

NMHPV Webinar: Have you ever wondered what we do?

Additional Webinar Questions & Answers

What strategies can I use to manage self-doubt?

Self-doubt can be acute or chronic. Reflect on it – is it a red flag? Are other red flags appearing? Are you actually getting any feedback or messages regarding your performance, functioning or relationships?

Monitor self-talk and choose what is helpful and constructive. Treat yourself like a best friend and use your ability to reassure and provide a reality check – look for evidence. Review self-care and access NMHPV either via the [website](#) or [self-refer](#) for a consult.

In relation to role and functioning:

- Stay well read and seek practice and experience
- Use Performance Appraisals to reflect, obtain feedback and set goals for the next year
- Engage in Clinical Supervision – go to the [Australian Clinical Supervision Association website](#) to read this and access a register of health professionals who provide supervision, and
- Seek Mentoring if needed – via your organisation/[ACSA](#)/many private options which we will be soon be adding to our website.

Is there any one place where I can find an individual ‘supervisor’ to debrief/share experiences?

We recommend all nurses and midwives engage in regular Clinical Supervision. Access the [Australian Clinical Supervision Association website](#) for information regarding Clinical Supervision and the register of health professionals available to provide supervision.

How do I maintain a sense of community for our student nurses during this enforced online learning experience?

Connecting as a group through an online platform, on a regular basis, can be helpful to promote a safe space for students to gather to share their experiences, to appreciate others are sharing the same challenges and to learn helpful ways to manage challenges or difficulties. Enabling discussion through this platform can result in individuals forming new support networks and strengthening existing relationships.

As a manager, what can I share with nursing staff about the NMHPV that will encourage them to utilise your services?

Managers can be influential advocates. Managers who know what NMHPV is, what it offers, how it works and how it can help their staff are strong advocates. Managers who have engaged NMHPV in some way, either through their own contact with us or through a referral to us, will have increased

credibility with their staff. Simply knowing we are FREE, CONFIDENTIAL, INDEPENDENT and that the service is provided by nurses and midwives can be a powerful influence.

How do I deal with stress and build confidence in communication with other senior nurses?

We can work with you one-on-one to build your capacity to deal with the stress of the profession. This would take into account the skills you already have and build upon these skills. We would also consider what your response to stress currently is and what you do to relieve the stress.

How can I learn communication and assertiveness skills that may not already be available to me?

Generally, one way of building psychological and physical resilience is to start practising mindfulness. A daily mindfulness practice gives your body a break from the fight or flight response which is a normal response to stress. It will also increase your psychological flexibility.

You can start with this 2-step mindfulness exercise to connect you to the present moment. You can do it on the spot, in the workplace or at home:

1. In your head name 5 things you can see...
2. Then name 5 things you can hear...

By simply pausing to observe your immediate surroundings, you can calm your body and your mind.

What can I do if someone is bullying me through exclusion?

We can provide support to a nurse or midwife who may be going through the industrial process of a bullying accusation. [ANMJ](https://anmj.org.au/5-tips-to-deal-with-workplace-bullying/) has recently published a great article with regards to bullying: <https://anmj.org.au/5-tips-to-deal-with-workplace-bullying/>

First advice is to seek industrial support through [ANMF](#)/union/and/or legal advice. Familiarise yourself with your own organisations policies and procedures in regards to bullying.