief, sorrow, woe, misery, melancholy
	Disappointment	Dismay, disappointment, displeasure
	Shame	Guilt, shame, regret, remorse
	Neglect	Alienation, isolation, neglect, loneliness, rejection, homesickness, defeat, dejection, insecurity, embarrassment, humiliation, insult
	Sympathy	Pity, sympathy
Fear	Horror	Alarm, shock, fear, fright, horror, terror, panic, hysteria, mortification
	Nervousness	Anxiety, nervousness, tenseness, uneasiness, apprehension, worry, distress, dread



# Occupational dimension

## Defined as:

- The capacity to get personal satisfaction from work (or other meaningful activity) while maintaining a positive work/life balance

## Points to consider:

- Wellbeing is achieved through people's meaningful participation in daily life<sup>1</sup>
- A lack of occupational opportunity has been associated with lower subjective experiences of wellbeing<sup>2</sup>
- To build value and community in their world, people arrange their occupational lives in patterned ways to meet their occupational needs<sup>3</sup>



# Spiritual dimension

## Defined as:

- The recognition of meaning and purpose in life
- It involves living consistently with one's values and opinions and being tolerant of the beliefs of others

## Points to consider:

- It refers to the way individuals experience their connectedness to the moment, to self, to others, to nature, and to the significant or sacred<sup>1</sup>
- Spirituality does not have to be tied to any particular religious belief or tradition<sup>2</sup>
- People's spiritual views and practices can affect the way they understand health and the strategies they use to cope with illness, their resilience, resources and sense of support and overall health outcomes<sup>3</sup>



# Physical dimension

## Defined as:

- The ability to maintain a healthy quality of life by avoiding excessive fatigue or physical stress, and recognising which behaviours have an impact on wellness

## Points to consider:

- As physical health is the most obvious dimension of health it tends to be the most generally used index to assess the wellbeing of individuals<sup>1</sup>
- In terms of wellbeing, people in England consider physical health to be the most important<sup>2</sup>



# Environmental dimension

## Defined as:

- The acknowledgement of the responsibility for the quality of surroundings or conditions in which a person lives or works in
- The way that these conditions influence how they feel or how effectively they can work

## Points to consider:

- The wider determinants of environmental health include<sup>1</sup>:
  - food safety
  - housing standards
  - health and safety
  - air quality
  - noise
  - environment issues generally



# Benefits of good wellbeing

According to the Department of Health<sup>1</sup>:

- years added to life
- improved recovery from illness
- positive health behaviours in adults and children
- enhanced wellbeing and mental health of close family and friends
- staff and health care providers work more effectively
- better-quality decisions about patient care practises, treatment and costs
- clearer decisions about local services
- reduced healthcare burden





## Measuring wellbeing



# The Warwick-Edinburgh Mental Wellbeing Scale

- The Warwick-Edinburgh Mental Wellbeing Scale or WEMWBS<sup>1</sup> is a scale which is often used by scientists and psychologists to measure wellbeing
- There is also a shorter seven question version (SWEMWBS)
- Both versions are free to use but are copyrighted to NHS Health Scotland and the Universities of Warwick and Edinburgh
- To use register on their website:  
<https://warwick.ac.uk/fac/sci/med/research/platform/wemwbs/using>



# The Warwick-Edinburgh Mental Wellbeing Scale

To get the person's wellbeing score, ask them to go through the statements and tick the box that best describes their thoughts and feelings over the last two weeks

- None of the time (1 point)
- Rarely (2 points)
- Some of the time (3 points)
- Often (4 points)
- All of the time (5 points)

1. I've been feeling optimistic about the future
2. I've been feeling useful
3. I've been feeling relaxed
4. I've been feeling interested in other people
5. I've had energy to spare
6. I've been dealing with problems well
7. I've been thinking clearly
8. I've been feeling good about myself
9. I've been feeling close to other people
10. I've been feeling confident
11. I've been able to make up my own mind about things
12. I've been feeling loved
13. I've been interested in new things
14. I've been feeling cheerful

Add up the scores: Most people have a score between 41 and 59



# Steps to maintain wellbeing





# Steps to maintain wellbeing

## The Foresight's five fruit and vegetables a day:

- Connect
- Be active
- Take notice
- Keep learning
- Give



# Steps to maintain wellbeing

## Ten keys to happier living

These first five keys (GREAT) are about the way people interact with the outside world in their daily activities. The second five keys (DREAM) come from inside the person and depend on their attitude to life

- **G**iving – Do things for others
- **R**elating – Connect with people
- **E**xercising – Take care of your body
- **A**wareness – Live life mindfully
- **T**rying out – Keep learning new things
  
- **D**irection – Have goals to look forward to
- **R**esilience – Find ways to bounce back
- **E**motion – Take a positive approach
- **A**cceptance – Be comfortable with who you are
- **M**eaning – Be part of something bigger

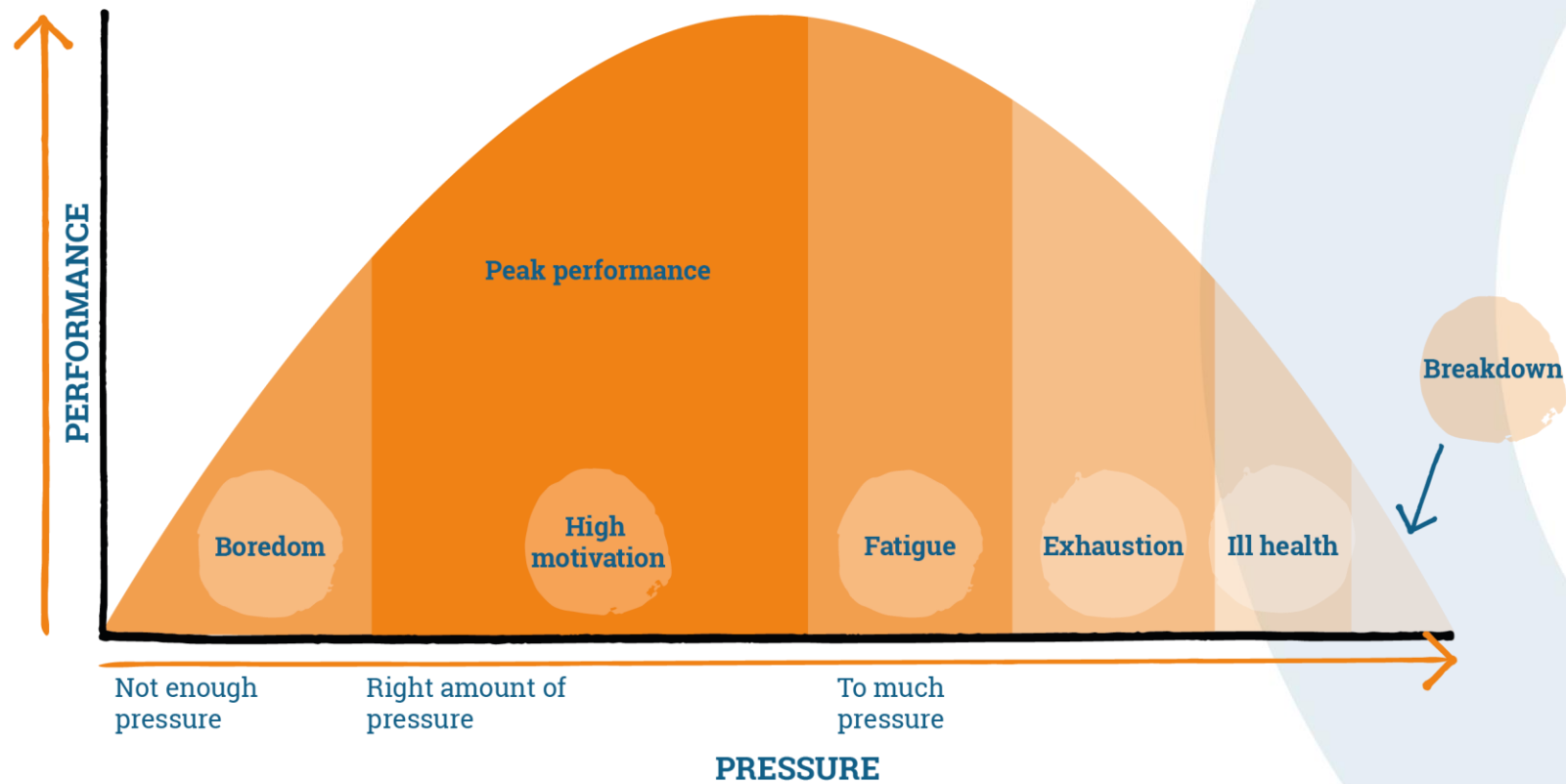
How do these  
relate to the  
seven  
dimensions?



## How stress can affect wellbeing



# Stress



Adapted from Nixon P. (1979) Practitioner





# What are the signs and symptoms of stress?

Affects feelings, thoughts, behaviour, physical

## Feelings

Moodiness  
Irritability or short temper  
Agitation, inability to relax  
Feeling overwhelmed  
Sense of loneliness and isolation  
General unhappiness

## Thoughts

Memory problems  
Inability to concentrate  
Poor judgement  
Seeing only the negative  
Anxious or racing thoughts

## Behaviour

Eating more or less  
Sleeping too much or too little  
Withdrawal  
Procrastinating or neglecting responsibilities  
Use of alcohol, cigarettes or drugs for relaxation  
Nervous habits (e.g. nail biting, pacing)

## Physical

Aches and pains  
Diarrhoea or constipation  
Nausea, dizziness  
Chest pain, rapid heartbeat  
Loss of libido  
Frequent colds



## Questions that may pick up symptoms of stress

- Are you able to sleep properly without any worries going through your mind?
- Do you feel impatient or irritable at minor problems?
- Is concentrating difficult due to worrying about things?
- Is making a decision difficult?
- Are you drinking or smoking more?
- Are you not enjoying food so much?
- Do you feel unable to relax because you feel that something always needs to be done?
- Do you feel tense, nauseated or sweaty?
- Do you have a 'knot' in your stomach a dry mouth or a thumping heart?



**Maintaining wellbeing**



# Maintain wellbeing

## Healthy lifestyle habits

- Check caffeine intake
- Encourage to eat healthily
- Promote regular exercise
- Advise on sleep hygiene
- Give support with addictions

## Self-help exercises

- Worry time
- Relaxation exercises
- Meditation
- Mindfulness
- Time outs and leisure
- Money management
- Be assertive
- Problem-solving
- Change thinking
- Wellbeing plan



# Worry time

## Planning

- Make a list of the tasks that need to be dealt with the next day
- Timetable the tasks into the day
- Identify any areas where assistance may be required
- Identify the source of help and timetable this into the day

## Identifying worries

- Write down all your worries onto a blank sheet of paper, do not think about them, just list them
- Then look through your list and put a line through any worries that are not really yours (e.g. two friends who are not getting on and this is worrying you). These are not your worries
- Choose one of your remaining worries and do one thing about that single issue. Even if the step taken is a small one, something has been done rather than just worrying
- Plan your next assigned worry time



# Relaxation

1. Relaxation exercises - releasing tension in the body and clearing thoughts helps the person to deal with any issues
2. Meditation - focuses and quietens the mind, eventually reaching a higher level of awareness and inner calm
3. Mindfulness - can help change the way a person thinks and feels about stress. It is a combination of meditation, breathing techniques and paying attention to the present moment.

Ways to practice mindfulness include:

- following everyday mindful practices
- virtual applications
- online courses
- formal group courses



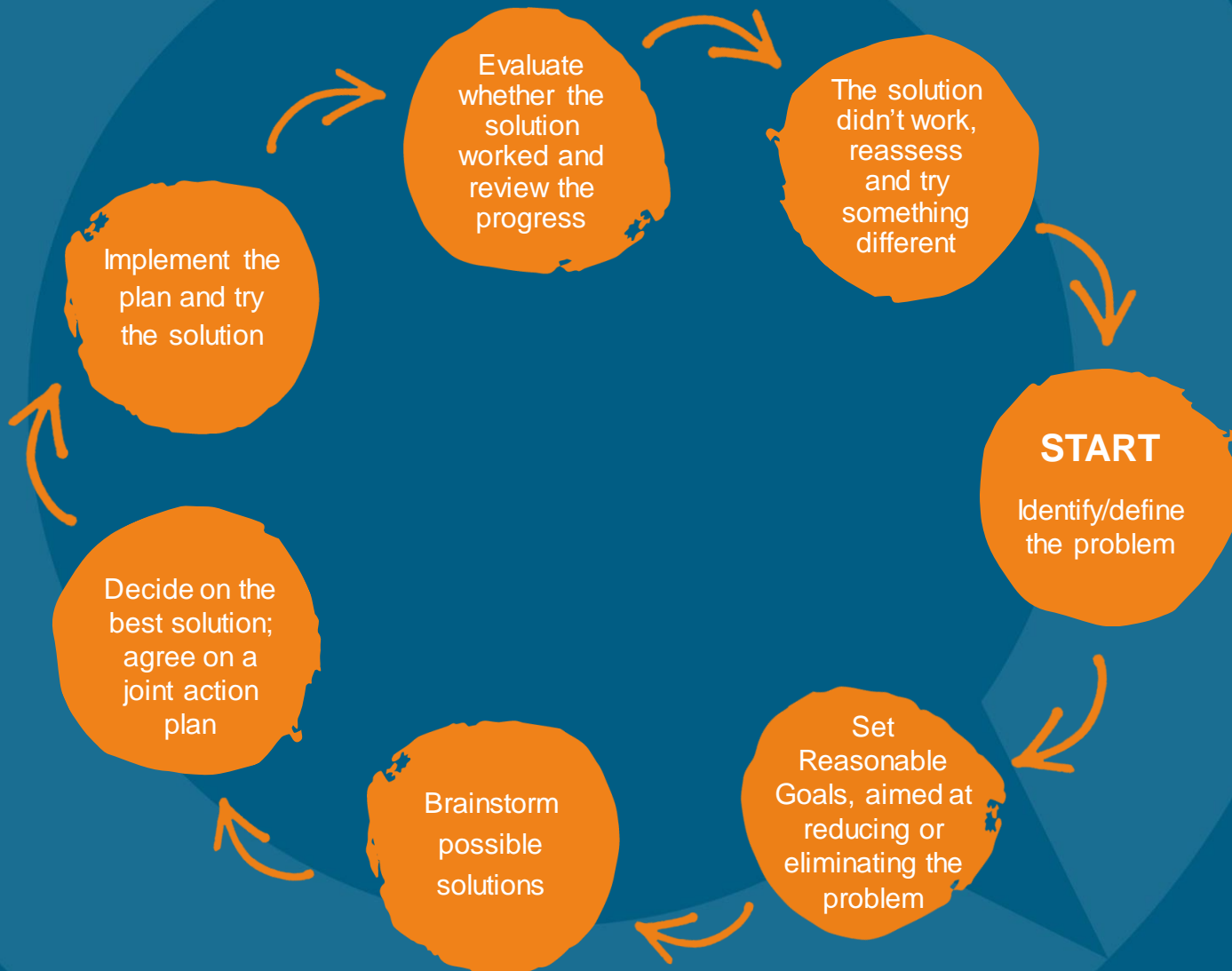
# Being assertive

Stress is often present when a person is unable to assert their opinion or view. This can lead to overwork, performing inappropriate tasks or being in situations which are uncomfortable. These circumstances can be in the home or the workplace

- Be a non-judgemental confidant to provide support
- The options open will depend on the situation
- It is advisable to try and sort the problem out directly with the person involved, but this is not always possible. Here are a few helpful organisations:
  - **Advisory, Conciliation and Arbitration Service** (ACAS for employment issues)  
Helpline: 08457 47 47 47 [www.acas.org.uk/index.aspx?articleid=797](http://www.acas.org.uk/index.aspx?articleid=797)
  - **Relate** (relationship counselling)  
[www.relate.org.uk](http://www.relate.org.uk)
  - **Citizen's Advice Bureau**  
[www.citizensadvice.org.uk/index/getadvice.htm](http://www.citizensadvice.org.uk/index/getadvice.htm)
  - **Links to information regarding assertiveness skills**  
[www.moodjuice.scot.nhs.uk/Assertiveness.asp](http://www.moodjuice.scot.nhs.uk/Assertiveness.asp)



# Problem solving







# Help people to change their thinking

Wellbeing is more likely to be maintained when people:

- look at things more positively
- see problems as opportunities
- refute negative thoughts
- keep a sense of humour

This does not come naturally to everyone but can be learnt



# NHS Staff Support

Now more than ever, you deserve a comprehensive package of emotional, psychological and practical support.

See a range of guides, apps and events to support the wellbeing of you and your team

[www.england.nhs.uk/people](https://www.england.nhs.uk/people)

[Lancashire and South Cumbria Resilience Hub  
\(lscresiliencehub.nhs.uk\)](https://lscresiliencehub.nhs.uk)

[www.lsccthub.co.uk/health-and-wellbeing/](https://www.lsccthub.co.uk/health-and-wellbeing/)

<https://www.nwthubs.co.uk/>



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TRAINING HUB