

Fostering Growth through Staff Wellbeing

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The problem: 1 <ul style="list-style-type: none">• working directly with vulnerable families in the field has an indirect impact on team members and causes negative feelings like pressure, tension, stress, and maybe burnout or secondary trauma.• Lack of scheduled, routine time for each team member to take care of themselves, get to know each other, and receive support from others.	The cause: 2 <ul style="list-style-type: none">• promote strong relationships among coworkers and work in a healthy environment. To support them, teach them self-care coping mechanisms, so they are able to better support the beneficiaries, and provide a positive role model for the families they serve		The change: 3 <ul style="list-style-type: none">• developed a tool of various self-care activities to empower the team and create a healthier and more positive atmosphere. Self-care activity has been provided for the team twice a month since June 2023. Different activities were provided, most of them covering the most important goal which is team building and improving the team's wellbeing.
The impact: <ul style="list-style-type: none">• improved collaboration and teamwork• Relationships have become more flexible and more trusting• awareness of the importance of mental health increased• 70% of workers reported an improvement in their well-being and an increase in mutual support.• 80% increased information and created coping skills for self-care.• 6 of the plan's activities implemented from the first of the year			
			