



Wellbeing Action Plan

For Healthcare Workers

Where science meets heart in your journey to authentic wellbeing

You chose this career to care for others every day. But no matter how compassionate you are towards others, sustainable caregiving starts with caring for yourself. These are small, practical actions you can build into your routine, even on the busiest shifts.

During Your Shift

- **Protect your breaks.** Even 5 minutes away from the clinical space makes a difference. Step outside if you can. Daylight and fresh air help regulate your stress response.
- **Eat and hydrate.** Your brain can't regulate emotions well when you're running on empty. Keep water accessible; bring food you don't have to think about.
- **Micro-resets between patients.** One slow breath, drop your shoulders, unclench your jaw. Takes 10 seconds and prevents tension building all day.
- **Name it to tame it.** After a difficult interaction, mentally label the emotion ("that was frustrating" or "that was sad"). This helps your brain process rather than suppress.

After Your Shift

- **Create a transition ritual.** Change your clothes, listen to a podcast, take a different route home. Do something that tells your brain "work mode is ending."
- **Move your body.** Even a 10-minute walk helps discharge the stress hormones that build up during clinical work.
- **Debrief if you need to.** Talk to a colleague, friend, or partner, or write it down. Don't carry difficult cases alone.

Ongoing Self-Care

- **Guard your sleep.** It's not a luxury. That's how your brain recovers. Prioritise it like you would any other vital sign.
- **Stay connected.** Isolation is a burnout accelerator. Keep investing in relationships outside of work, even when you're tired. Call a friend, visit a loved one, and make time for relationships out of work.
- **Know your warning signs.** Irritability, dreading work, detachment, and exhaustion that rest doesn't fix are signals that something needs to change.
- **Ask for help before you're in crisis.** Knowing when to seek support is a professional skill, not a weakness.

Remember: You became a healthcare worker to help people, which you can't sustain if you're running on empty. Taking care of yourself isn't selfish; it's what makes good care possible.