# How we Thrive: Supporting Wellbeing and Excellence among Prevention Practitioners

## Video 2: What approaches to staff wellbeing and collective care will help prevention practitioners?

### Who is this video for?

This video is for anyone who has a role in creating a safe and supportive working environment for staff undertaking primary prevention work. This might be:

* Organisational leaders
* HR or operational staff
* Managers and teammates of prevention practitioners
* Prevention practitioners themselves

Building a strong organisational culture around staff wellbeing and ‘collective care’ will help prevention practitioners to do their jobs, and also make it more likely that they stay in the job.

### When might you use this video?

This video can be used at any time when organisations that have staff engaging in prevention work are considering staff wellbeing and reviewing the practices and policies that support this. Some examples might be:

* Managers undertaking training or professional development to aid in supporting staff wellbeing
* Managers reviewing supervision structures to help them support their teams
* HR and operations department reviewing workplace policies and practices that support staff wellbeing
* Prevention practitioners advocating for better collective care practices in their organisations

### So, what do practitioners need to cultivate wellbeing and collective care in prevention?

**Practitioners need workplaces that take responsibility for staff wellbeing at the organisational level, rather than making it the responsibility of the individual.** This approach, known as collective care, acknowledges how systems and structures create barriers to wellbeing in the workplace, and attempt to address these from the top down.

*“It needs to be driven by leadership, so there is a number of things workplaces can do at a structural level, at a practical level, through their communications, in order to say we value your wellbeing.”*

**Practitioners need space to unpack and talk about their work, and to ask for support when needed.** This might mean regular supervision and open lines of communication with organisational leadership.

*“They need to be able to unpack what’s difficult about his work, what’s confronting about this work, because that’s a really big part of it.”*

**Practitioners need long-term funding to allow them the security to deliver their work effectively, and short-term milestones to fill up their cups.** Managers can ensure day to day wins are celebrated, while acknowledging the constraints created by short-term contracts, and advocating to change this organizationally, and with funders.

*“Build in short term milestones that can be celebrated and promoted, that fill up the cup again in terms of how you feel about: ‘am I making a difference?’”*