

Enhancing **Resilience** and **Well-Being** in Healthcare Professionals

A Comprehensive Study on the Impact of Resilience Programs



DEVELOPED BY

ignite  **purpose**

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Contents

Introduction	3
• Overview of Ignite Purpose	
• Founder's Story and Motivation	
• Values and Five-Year Vision	
• Key Achievements	
Executive Summary	7
Literature Review and Needs Assessment	9
Introduction to the Resilience Programs	14
• Purpose of the Program	
• Goals and Objectives	
• Program Structure	
• Tailored Programs	
• Hypothesised Benefits for Participants	
Research Methodology	18
• Detailed Description of the Research Design	
• Use of the Connor-Davidson Resilience Scale (CD-RISC)	
• Anonymity and Cohort Analysis	
Beta Programs and Preliminary Results	21
• Introduction to the Beta Programs	
• Preliminary Results and Suggested Trends	
• Supplementary Assessments	
• Testimonials and Feedback from Participants	
Ongoing and Future Research	29
• Plans for Future Cohorts and Continued Research	
• Future Goals	
Participation Invite	32
• Benefits for Participants	
• How to Participate	
Conclusion	35
Appendices	37
References	53



Introduction

Overview of Ignite Purpose

Ignite Purpose is a global consulting and coaching firm focused on enhancing workplace performance and well-being through a human-centric approach. Founded in August 2012 by Christina Foxwell, the organisation prioritises individual growth, purpose, and connection. By aligning personal development with organisational goals, Ignite Purpose creates environments where people can thrive both personally and professionally.

The company provides leadership training, HR consulting, performance management, and media marketing services to foster personal growth and connection within workplace cultures. With over 23,000 coaching hours and more than 6,000 individuals coached, Ignite Purpose boasts extensive experience and expertise. Operating globally with teams in Australia, Canada, the Philippines, South Africa, the United Kingdom, and the United States, the firm has made a significant impact on organisational transformation worldwide.

Founder's Story and Motivation

Christina Foxwell, founder of Ignite Purpose, is a distinguished human resources and organisational transformation expert. Her career in Human Capital began in 1999, focusing on recruitment. However, she quickly recognised the importance of fostering collaborative and psychologically safe work environments. This insight guided her through roles at Achieve Global and SPIN Selling (now part of Korn Ferry), where she consulted on transformative solutions and led consulting functions to develop tailored strategies and impactful outcomes.

In 2012, driven by the challenge of ensuring sustainable behavioural change, Christina established Ignite Purpose. Under her leadership, Ignite Purpose has become a pioneering force in promoting psychological safety and profound cultural transformation within organisations.

Christina's approach involves deep engagement with organisational dynamics and individual behaviours. For instance, at NewsCorp, she coached over 90 leaders monthly for two years, guiding them through significant organisational realignment and addressing the psychological impacts of change. Her comprehensive programs, featuring self-reflection, group sessions, leader-led forums, and individual coaching, have consistently empowered leaders to foster safer, more resilient teams.

Over the past 12 years, Christina's work has spanned various sectors, including healthcare, where she has tackled systemic issues such as fear and bullying. Her interventions have revitalised organisations by fostering alignment, enhancing transparent communication, and promoting honest feedback.

A key element of Christina's methodology is the HIVE narrative, which emphasises thriving in supportive collectives that recognise individual growth. This narrative has been instrumental in transforming challenging environments into nurturing ones, especially in cases of workplace bullying.

Christina's global impact includes delivering programs that build lasting capabilities in leadership and culture transformation. Her engagements have influenced organisations across Africa, the UK, Australia, and New Zealand. Clients like Abbott, GSK, and Novartis have benefited from her expertise.

A passionate advocate for aligning business strategies with human capital, Christina believes strategic success is intrinsically linked to the effective integration and motivation of people within organisations. Her work continues to refine Ignite Purpose's practices and programs, navigating the complexities of people and culture to create psychologically safe environments. Her efforts resolve immediate organisational challenges and lay the groundwork for sustainable growth and high performance across diverse sectors.

Christina's journey is one of profound resilience. Twice surviving suicide, she channels her experiences into helping others find safer spaces to grow. Despite severe hardships, including childhood sexual abuse, rejection, racism, domestic violence, and infidelity, Christina has made resilience a way of life. Through Ignite Purpose, she supports others on their journey, fostering purpose and making a difference in people's lives every day.

Company Values

At Ignite Purpose, building a culture of HIVE Performance is central to our global practice. We encourage personal development, compassionate leadership, and fostering a community where everyone can thrive together. Our core values guide our actions and interactions, ensuring integrity and support.

- **Be Brave:** We show up and engage fully in the moment, striving for excellence, confronting fears head-on, taking on new challenges, and valuing every experience.
- **Be a Learner:** We see every experience as an opportunity for growth, welcome innovation, give and receive honest feedback, and commit to continuous personal and professional development.
- **Be Kind:** We prioritise kindness in all interactions, focus on self-love, overcome self-judgment, avoid blaming and shaming, and show kindness without expecting anything in return.
- **Be Accountable:** We follow through on commitments, deliver on agreed outcomes, take ownership of our learning and growth, stay accountable, and meet deadlines.
- **Be Together:** We leverage our strengths, embrace partnerships, connect with, respect, and engage others, and foster a collective responsibility to be better together.

Five-Year Vision

Ignite Purpose envisions a global community of consultants leading the way in creating collaborative, high-performance cultures. Over the next five years, our goals include:

- **Disrupting Traditional Cultural Growth Methods:** Achieving results through innovation and learning.
- **Fostering Connected Workplaces:** Shifting from fear-based cultures to those promoting connection and psychological safety.
- **Expanding Global Reach:** Extending our impact to new regions beyond our current presence.
- **Creating Sustainable Success:** Aligning personal growth with performance expectations for long-term success.
- **Advocating for Mental Health and Well-being:** Championing mental health initiatives and resilience training within workplaces.

Key Achievements

- **Global Reach:** Operates in multiple countries, including Australia, Canada, the Philippines, South Africa, the United Kingdom, and the United States.
- **Extensive Experience:** Over 23,000 coaching hours, positively impacting over 6,000 individuals.
- **Client Success:** Proven track record with Abbott, Smith and Nephew, Aspen Medical, and Sydney North Health Network Primary Health Care.
- **Innovative Programs:** Offers various programs, such as Grow Me (EQ and PQ), Leading and Influencing Others (Leadership Programs), Better Together (Executive & Team Alignment Programs Impacting Culture), and High-Performance Programs. All programs are underpinned with coaching.
- **Holistic Approach:** Emphasises collaboration and synergy through the "Better Together" philosophy, fostering environments where individuals and teams excel together.

Executive Summary

Introduction to the Research Study

This report presents the findings from a comprehensive study of the Resilience Programs developed by Ignite Purpose. These programs enhance resilience and well-being among healthcare professionals by equipping them with tools to manage stress, prevent burnout, and maintain a healthy approach to work-life balance. The research team, led by Christina Foxwell and supported by Dr. Keri Thomas, Elaina Mullery, Lauren Brierley, and Tami Olivera, aimed to evaluate the effectiveness of these programs in real-world settings.

Key Findings

- **Increased Resilience:** Participants showed a significant improvement in resilience scores, with an average increase of 11.29 points on the Connor-Davidson Resilience Scale (CD-RISC).
- **Improved Mental Health:** Qualitative feedback indicated that participants experienced enhanced emotional well-being, better coping mechanisms, and reduced symptoms of stress and burnout.
- **Professional Satisfaction:** The program contributed to higher job satisfaction and professional fulfilment by helping participants manage work-related stress and build supportive relationships.
- **Tailored Impact:** The tailored programs for different groups—doctors, nurses, and medical students—effectively addressed their specific challenges and needs, leading to meaningful improvements in resilience and overall well-being.

Conclusion

The Resilient Programs developed by Ignite Purpose have demonstrated significant positive impacts on the resilience and mental health of healthcare professionals. By addressing the unique challenges faced by this high-stress profession, the programs have not only improved individual well-being but also contributed to better patient care and more supportive work environments. Ongoing research and refinement of these programs will continue to enhance their effectiveness and reach.

Participation Invite

Healthcare professionals are invited to join the Resilience Programs to experience these transformative benefits. By participating, individuals can enhance their resilience, improve their mental well-being, and contribute to creating a more supportive and resilient healthcare environment. For more information and to participate, please visit our website or contact our program coordinator.



Literature Review and Needs Assessment

Review of Existing Research

Resilience programs are increasingly recognised as essential for addressing medical professionals' psychological challenges. Key findings from global studies highlight the critical need for these programs to enhance healthcare workers' mental well-being and performance.

Global Studies on Resilience in Healthcare

- **United Kingdom:**
 - Study by McKinley et al. (2020): This study found that 31.5% of UK doctors experienced high burnout, particularly in emergency medicine and general practice. The research indicated that doctors with higher resilience scores exhibited lower levels of burnout and secondary traumatic stress, emphasising the importance of resilience training in reducing psychological distress.
- **India:**
 - Research by Mathew et al. (2022): During the COVID-19 pandemic, this study revealed that 69% of resident doctors in Kerala experienced depression, and 59.5% suffered from anxiety. Higher resilience levels were inversely correlated with these psychological issues, underscoring the role of resilience in mitigating mental health challenges during crises.
- **Systematic Reviews:**
 - BMC Health Services Research (2020): A review identified key areas for building resilience in health systems, including crisis resilience, social resilience, and everyday resilience.
 - BMJ Open (2020): Another review found that resilience training programs incorporating Cognitive Behavioural Therapy (CBT) and mindfulness significantly improved coping skills, self-efficacy, and emotional regulation among healthcare professionals.
- **North America:**
 - BMC Medical Education (2020): This systematic review reported that resilience curricula in medical education effectively enhanced coping skills and emotional regulation among medical students and residents, supporting the integration of resilience training into medical education

Identified Needs in the Medical Profession

Australia

In Australia, high rates of burnout and mental health issues are prevalent in the medical profession due to its inherently high-stress nature. This leads to significant mental health challenges such as burnout, depression, and anxiety. Studies have shown:

- **Burnout and Psychological Distress During COVID-19:**
 - Dobson et al. (2021): Moderate to severe burnout was reported by 70.9% of healthcare workers surveyed. Additionally, 59.8% reported mild to severe anxiety, and 57.3% reported mild to severe depression.
- **Stressors and Protective Factors Among Regional and Metropolitan Australian Medical Doctors:**
 - Clough et al. (2020): Over 50% of doctors reported burnout on one or more dimensions of the burnout scale. Significant predictors included being female, working late, and work-family conflict.
- **Burnout in Rehabilitation Medicine Trainees:**
 - Ponsford et al. (2023): 54.6% of surveyed rehabilitation medicine trainees reported experiencing burnout. Job stress and a hectic/chaotic work atmosphere were significant associated factors.
- **Psychosocial Distress Among Frontline Healthcare Workers During COVID-19:**
 - Smallwood et al. (2021): Moderate to severe burnout was reported by 70.9% of respondents. Additionally, 59.8% reported mild to severe anxiety, and 57.3% reported mild to severe depression.
- **Burnout Among After-Hours Home Visit Doctors:**
 - Ifediora (2016): 19.8% reported high levels of burnout, while 23.4% reported medium levels. A high perception of personal accomplishments was inversely related to burnout.

South Africa

Similar studies in South Africa have shown:

- **Stress among Medical Doctors in Public Hospitals in Ngaka Modiri Molema District:**
 - Govender et al. (2012): 51% of doctors were found to be stressed; 27% were highly stressed. This rate is significantly higher than the general working population's average of 18%.
- **Burnout and Job Satisfaction Among Registered Nurses at an Academic Hospital in Johannesburg:**
 - Bruce & Sangweni (2022): 75.8% of nurses reported moderate to high levels of emotional exhaustion, and 71.5% reported high levels of depersonalisation. Despite burnout, 77% reported high levels of personal accomplishment.
- **Burnout Among Nurses at a Psychiatric Hospital in the Western Cape:**
 - Tununu & Martin (2020): Most nurses experienced low emotional exhaustion, depersonalisation, and high personal accomplishment. However, higher emotional exhaustion was reported among enrolled nursing assistants than among advanced psychiatric nurses and professional registered nurses.
- **Burnout Among Medical Doctors in Gqeberha During COVID-19:**
 - Khan et al. (2023): 78% of doctors reported burnout. Significant associations were found between burnout and job stress factors such as conflict at work, role ambiguity, job satisfaction, and support at work.

Impact on Patient Care

The mental health and resilience of healthcare professionals directly affect the quality of patient care. Burnout and stress can impair clinical judgment, reduce attention to detail, and increase the likelihood of medical errors. This highlights the need for resilience training to maintain high standards of care.

Work Environment and Systemic Stressors

Healthcare environments often involve long hours, high patient loads, and administrative tasks, increasing stress levels. Enhancing resilience can help practitioners better manage these stressors, reducing burnout and its negative impact on healthcare delivery.

Suicide Rates Among Medical Professionals Due to Burnout and Mental Stress in the UK, Australia, and South Africa

United Kingdom

- **Burnout and Suicide Among Physicians During Times of Stress:** This study underscores that burnout can lead to depression and, subsequently, to suicide among physicians. The COVID-19 pandemic has exacerbated burnout factors such as increased workload and isolation, highlighting the need for effective strategies to combat burnout and protect healthcare workers from suicide (Moukaddam et al., 2020).

Australia

- **Association of Physician Burnout With Suicidal Ideation and Medical Errors:** The study found that each standard deviation increase in burnout was associated with an 85% increase in the odds of suicidal ideation among physicians. After adjusting for depression, burnout was no longer significantly associated with suicidal ideation, suggesting that depression mediates the relationship between burnout and suicidal thoughts (Menon et al., 2020).
- **Australia Needs to Implement a National Health Strategy for Doctors:** The article highlights that rates of burnout, anxiety, depression, suicidal ideation, and completed suicide are higher among doctors compared to the general population. There is a call for urgent and novel interventions to address psychological distress and prevent suicide among medical professionals (Wijeratne et al., 2022).
- **Letter to the Editor Regarding 'Is Burnout Simply a Stress Reaction?':** The study indicates that burnout may lead to medical errors and potentially contribute to suicidal ideation among healthcare professionals. Burnout and depression have overlapping symptoms, but burnout independently contributes to medical errors, which can indirectly impact mental health and increase suicide risk (Young et al., 2022).

South Africa

- **Burnout in the Workplace:** This article discusses the impact of burnout on mental and physical health, emphasising that burnout has reached epidemic proportions. It suggests that current South African legislation does not sufficiently protect employees regarding mental illness caused by burnout, implying a potential increase in mental health issues, including suicidal tendencies, among healthcare professionals (Calitz, 2022).



Practical Implications of Resilience in Various Medical Fields

Emergency Medicine Practitioners:

Practitioners in emergency medicine face acute, high-pressure situations. Resilience training helps manage stress, maintain decision-making clarity, and recover quickly from critical incidents. Programs focusing on rapid stress management techniques and emotional regulation are particularly beneficial.

General Practitioners:

General practitioners manage long-term patient relationships and diverse health issues, which can be emotionally draining. Resilience programs help develop long-term coping mechanisms and work-life balance strategies, supporting sustained professional satisfaction and effectiveness.

Resident Doctors:

Residents face long hours and high expectations. Tailored resilience programs provide mentorship, structured debriefings, and resilience-building workshops, which are crucial for managing the intense demands of medical training and early career challenges.

Nurses:

Nurses experience high stress and burnout levels. Resilience training for nurses focuses on building emotional resilience, developing strong support networks, and learning practical stress reduction techniques. This support is vital for maintaining a positive work environment and ensuring high-quality patient care.

Allied Health Professionals:

Allied health professionals, including physiotherapists, occupational therapists, speech pathologists, and others, also face significant stress and burnout due to high patient loads, administrative demands, and the emotional toll of patient care. Resilience training for these professionals focuses on stress management, effective communication, and developing supportive peer networks. Programs tailored for allied health professionals help them maintain a balanced work-life dynamic, enhance job satisfaction, and ensure sustained high-quality patient care.

Introduction to the Program

Purpose of the Program

The Resilience Program developed by Ignite Purpose aim to address the escalating pressures and mental health challenges inherent in the healthcare industry, particularly among medical professionals such as doctors and nurses. The primary purpose of these programs is to equip healthcare workers with the tools and strategies necessary to build resilience, manage stress, prevent burnout, and maintain a healthy work-life balance. By fostering a resilient mindset, these programs seek to enhance the overall quality of patient care and create a supportive and sustainable healthcare environment.

Goals and Objectives

Goals:

- Enhance the mental health and emotional well-being of healthcare professionals.
- Reduce burnout and emotional exhaustion among healthcare workers.
- Improve patient care by ensuring healthcare professionals are mentally fit, focused, and capable of delivering compassionate and effective medical services.
- Promote professional satisfaction and career longevity by fostering a supportive and empowering work environment.

Objectives:

- Assess baseline resilience levels using the Connor-Davidson Resilience Scale (CD-RISC).
- Implement structured resilience training, including mental fitness practices, mindfulness exercises, and positive psychology techniques.
- Monitor and evaluate progress through regular assessments and qualitative data collection.
- Create supportive communities where medical professionals can share experiences, provide mutual support, and continue practising resilience strategies post-program.
- Contribute to research on resilience in healthcare, identifying best practices and effective interventions for global application.

Program Structure

The Resilience Programs are structured to provide comprehensive support to healthcare professionals. Each program includes individual coaching sessions, virtual group sessions and online resources tailored to the specific needs of the participants. The core components of the program include:

Personalised Coaching

- One-on-one coaching sessions aimed at helping participants develop personal resilience strategies.
- Focus on goal-setting, self-reflection, and personal growth.

Workshops and Group Coaching Sessions

- Interactive Group Coaching and Reflection sessions cover stress management, emotional intelligence, and mindfulness.
- Peer support activation in group sessions through the program is ongoing.

App-Based (Online) Self-paced Resources and Support

- Learning sessions for the entire program online materials, including videos, articles, and self-assessment tools.
- Continuous support through online forums and peer support groups.

Tailored Programs

Resilient Doctor Program

- Designed in collaboration with general practitioners (GPs) and medical professionals from the UK, South Africa, and Australia.
- Focuses on managing the high-stress environment of clinical practice, improving work-life balance, and enhancing decision-making skills.

Resilient Nurses Program

- Developed with input from associate nurses who work closely with Ignite Purpose.
- Emphasises building emotional resilience, developing strong support networks, and coping with the high demands of patient care.

Resilient Medical Students Program

- Tailored to the needs of medical students, focusing on stress management, study-life balance, and preparing for the transition to professional practice.

Resilient Allied Health Professionals Program

- Addresses the specific challenges faced by allied health professionals, such as physiotherapists, occupational therapists, and speech pathologists.
- Focuses on stress management, effective communication, and developing supportive peer networks.

Resilient Leader in Healthcare Program

- Designed for leaders in the healthcare sector, including managers, supervisors, and executives.
- Focuses on building leadership resilience, enhancing emotional intelligence, and developing skills to support and lead resilient teams.
- Emphasises strategies for creating psychologically safe workplaces, promoting transparent communication, and managing organisational change effectively.

Hypothesised Benefits for Participants

Based on the research and evidence supporting the techniques used in the Resilience Programs, the hypothesised benefits for participants are manifold. These benefits align closely with Ignite Purpose's mission to transform workplaces by empowering individuals to uncover their purpose, joy, and value in their work.

Improved Mental Health:

Participants are expected to experience significant improvements in their mental health, including reduced symptoms of depression and anxiety.

Enhanced Resilience:

The programs aim to build resilience, helping participants cope with stress and adversity better.

Lower Burnout Rates:

The programs are expected to lower burnout rates among healthcare professionals by addressing the root causes of burnout and providing effective coping strategies.

Better Job Satisfaction:

Improved mental health and resilience are likely to lead to higher job satisfaction and professional fulfilment.

Improved Patient Care:

Healthcare professionals who are mentally healthy and resilient are better equipped to provide high-quality patient care, leading to better clinical outcomes.

Strengthened Professional Relationships:

The emphasis on emotional intelligence and supportive networks helps build stronger, more collaborative professional relationships.

Increased Engagement and Retention:

As participants find greater satisfaction and support in their roles, their engagement and commitment to their organisations will likely increase, leading to improved retention rates.

These hypothesised benefits address the immediate needs of healthcare professionals and support the broader mission and values of Ignite Purpose. By fostering resilience, mental health, and well-being, these programs help create sustainable, high-performing work environments that benefit both individuals and organisations.

Research Methodology

Overview

The research methodology for the Resilience Programs at Ignite Purpose is designed to rigorously assess the effectiveness of the programs in enhancing resilience and overall well-being among healthcare professionals. This section provides a detailed description of the research design, including the use of the Connor-Davidson Resilience Scale (CD-RISC) and the collection of qualitative data through interviews.

Pre- and Post-Program Assessments

- **Quantitative Data Collection:** The Connor-Davidson Resilience Scale (CD-RISC) is administered to participants at the beginning (pre-program) and end (post-program) of the Resilient Program. This allows for a quantitative measurement of changes in resilience levels.
- **Qualitative Data Collection:** At the beginning of the program, participants complete a questionnaire on their reason for being part of the program and set goals to support their growth. At the end of the program, participants are interviewed in depth for 30 minutes to gather qualitative data on their overall well-being and experiences. These interviews explore various aspects of resilience, including coping strategies, emotional regulation, and social support.

Anonymity and Data Analysis

- All data collected will be anonymised to ensure the privacy and confidentiality of participants.
- Data analysis will focus on identifying cohort trends to assess the impact of the programs across different sectors of the medical field, such as GPs, doctors, nurses, and medical students. This cohort analysis will help determine the program's effectiveness in various professional contexts and inform future program positioning.

Participant Groups

The study involves diverse participant groups, including doctors, nurses, medical students, allied health professionals, and healthcare leaders. This diversity ensures the program's applicability across different professional contexts within the healthcare sector.

Use of the Connor-Davidson Resilience Scale (CD-RISC)

The Connor-Davidson Resilience Scale (CD-RISC) is a widely recognised tool for measuring resilience. Developed by Kathryn M. Connor and Jonathan R.T. Davidson, the CD-RISC is used globally in both clinical and non-clinical settings to assess the ability of individuals to cope with stress and adversity.

Description of the CD-RISC:

- The CD-RISC consists of 25 items, each rated on a 5-point scale ranging from 0 (not true at all) to 4 (true nearly all the time). The total score ranges from 0 to 100, with higher scores indicating greater resilience.
- The scale measures various aspects of resilience, including personal competence, tolerance of negative affect, positive acceptance of change, control, and spiritual influences.

Reasons for Using the CD-RISC:

- **Reliability and Validity:** The CD-RISC has been validated across diverse populations and has demonstrated high reliability and validity. Studies have shown that it is an effective tool for measuring resilience in different cultural contexts and among various age groups.
- **Global Acceptance:** The CD-RISC is used worldwide in both research and clinical practice. Its widespread acceptance and extensive validation make it a trusted tool for assessing resilience.
- **Comprehensive Measurement:** The scale's multidimensional approach provides a comprehensive assessment of resilience, capturing various psychological and behavioural factors that contribute to an individual's ability to cope with stress.

Evidence for Use:

Research has consistently supported the CD-RISC as a robust measure of resilience. Studies have used the CD-RISC to assess resilience in military personnel, students, healthcare workers, and individuals with chronic illnesses. The scale has been found to correlate well with other mental health and well-being measures, further validating its use.

Anonymity and Cohort Analysis

To ensure the privacy and confidentiality of participants, all data collected will be anonymised. This means that personal identifiers will be removed, and data will be analysed in aggregate form to protect individual privacy.

Anonymity:

- All participant information will be anonymised to ensure confidentiality.
- Data will be stored securely and only accessible to the research team.
- Participants will be informed about the anonymisation process and their rights regarding data privacy.

Cohort Analysis:

- The analysis will focus on cohort trends, examining the impact of the Resilient Programs across different sectors of the medical field. By comparing pre- and post-program resilience scores and qualitative feedback from various cohorts (e.g., GPs, doctors, nurses, medical students, allied health professionals, and healthcare leaders), the research will assess the effectiveness of the programs in different professional contexts.
- This cohort analysis is vital for understanding where the programs have the greatest impact and for making informed decisions about future program development and positioning.

Future Direction

- Continuous monitoring and evaluation of program outcomes.
- Adjustments and improvements to the program based on feedback and data analysis.
- Expansion of the research to include a larger and more diverse participant base to validate the program's effectiveness further.

This detailed research methodology ensures that the Resilience Programs are rigorously evaluated, providing valuable insights into their effectiveness and helping to drive continuous improvement.

Beta Programs and Preliminary Results

Introduction to the Beta Programs Completed This Year

Initial Insights - 24 April 2023 - Bristol Session:

An informal but structured initial discussion was held with five medical students in a supportive friendship group to help plan the Resilient Doctors program. This session aimed to listen to these young doctors' issues, challenges, and concerns and provide them with some insights and takeaways. The participants, all in various stages of their medical education, offered a comprehensive view of the challenges faced and the impact on future healthcare professionals. The team that led this session included Dr. Keri Thomas, Paul Talijaard, and Christina Foxwell (via Zoom from Australia).

Understanding the Deep Need in Healthcare and Among Medical Students:

The Bristol session allowed us to gain a deeper understanding of the significant needs within the healthcare sector, particularly among medical students. The common themes identified during the session align closely with the needs highlighted through our broader research and addressed in our Resilience Programs.

Common Themes Identified:

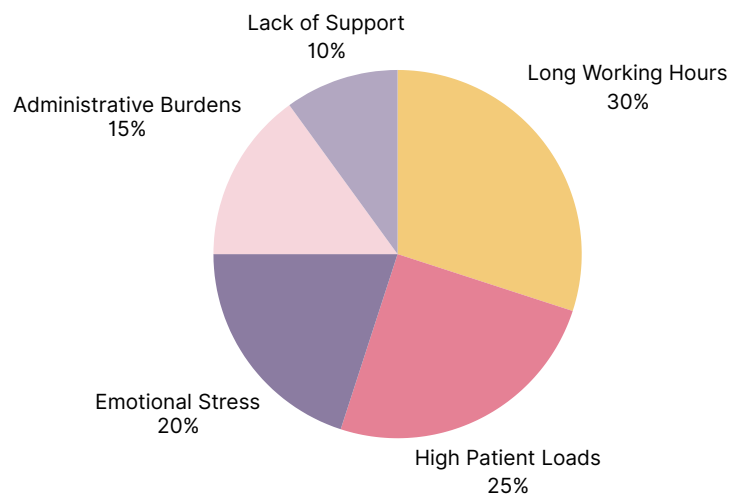
- **Pressure:** High pressure to do the right thing both clinically and in communications with patients.
- **Exhaustion:** Both physical and emotional exhaustion were prevalent.
- **Fear and Overwhelm:** Frequent feelings of being overwhelmed and out of their comfort zone.
- **High Expectations:** High expectations from self and others, coupled with a need for perfection.
- **Feeling Unappreciated:** Feelings of being unappreciated and unvalued lead to demoralisation and a strong inner critic.
- **Needing to Reconnect with Purpose:** A need to reconnect with their reasons for entering the profession and their true selves.
- **Considering Giving Up:** Feelings of wanting to give up when burdens feel heavy and there is no time to reset.

Main Areas of Need Identified:

- **Reflection:** Facilitated times for reflection and space to gain a healthier positive perspective.
- **Self-Care:** Planned means and times for self-care.
- **Rebuilding Inner Resources:** Help to rebuild inner resources to cope from the inside out.
- **Finding Meaning:** Help to find meaning within the struggle, changing perspectives, and shifting paradigms.
- **Encouraging Intuition:** Encouragement to trust and use intuition.
- **Recognising Self-Worth:** Strategies to recognise self-worth and reduce the inner critic/self-talk.

In the first half of 2024, Ignite Purpose conducted several beta programs targeting various healthcare professionals, including doctors, nurses, medical students, allied health professionals, and healthcare leaders. These programs were designed to test the effectiveness of our Resilience Programs in real-world settings before launching a full-scale research study. The beta programs were implemented across different regions, including participants from the UK, Australia, India, and South Africa.

Healthcare professionals face immense pressures, leading to high rates of burnout, depression, and anxiety. Research highlights the necessity for resilience programs to combat these challenges. Studies from various regions, including the UK and India, underscore the benefits of resilience training in improving mental health and reducing burnout.



Main Sources of Stress for Healthcare Professionals

Preliminary Results and Suggested Trends

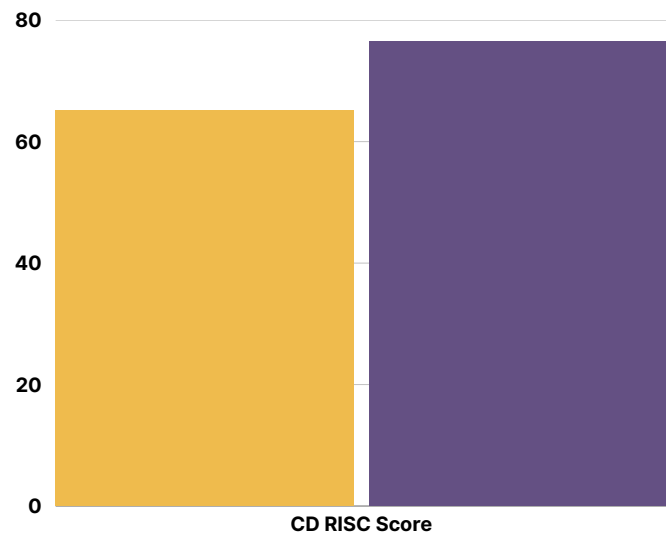
Quantitative Data

The primary quantitative measure used to assess the impact of the programs was the Connor-Davidson Resilience Scale (CD-RISC). Participants completed the CD-RISC assessment at the beginning (pre-program) and end (post-program) of the program.

Here is a summary of the preliminary results:

- Average Scores:
- Pre-Program Average Score: 65.14
- Post-Program Average Score: 76.43
- Average Change in Score: +11.29

The data suggests a positive trend in resilience scores among participants. On average, there was a notable increase in the CD-RISC scores from pre-program to post-program, indicating that the Resilient Programs may have a beneficial impact on participants' resilience levels.



Suggested Trends

- **Increase in Resilience:** The average increase in CD-RISC scores indicates that participants generally felt more resilient after completing the program.
- **Variability in Responses:** Some participants showed more significant improvements than others, suggesting that individual differences and the specific contexts in which they work play a role in how they benefit from the program.

Supplementary Assessments

Assessment One: The Inner Child

In addition to the CD-RISC, participants participated in the Inner Child self-assessment, which helps identify traits, feelings, and memories associated with one's inner child, fostering greater self-awareness and initiating personal integration and healing. The assessment involved rating statements on a scale from 1 (Never) to 5 (Always) based on how frequently participants felt or acted in the described manner.

Results:

Total Score (out of 50) for 7 Respondents: 32, 31, 30, 38, 34, 31, 20

Average Score: 31.71

Suggested Trends

- Participants generally scored above the midpoint, suggesting a moderate to high connection with their inner child traits.
- Higher scores indicate a stronger sense of curiosity, playfulness, and emotional openness, which are beneficial for personal integration and healing.

Assessment Two: Self-Assessment on Shame

Participants also took part in a Self-Assessment on Shame. This tool is designed to help individuals uncover and reflect on areas in their lives where shame may influence their behaviour and decisions, potentially holding them back from fully engaging with joy and passion. The assessment encourages deep reflection on emotions and actions, guiding participants towards constructive change.

Results:

- Total Score (out of 50) for 6 Respondents: 27, 27, 38, 12, 28, 45
- Average Score: 29.5

Suggested Trends:

- The scores varied significantly among participants, indicating diverse experiences with shame and its impact on their lives.
- Higher scores suggest a more substantial presence of shame-related behaviours and thoughts, which can hinder personal and professional growth.
- Lower scores indicate fewer issues with shame, suggesting better self-acceptance and confidence.

This self-assessment on shame provides valuable insights into the emotional barriers that healthcare professionals may face, which can affect their overall well-being and performance. By addressing these issues, the Resilient Programs aim to improve participants' mental health and resilience holistically. This will be a continued focus in our research moving forward to support healing and growth.

Qualitative Data:

In addition to the quantitative data collected through the Connor-Davidson Resilience Scale (CD-RISC), qualitative feedback from participants provided rich, narrative insights into the personal and professional impacts of the Resilient Programs.

Adapting to Change: Participants have expressed a transformation in their approach to adapting, which now emphasises flexibility, personal integrity, and creative problem-solving:

- **Flexibility in All Circumstances:** Learning to be adaptable in various situations without losing sight of personal values.
- **Self-awareness Before Response:** Participants are tapping into their inner selves before reacting, leading to more thoughtful and measured responses.
- **Perspective Shift:** There's a significant shift from merely adjusting oneself to fit situations to understanding and integrating personal authenticity in facing challenges.

Benefits: These adaptations enhance professional effectiveness and personal satisfaction, allowing healthcare professionals to maintain resilience and integrity in their roles.

The Power of Connection: The importance of having a supportive network has been a recurring theme:

- **Sharing and Support:** Participants valued the reassurance that comes from sharing experiences with peers who understand and relate to their professional challenges.
- **Reflective Learning:** The program provided a platform for introspection about the importance of a support network, highlighting that such connections are essential for managing stress and personal growth.

Benefits: Strengthened relationships within the healthcare community lead to reduced feelings of isolation, increased job satisfaction, and better patient care as professionals feel supported.

Dealing with Challenges: How participants handle professional and personal challenges has evolved:

- **Acceptance and Action:** There is a stronger focus on accepting situations and strategically navigating through them rather than dwelling on problems.
- **Growth Mindset:** Challenges are now seen as opportunities for growth and learning rather than obstacles.

Benefits: These strategies reduce stress, enhance problem-solving skills, and promote a healthier work-life balance, ultimately leading to more effective healthcare delivery.

Positive Perspective and Acceptance: Participants reported significant shifts towards positive thinking and acceptance:

- **Resilience through Positivity:** Embracing a positive outlook has helped participants face obstacles more confidently and effectively.
- **Acceptance of Reality:** Learning to accept things that cannot be changed and focusing on areas of influence has improved mental health and job performance.

Benefits: Enhanced emotional well-being and reduced burnout rates contribute to better interpersonal relationships and more efficient team dynamics.

Self-love and Compassion: Insights into self-compassion have led to profound personal growth:

- **Continued Engagement:** An increased focus on self-love and compassion has enabled participants to remain committed and resilient in their roles.
- **Self-Acceptance:** Embracing imperfections and maintaining a compassionate self-view fosters a healthier psychological state and greater professional endurance.

Benefits: Higher levels of self-compassion correlate with better mental health, reduced stress, and increased productivity, benefiting both the individuals and the teams they work with.

Community and Vulnerability: Discussing the role of vulnerability in professional settings highlighted:

- **Reduced Stigma:** Recognising that needing help is a part of the human experience helps reduce the stigma around seeking support.
- **Enhanced Community Support:** A more open and supportive community improves overall work environments and patient outcomes.

Benefits: Encouraging vulnerability in healthcare settings can lead to more supportive interactions, improved mental health, and enhanced patient care as professionals feel safer to express concerns and seek help.

Mindfulness and Reframing Techniques: Tools and techniques for staying present and reframing challenges were highly valued:

- **Mindfulness and Visualisation:** These techniques help maintain focus and calm in stressful situations, enhancing overall mental clarity and decision-making.
- **Reframing Challenges:** Changing the narrative around challenges encourages a more constructive and less stressful approach to professional and personal hurdles.

Benefits: These cognitive strategies improve psychological flexibility, reduce stress responses, and enhance overall job performance and life satisfaction.

Participant Testimonials

These testimonials illustrate the profound impact of the Resilient Programs on participants' lives, highlighting the importance of authenticity, vulnerability, self-worth, and community support in building resilience. The feedback shows how the program enhances professional skills while fostering personal growth and well-being. Preliminary results from the beta programs reveal significant improvements in resilience and well-being, with an average increase in CD-RISC scores. These findings underscore the need for further research and refinement to maximise the programs' effectiveness and reach.

On Strength and Personal Growth:

"Resilience, before learning about it, I would have thought it's like picking yourself up and being almost stronger and tougher. But it's really about the strength that comes from being your true self, feeling secure in who you are."

On Vulnerability and Authenticity:

"The main thing I've really taken away from it is this idea of vulnerability. I feel like the program has been useful in integrating different aspects of myself, making me happy with who I am and feeling secure in it. And that's like pure strength rather than just conveying strength."

On Balancing Professional and Personal Identity:

"In med school, I found it really hard balancing me wanting to be soft and smiley with people not taking that as a positive. The program has helped me to be myself at work and be stronger in who I am."

On Self-Worth and Boundaries:

"I've learned to set boundaries and not take on the judgment others might give me. I fill my cup with self-love, which has been a recurring theme that leeches into lots of aspects of my life."

On Support and Community:

"I couldn't do it without wonderful people like you, so I'm grateful for you. We need to be a group of people making a difference in the world. As we are forging this work in the healthcare space, I'm always happy to explore how you can be part of this."

*Full testimonials can be found in the full report.

Ongoing and Future Research

Plans for Future Cohorts and Continued Research

Ignite Purpose is committed to the ongoing development and refinement of the Resilient Programs through continuous research and evaluation. Our future research plans include:

Expansion of Participant Cohorts:

- **Broader Range of Healthcare Professionals:** We aim to expand the participant cohorts to include a broader range of healthcare professionals, including those in different specialisations and regions. This will allow us to gather more comprehensive data and understand the unique needs of various medical practitioners.
- **Diverse Medical Settings:** Future cohorts will include additional medical settings such as emergency departments, long-term care facilities, and outpatient clinics to assess the program's effectiveness across diverse environments.

Continuous Use of the Connor-Davidson Resilience Scale (CD-RISC):

- **Quantitative Measurement:** The CD-RISC will remain a cornerstone of our research methodology, providing a reliable and validated measure of resilience. Participants will continue to complete the CD-RISC assessment at the beginning and end of the program to quantitatively measure improvements in resilience.
- **Longitudinal Studies:** Ongoing data collection will enable us to track trends and identify the long-term impacts of the programs on participants' resilience.

Qualitative Assessment and Feedback:

- **In-Depth Interviews:** In addition to quantitative measures, we will continue to conduct qualitative assessments through interviews and feedback sessions. These will provide deeper insights into participants' experiences and the practical benefits of the programs.
- **Regular Feedback:** Regular qualitative assessments will help us identify areas for improvement and tailor the programs to meet the needs of healthcare professionals better.

Annual Reports and Updates on Program Improvements

Annual Reporting:

- **Comprehensive Review:** Ignite Purpose will produce an annual report detailing the results of the ongoing research and the impact of the Resilient Programs. These reports will include both quantitative data from the CD-RISC assessments and qualitative insights from participant feedback.
- **Key Findings and Trends:** The annual reports will serve as a comprehensive review of the year's activities, highlighting key findings, trends, and areas for future research.

Program Improvements Based on New Research and Feedback:

- **Continuous Improvement:** The annual reports will also outline any improvements made to the programs based on the latest research and participant feedback. We are committed to a continuous improvement approach, ensuring that the programs evolve to address emerging challenges and incorporate best practices.
- **Evidence-Based Adjustments:** By systematically analysing the feedback and data collected, we can make evidence-based adjustments to enhance the effectiveness of the programs.

Sharing Best Practices and Success Stories:

- **Success Stories:** Each annual report will feature success stories and best practices identified through the research. These examples will illustrate the real-world impact of the programs and inspire other organisations looking to implement similar initiatives.
- **Community Building:** Sharing these stories will also help build a community of practice, fostering collaboration and knowledge exchange among healthcare professionals and organisations.

Future Goals

Ignite Purpose envisions a future where resilience training becomes an integral part of professional development for all healthcare workers. Our goals include:

Scaling Up the Programs:

- **Global Reach:** We aim to scale up the Resilient Programs to reach more healthcare professionals globally. This includes developing online versions of the programs to make them accessible to participants in remote and underserved areas.
- **Increased Participation:** Expanding the reach of the programs to ensure that more healthcare professionals can benefit from resilience training.

Integrating Resilience Training into Medical Education:

- **Curriculum Development:** We will advocate for the integration of resilience training into medical education curricula. By equipping medical students with resilience skills early in their careers, we can help prevent burnout and promote well-being from the outset.
- **Partnerships with Educational Institutions:** Collaborating with medical schools and training institutions to embed resilience programs into their standard curricula.

Collaborating with Healthcare Organisations:

- **Strategic Partnerships:** We will continue to build partnerships with healthcare organisations to implement and evaluate the Resilient Programs within their institutions. Collaborating with these organisations will enable us to tailor the programs to specific contexts and achieve broader impact.
- **Organisational Support:** Working with healthcare organisations to provide ongoing support and resources for implementing resilience training.

Through ongoing research, annual reporting, and continuous improvement, Ignite Purpose is dedicated to enhancing the resilience and well-being of healthcare professionals. By expanding our participant cohorts, leveraging robust assessment tools, and integrating feedback into program design, we aim to create lasting positive change in the healthcare sector. Our commitment to transparency and knowledge sharing will ensure that the benefits of our research are widely disseminated, fostering a culture of resilience and excellence in healthcare worldwide.

Participation Invite

Benefits for Participants

Participating in the A.R.I.S.E. Resilience Programs, developed by Ignite Purpose, offers a multitude of personal and professional benefits. These programs are designed to enhance resilience, improve mental well-being, and provide participants with the tools and support needed to thrive in their demanding roles. Below are some of the key benefits participants can expect:

Personal Benefits

Enhanced Resilience:

- Develop stronger coping mechanisms and resilience strategies, enabling you to handle stress and adversity more effectively.
- Experience a significant increase in resilience levels, as evidenced by improvements in your CD-RISC scores.

Improved Mental Health:

- Benefit from techniques such as cognitive behavioural therapy (CBT) and positive psychology, proven to reduce symptoms of depression and anxiety.
- Learn practical skills for managing your emotional well-being, leading to overall improved mental health.

Greater Self-Awareness:

- Gain deeper insights into your strengths and areas for growth through personalised coaching sessions and self-reflection exercises.
- Increased self-awareness fosters personal development and a better understanding of how to navigate personal and professional challenges.

Better Work-Life Balance:

- Learn strategies to maintain a healthy work-life balance, emphasising the importance of self-care and personal time.
- Acquire time management and stress reduction techniques that can help you achieve a more fulfilling personal life alongside your professional responsibilities.

Professional Benefits

Enhanced Professional Skills:

- Participate in workshops and training sessions on topics such as emotional intelligence, leadership, and communication.
- Develop essential skills for effective teamwork and leadership, improving your professional performance.

Increased Job Satisfaction:

- Address burnout and promote well-being, helping you find more satisfaction and fulfilment in your role.
- Improved mental health and resilience contribute to a more positive outlook on work, enhancing overall job satisfaction.

Stronger Professional Relationships:

- Foster a supportive and collaborative environment, helping you build stronger relationships with colleagues.
- Enhanced communication and emotional intelligence skills lead to better teamwork and a more cohesive work environment.

Career Advancement Opportunities:

- Developing resilience and professional skills make you more effective and adaptable in leadership roles.
- Prepare for higher responsibilities and potential leadership roles within your organisation.

Improved Patient Care:

- As a healthcare professional, being mentally healthy and resilient equips you to provide high-quality patient care.
- Learn techniques to manage stress and maintain focus, leading to better clinical outcomes and improved patient satisfaction.

How to Participate

To join the A.R.I.S.E. Resilience Programs, please follow these steps:

Contact Our Program Coordinator

- If you have any questions or need assistance with the registration process, please reach out to our Program Coordinator: sarah@ignitepurpose.com.au

Partnership Opportunities

- If you are a representative of a healthcare organisation or educational institution, contact us to discuss partnership opportunities. Collaborate with Ignite Purpose to implement and evaluate the Resilient Programs within your institution, tailored to your specific needs and contexts.

Final Invitation

Ignite Purpose invites healthcare professionals to join our A.R.I.S.E. Resilience Programs and experience the transformative benefits firsthand. By participating, you will enhance your well-being, improve your professional skills, and contribute to creating a more supportive and resilient healthcare environment. Join us in our mission to empower healthcare professionals and enhance the quality of care for patients worldwide.

Conclusion

Summary of Key Findings

The Resilience Programs developed by Ignite Purpose have demonstrated significant potential in enhancing the resilience and well-being of healthcare professionals. The beta programs, including the session in Bristol with medical students, provided valuable insights and data that underscore the effectiveness of these programs. Key findings include:

Increase in Resilience:

Quantitative data from the Connor-Davidson Resilience Scale (CD-RISC) showed an average increase in resilience scores from pre- and post-program, indicating that participants felt more resilient after completing the program.

Addressing Critical Needs:

The programs effectively addressed the critical needs identified through broader research and the Bristol session, such as reflection, self-care, rebuilding inner resources, finding meaning, encouraging intuition, and recognising self-worth.

Diverse Participant Benefits:

Participants reported numerous personal and professional benefits, including enhanced coping mechanisms, improved mental health, greater self-awareness, better work-life balance, increased job satisfaction, stronger professional relationships, and improved patient care.

Emotional and Psychological Support:

The qualitative feedback highlighted the importance of authenticity, vulnerability, self-worth, and community support in building resilience, demonstrating how the program not only enhanced professional skills but also fostered personal growth and well-being.

Call to Action

Healthcare professionals are encouraged to participate in the Resilient Programs to experience the transformative benefits firsthand. By joining these programs, individuals can enhance their own well-being, improve their professional skills, and contribute to creating a more supportive and resilient healthcare environment.

Final Thoughts

The significance of resilience in the medical profession cannot be overstated. Medical professionals face immense pressures and challenges daily, making it vital to equip them with the tools and strategies to manage stress and prevent burnout. The Resilient Programs developed by Ignite Purpose offer a holistic approach to enhancing resilience, fostering both personal and professional growth.

The preliminary results from the beta programs indicate that these programs are effective in building resilience and improving the overall well-being of healthcare professionals. The session in Bristol, in particular, highlighted the deep needs in healthcare and among medical students, aligning well with the broader needs identified in our research.

By continuing to support and develop these programs, we can create a healthcare environment where professionals thrive, ultimately leading to better patient care and a more sustainable healthcare system. Ignite Purpose remains committed to this mission, advocating for the integration of resilience training into medical education and collaborating with healthcare organisations to implement these essential programs.

Together, we can build a resilient healthcare workforce capable of overcoming adversity and delivering exceptional care to patients worldwide. Join us in our mission to empower healthcare professionals and improve the quality of care for patients globally.

Appendices

The Power of Community

The Power of Building Communities of Healthcare Professionals:

Dr. Vivek Murthy, the former U.S. Surgeon General, has significantly contributed to the understanding of loneliness as a public health concern through his work and advocacy. In his book, "Together: The Healing Power of Human Connection in a Sometimes Lonely World," Murthy explores the impact of loneliness on our health, stating that it can be as detrimental as smoking several cigarettes a day. He highlights loneliness not only as an emotional issue but also as a condition that can lead to significant health problems, including heart disease, depression, anxiety, and premature death.

Murthy argues that building strong, supportive communities can counteract the effects of loneliness. In the context of healthcare, these communities are essential for several reasons:

- **Support Systems:** Healthcare professionals often work in high-stress environments. Communities provide a support system that helps mitigate workplace pressures, reducing feelings of isolation and stress.
- **Shared Experiences:** Communities allow for sharing experiences and challenges, which can lead to better coping strategies and a shared sense of understanding and empathy among healthcare workers.
- **Professional Growth and Learning:** Communities can facilitate continuous learning and professional development through shared knowledge and experiences by fostering connections.
- **Resilience Building:** Connection and community are foundational to resilience. They provide emotional support, reduce burnout, and enhance adaptability to workplace challenges.

In summary, Murthy's work emphasises that fostering communities of connection within healthcare not only combats loneliness but also builds long-term resilience, improving both the well-being of healthcare professionals and the quality of care provided to patients.

Case for Change

Resilience training in healthcare is critically important for several compelling reasons, especially in our interconnected global community:

Stress and Burnout Reduction:

Healthcare professionals often face high levels of stress due to long hours, intense work environments, and the emotional strain of patient care. Resilience training helps individuals manage stress more effectively, reducing burnout and improving overall well-being.

Improving Patient Care:

A resilient healthcare workforce can maintain a higher quality of care. Professionals who are better equipped to handle the pressures of their roles are more likely to engage positively with patients, make fewer errors, and provide more compassionate care.

Enhancing Emotional and Mental Health:

The demanding nature of healthcare roles can take a toll on mental health. Resilience training equips healthcare workers with tools to better manage their emotional responses and mental health, leading to improved job satisfaction and personal well-being.

Adapting to Change:

The healthcare sector is subject to rapid changes in technology, treatment modalities, and patient demographics. Resilience training helps individuals and organisations adapt more effectively to these changes, ensuring continuous improvement and innovation in healthcare delivery.

Building Stronger Teams:

Resilience training often includes elements that enhance teamwork, such as communication skills, empathy, and conflict resolution. Stronger team dynamics lead to more effective collaboration, which is essential for high-quality healthcare.

Supporting Post-Crisis Recovery:

In the aftermath of crises like the COVID-19 pandemic, resilience training supports healthcare professionals in recovering from the intense psychological pressures experienced during such periods. This is crucial for the long-term sustainability of healthcare services.

Global Health Challenges:

With global health challenges like pandemics, the increasing burden of chronic diseases, and inequities in healthcare access, resilient healthcare systems are better prepared to respond to emergencies and maintain stability and continuity of care.

Cultural Competence:

In a global community, healthcare workers interact with a diverse patient population. Resilience training can foster cultural competence, enabling professionals to effectively interact with and treat patients from various backgrounds.

Suicide Prevention

Ignite Purpose's resilience program is deeply committed to addressing the critical issue of suicide prevention among healthcare professionals. The escalating stress, burnout, and emotional exhaustion within the healthcare sector, especially highlighted during the COVID-19 pandemic, underscore the urgent need for comprehensive support and preventive strategies.

Early Identification of Risk Factors:

We prioritise the early detection of mental health struggles that could lead to suicidal ideation. By employing assessment tools and continuous monitoring, our program identifies at-risk healthcare professionals, allowing for timely and targeted interventions. (Using the Connor-Davidson Resilience Scale)

Resilience and Mental Fitness Training:

The core of our program involves training in resilience-building techniques such as mindfulness, gratitude, journaling, and boundary setting. These skills are not just preventive but are vital in fostering a mindset that can navigate challenges without succumbing to overwhelming stress.

Creating a Culture of Openness:

We work with healthcare organisations to cultivate an environment where conversations about mental health and well-being are encouraged and normalised. This cultural shift is crucial in de-stigmatising mental health issues and making it easier for professionals to seek help without fear of judgment or reprisal.

Support Networks and Community Building:

Our program emphasises the importance of connection and community. By establishing networks of support among peers, we create safe spaces for sharing and mutual understanding, which are essential in mitigating feelings of isolation—a significant risk factor for suicide.

Access to Professional Mental Health Support:

We ensure that participants have immediate access to professional mental health services by working with the organisation's Mental Health Employee Assistance or Life Line.

Ongoing Research and Adaptation:

Recognising that the challenges faced by healthcare professionals are constantly evolving, our program commits to ongoing research. This ensures our interventions remain relevant and effective, adapting to new threats to mental health and the specific dynamics of the healthcare environment.

Impact

The impact of suicide within the healthcare community is profound, affecting not only the individuals and their families but also the quality of patient care and the overall health system. By integrating these preventive measures into our resilience program, Ignite Purpose aims to significantly reduce the incidence of suicide among healthcare professionals. Our goal is to support a healthcare workforce that is not only surviving but thriving, capable of delivering the highest standards of care in a profession they are passionate about.

Through strategic intervention and a commitment to nurturing well-being, Ignite Purpose's Resilience Program is a beacon of hope and support, safeguarding the mental health of those who dedicate their lives to caring for others.

Testimonials

"Starting with the best, I'd like to describe the programme's effect on my life. Making strides, one at a time. Though we care about patients and keep accessing them professionally, taking time and finding means for self-reflection are often missed out on the journey. The biggest contribution has been self-reflection among a peer group with common challenges. It's made me calmer, more accepting of situations as they are, and more able to be in the present and listen more than give advice. Applying it to my personal life has made the journey so much more graceful, and during this difficult personal time I had been facing, I am grateful for being a part of a supportive group where I felt I belonged and was at ease through the process, chewing in the process of accepting it one step at a time. It's helped me with addressing patient concerns in a more patient-centric way, taking their perspective into consideration, unlike previously when it was more of an imposed prescription.

I think this is a very practical programme which helps in the upliftment of the individual with the group as a tool for growing together. In addressing each individual problem at a time and inculcating childhood self, the inner critic, calming oneself and the acceptance of oneself all culminating to bring in a common goal for a better self. Overall, the support group is the core of reflecting on oneself as a whole with collective consciousness. It makes people belong to a safe space, and real experiences in practical scenarios are raised, and practical solutions are brought out, which makes the programme more effective and uplifting. Thank you for bringing this programme to the world"

Dr. G R Abhilash

M.D Psychiatry (AIIMS, New Delhi)

"This course has significantly improved my ability to communicate with patients, particularly during challenging consultations. It has transformed how I receive feedback, encouraging me to embrace vulnerability and be less defensive in both my professional and personal life. The teachings have expanded my understanding of practices like gratitude, journaling, and mindfulness, which I actively use to manage stress, enhance patient care, and make better decisions. Furthermore, the course has sparked a deep interest in resilience, change adaptation, and vulnerability, enriching my personal and professional development. I've shared the skills I learned with my colleagues to foster a more collaborative workplace and enhance our team environment. These skills have also helped me handle conflicts with greater confidence and less defensiveness. I've noticed that I now spend less time dwelling on patients and their management, which has improved my efficiency and focus. The course has equipped me with skills to manage difficult situations in both my work and personal life. It introduced me to self-compassion, emphasising its importance for my long-term growth and resilience. I plan to continue using these tools to enhance my mental health and reduce stress levels. The course has also encouraged me to reflect on various aspects of my life, helping me work towards a better work-life balance."

Dr Felicity Connor

"I started the RD program at a time when I had been thinking about making changes to improve my work life balance and reduce stress.

I was keen to reflect on how to make my practice more sustainable for the future and how to cope with the changing needs of patients, without succumbing to burn out. Working through the modules, I started to practice mindfulness more regularly and to journal, which helped me gain a better understanding of my resilience.

The assessments gave me a deeper understanding of my traits of perfectionism and my inner critic/self-talk and how to identify negative patterns. Medical training encourages us to push through and keep going to survive, but the lessons I learned through the program helped me to approach problems with a broader, more open perspective and to approach each day more positively. This has resulted in greater empathy and improved communication with my patients.

A much more satisfying and enjoyable way to work."

Dr Fiona Mackintosh

"The program has sharpened my awareness of reflex thoughts and their associated emotions, helping me handle non-traditional medical requests more calmly while adhering to evidence-based practices. This enhanced awareness has improved how I manage stress and interact with patients, peers, and family. It has also boosted my problem-solving skills by encouraging me to consider multiple perspectives, making decision-making less stressful and more reflective. This approach not only improves outcomes but also saves time, especially with complex social or mental health issues in patients.

I've become more receptive to criticism, using it constructively to foster my personal and professional growth. The strategies taught have been useful in managing difficult patient interactions, achieving a better work-life balance, and enhancing teamwork in medical settings. Participating in the program has also emphasised the importance of engaging with colleagues beyond my immediate network and reconnecting with past mentors, which has greatly supported my professional development and deepened my sense of community within the field."

Dr Alana Lessi

"The course has provided crucial insights into the psychological impacts of medical work, offering strategies to help cope with the inherent imperfections in the field and enhance overall job satisfaction and happiness. I've gained a lot of clarity about factors affecting my well-being and resilience. Although I had been frustrated with work-related issues for years, I realised through this course that my home life is the main contributing factor to my well-being, with work being less influential but easier to blame.

I've learned a powerful tool in acceptance, which has significantly helped manage my stress. By reframing situations to view them more positively, often reminding myself, "who knows what is good and what is bad," I've been able to see things in a better light. This course has equipped me to handle stress more effectively, leading to better decision-making and more productive handling of difficult situations.

Living the concepts taught in the program has the potential to positively impact those around me in both professional and personal spheres. If participants spread the positive practices and techniques learned, it could lead to more mindful, compassionate, and caring communities, resulting in happier, high-performing teams at work and more harmonious home lives.

Connecting with doctors from various parts of the country and the world has been enlightening. I've met wonderful people and feel a strong connection despite never having met them in person. I've learned much from listening to the perspectives of all participants, including the facilitators. This program has taught us to be more comfortable working in the real world with imperfect outcomes, which is vital for doctors who often strive for perfection in an environment where it is unattainable, helping us feel more fulfilled and hopefully happier in our roles."

Dr Luke Moffet

“As a nurse working in a fast-paced environment, I often face significant stress and exhaustion due to the increased workload and the emotional challenges of dealing with patients under stress related to their health and well-being. The Resilience program has profoundly supported my ability to manage stress effectively and positively. It has taught me to recognise my vulnerabilities and transform them into strengths, enhancing my physical, mental, and emotional well-being. For instance, I have become more mindful and grateful, which has improved my understanding and positivity. The program has guided me to practice self-acceptance and resilience. I feel supported and guided throughout this journey, which has allowed me to provide better care to my patients, communicate more effectively with my peers, and connect more deeply with my family.

Through this training, I have learned strategies such as being calm and mindful, which have significantly improved my emotional management while dealing with patients. I now prioritise self-care to maintain a healthy work-life balance. Practical strategies like being open to support from colleagues have increased my job satisfaction and efficiency. For example, when facing a challenging situation with a patient, I remain calm and composed, which helps in making better decisions and resolving conflicts more effectively. This training has equipped me with the tools to handle professional challenges with greater ease and confidence.

Understanding and accepting myself has significantly benefited my mental health. By acknowledging that some things are beyond my control, embracing my vulnerabilities, and focusing positively on challenges rather than resisting them, I have experienced substantial personal growth. I now approach my work with gratitude and positivity, which improves my interactions with patients and colleagues. Journaling has become a valuable tool for expressing myself and relieving stress. These strategies help me manage difficult patients, maintain a work-life balance, and navigate the complexities of medical teamwork effectively.

One of the best aspects of this training has been the supportive community. I have gained friends online, learned from each other's experiences, and felt supported and understood. Sharing our struggles and stress in this safe space has made me realise I am not alone. We created a special bond, and I am grateful for knowing my fellow participants through this training. Elaina taught us so much and was always there to listen and guide us. Each of us has our own battles in our careers, but this program brought us together for one purpose: to be RESILIENT. This sense of community has been invaluable in fostering connection and support”

GR Costorio RN

“Wow!!! This course is a must for all health professionals who deliver physical, psychological and spiritual care to the general population. They need to be aware of the importance of looking after themselves first. This is not innate for many health professionals.

Taking care of health professionals' own mental and physical health is often not seen as a priority for many health professionals who continuously give their reserves of resilience away without taking the necessary actions to fill their reserve tank back up. This results in a stressed and burnt-out workforce.

The resilience nurse programme equips you with in-depth knowledge on how to refuel your reserves of resilience without being too time-consuming. The key components of journaling, mindfulness, your inner critic, visualisation, reframing techniques are highlighted and homework is set to complete these practical activities.

In my opinion, the regular peer Zoom calls are what make this course different and are essential components to the course to make you accountable. This group Zoom calls was facilitated by an excellent coach, Elaina. It was a powerful part of the course as people deliberated different aspects of the course and their experiences. It made you feel less lonely and helped silence the inner critic. When you realise other people have experienced similar issues as you. The course helps you work collaboratively together to learn new skills and develop peer support as the course progresses.

The plan is for our peer group is to keep in touch once a month. To keep the support we have developed to be ongoing and to keep us accountable.

I found myself looking forward to the Zoom meetings and have incorporated some of the techniques. This has been very powerful for me as I am someone who has had PTSD and burnt out from nursing.

I am now beginning to enjoy my nursing career and my life. Instead of being afraid of being burnt out again and suffering from severe anxiety.

I hope this course becomes mandatory for health professionals to help the future nurses ,Drs and allied health professionals to have fulfilling careers with the skills to manage the stress these types of professions have to deal with.

My parting sentence: You must look after yourself before you can help others.”

L Rollin RN

Anonymous Feedback

"Adapting, since starting this program, looks like learning how to be flexible in any circumstance and responding as needed in each situation. I'm learning to tap into myself first before responding, accepting things I can't control, and changing how I view challenges."

"It's shifted from trying to adapt myself to a situation to understanding how I can stay true to myself while working with the challenges presented to me. Changing my perspective and adjusting my aims, rather than stubbornly forcing myself through situations, has become key."

"Being creative with solutions and maintaining a flexible mindset in finding them has been crucial. I keep my values and stay true to them but recognise that I may need to change the plan. Adapting to change has become more of an adventure rather than something to dread."

"Now, I look for opportunities to consider change and explore more options. I feel that I have more tools to try and can be more flexible. There are better tools available and a support system for more consistent habits, enhancing my ability to adapt."

"Having friends who work in similar roles has proven essential. This program completely transformed my view of what a support system can be, showing how it truly helps and brings meaningful changes to one's life. It's about slowing down and reflecting."

"Life becomes easier when you have someone to share and talk with. It reassures me that others are experiencing similar situations, emphasising the importance of seeking support while recognising that our experiences are not unique."

"Before this program, I had never considered the importance of having a support network. Now, I understand how vital it is. Connection sustains us and brings meaning and joy to any situation. This course has demonstrated that investing in your network is the best thing we can do for resilience."

"Dealing with what comes my way now involves being in the situation, accepting it, and doing my best without dwelling on the problem excessively. Ultimately, everything gets done smoothly, so there's no need to worry excessively about what comes."

"I've learned to accept my emotions and respond with self-compassion. It's about problem-solving, processing emotions, and having a plan to achieve an optimal outcome. There's less time spent ruminating on problems and more acceptance of the situation as it is."

"I now understand my limitations better and know what I need to work on in situations outside my comfort zone. It's less about presenting a front to others and acting like I can handle all challenges without being affected. Now, it's more about how I can work through challenges vulnerably and authentically so that I can continue to enjoy them."

"I now understand my limitations better and know what I need to work on in situations outside my comfort zone. It's less about presenting a front to others and acting like I can handle all challenges without being affected. Now, it's more about how I can work through challenges vulnerably and authentically so that I can continue to enjoy them."

"Learning about self-love and compassion has made me feel more positive and accepting of my imperfections. It helps me see the gift in every situation and focus on calming my inner critic to be kinder to myself."

"Fear of losing compassion is the only fear I believe can truly exist. I've learned that I can never give up, and it's fine to let go of goals that no longer interest me. Self-acceptance and forgiveness are crucial for emotional wellbeing and resilience."

"Accepting myself in both successes and failures is vital, as both lead to growth. Having self-compassion aids in tackling challenges and being resilient, while self-hatred is not a sustainable motivator."

"It's impossible to move forward in life without self-love and compassion, so it's crucial to practice and choose them consistently. To keep showing up, I need to understand and be kind to myself, recognising it's a long journey where I'm constantly learning and growing."

"Being kind to myself when I don't perform as well as expected teaches me that mistakes are opportunities for growth. The importance of self-love is fundamental in getting on with life, shaping me into a better person, and enhancing my capacity to give to others."

"Shifting my perspective to the positive and embracing acceptance has significantly boosted my confidence to face any obstacles. It has allowed me to let go of perfectionism, creating space to see more opportunities and making things easier since I don't have to fight with 'what is.'"

"This change has improved my relationships with colleagues, patients, and in my personal life. It reassures me and provides hope for a better future, helping to depersonalise problems or situations. Now, I look for more fun and stop ruminating over obstacles."

"Recognising that 'it is what it is' and understanding that I can't make problems disappear but can choose how to use them has been transformative. It helps me actively notice the good things in life, as well as the bad, and be kinder to myself when facing situations out of my control."

"Accepting challenges as positive learning experiences has allowed me to grow as a person and be kind to myself. I know life isn't without challenges, but I can control my mindset, which makes all the difference. Working through challenges with a kind, constructive mindset rather than a punishing one shifts me into a wiser, kinder mindset."

"Being positive protects my mental health, making life less stressful and allowing me to be wiser and kinder to myself in every situation. Life is better when you focus on the positives and are aware of what you can influence—your thoughts and emotions."

"If we as a health practitioner community can accept that we are human and that it's okay to ask for help, it would fundamentally change our approach to resilience and stress, reducing the shame associated with them. By starting from self-reflection and acknowledging our humanity, we can be kinder to ourselves."

"We would set a better example for our patients by showing them it's okay to be vulnerable, potentially leading to better overall outcomes. Acknowledging our vulnerability could foster more positive and supportive workplaces, significantly reducing burnout and dropout rates."

"It would cultivate a kinder community where we support each other in more meaningful ways, resulting in better health outcomes and more happiness. This openness and honesty would make it easier to share challenging experiences and deal with them more effectively."

"Practicing self-acceptance would lead us to be kinder to one another, acknowledging that we grow through both success and failure. This would make it easier to discuss difficult topics and emotions, potentially prompting systemic changes like reducing guilt for taking time off when unwell."

"We would all be better doctors if we enabled each other to be vulnerable and ask for help when needed. This would lead to more enjoyment at work and alleviate the heavy burden of fear associated with making and being caught out for mistakes, fostering a healthier mindset and community."

"Ultimately, everyone would feel more supported and connected, not feeling separate from the community but part of a supportive network."

"Based on what I've learned in this program, the tools I would use to stay in the moment include gratitude and self-compassion, which help cultivate a positive mindset. Reframing and shifting thought patterns are also critical, allowing me to change my perspective and approach challenges more constructively."

"Mindfulness is a cornerstone tool that I've embraced, along with visualisations to help focus and centre my thoughts. I've also learned the importance of retelling the story, which involves reshaping my narrative to see situations in a new light."

"Identifying my emotions, naming them, and then putting them aside is another technique that has proven effective. This, combined with self-awareness exercises like retelling my story, enhances my emotional management."

"Breathing techniques, meditation, and journaling, including wild journaling, are practical methods that reinforce my daily practice of mindfulness and help in managing stress."

"Overall, I intend to deepen my use of mindfulness and visualisation, while continuing to reframe and shift my thought patterns. These tools not only help me remain present but also enhance my overall well-being and effectiveness in handling life's challenges."

"Reframing 'failure' for me means looking at the perspective from every angle and finding acceptance and learning opportunities in my mistakes. It involves processing emotions, searching for the gift in each situation, and then retelling the story to see things in a new light."

"I challenge whether my perception of failure is accurate or if it's skewed by negative thoughts, and I work on taming my inner critic. Adopting a growth mindset, I no longer view setbacks as failures but as part of a learning curve."

"I take things as lessons and recognise that when one door closes, a window opens. I've learned to see failure as an adjunct to success, not its opposite, by reframing my failures and shifting my inner critic to become a kind teacher."

"Weeding out negative thoughts and amplifying the voice of my kind teacher has been crucial. Shifting the inner critic and adopting kindness towards myself helps me maintain a growth mindset, which is essential for continuous personal development."

"I've learned that I am not defined by my thoughts or emotions; I am simply me. Recognising this helps me understand that when I act, I am inherently brave. Embracing my imperfections and being confident, even when not feeling 'brave,' has taught me about my intrinsic worth."

"I've realised that my worth is not contingent upon my achievements, nor does it correlate with success or failure. I am always worthy of love and can continue to work on this belief to foster my bravery. This involves being kind and compassionate to myself first, which builds my strength and bravery."

"Exposing my vulnerability and going for what I want, regardless of others' opinions, has been crucial in increasing both my sense of worth and bravery. My worth is independent of anything external—it's not up for discussion, no matter what else is happening around me."

"I'm confident in my self-worth and continually using knowledge to bolster that confidence. Self-worth is my birthright, and remembering this empowers me to be brave. We are born to be resilient, and remembering our inherent bravery is essential."

"Dealing with life's challenges has significantly changed for me. I now take it one step at a time, realising there's no ultimate reward but everything I need is in the NOW. I'm no longer as scared as before when facing challenges, instead adopting flexible thinking and shifting my perspective."

"I've grown more confident in myself and have learned to 'dance in the rain,' not seeing setbacks as failures but as part of a learning curve. I take things as lessons, recognising that things happen for a reason, and when one door closes, another opens."

"I now view failure as a part of success, not its opposite, and have worked on shifting my inner critic to become a kind teacher. This shift has involved weeding out negative thoughts and amplifying the voice of kindness within me."

"My approach to challenges is no longer about fighting on no matter what; it's about being kind to myself, understanding why I find situations challenging, and knowing what I need to manage them. I see challenges as positive experiences and appreciate the things that go well."

"Instead of getting through challenges with sheer stubbornness, I focus on shifting my perspective and being kind to myself. I try to see challenges as temporary and realise that my thoughts about worst-case scenarios are not necessarily true. I've also become more aware of the need to take a moment and let feelings come, rather than rushing over them in an attempt to discount them."

"I now view my feelings as temporary states that will pass. They are something to note and learn from, but they don't need to consume me. I consider them as allies and teachers that indicate how I want to change or evolve in my life."

"My feelings don't define me; they are part of life's experiences but not the whole. I see them as guidance, not as an absolute truth, helping me to navigate but not control my actions. I just let them be, recognising that they are a part of me and make me human."

"I aim to hold a safe space inside myself to process my feelings, mindful that they can impact my rational thinking. I am learning to disassociate from being my emotions and instead understand them better, acknowledging them without letting them take control."

"I am learning to identify my feelings and approach them with curiosity. This involves listening to my emotions and responding thoughtfully, reflecting on their wisdom and learning how to express them without judgment."

"Based on what we have learned in this program, control can be aligned with acceptance and release by recognising that we can't control everything, but it's important to be grateful for challenges and respond with kindness. Accepting that not all things are in our control allows us to focus on our mindset."

"Entering a state of flow means accepting what comes and letting go of what needs to go, shaping my life by releasing old attachments rather than trying to control everything. The lack of control over a situation does not dictate how you manage it; acceptance lies in controlling your thoughts about an experience."

"It is about having choices, including when to step forward and when to step back. It's about reframing situations to see the positives and acknowledging our limitations—we can influence but not control everything."

"Control feels like having the ability to reflect and change, going with the flow, and enjoying the journey without trying to force outcomes. By not trying to control but just observing, we act more decisively in a positive way. Learning to accept helps us to release control and resistance, allowing more flow in our lives."

"Success and achievement have taken on a broader meaning for me now. It includes being able to ask for help in tough situations or getting through a bad day and finding joy, not just achieving academically. Vulnerability has become a crucial part of success, enabling connections that bring happiness and allowing me to fail as a step towards succeeding later and achieving my vision."

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These references provide a comprehensive background on resilience, burnout, and the effectiveness of interventions designed to enhance mental health and well-being among healthcare professionals and students.

They underscore the importance of resilience training in mitigating stress and improving overall quality of life, which aligns with the goals and outcomes of the Resilient Programs developed by Ignite Purpose.

