

Schwartz Rounds – A Reflective Space

In an increasingly busy and stressful working environment, it is important to find space for reflection both personally and together

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Excellence

Accountability

Respect

Teamwork

Integrity

Compassion



Reflective practice can have positive impacts on decision-making, health and wellbeing, employee engagement and innovation

Definition

Reflection is a generic term for those intellectual and affective activities in which individuals engage to explore their experiences, in order to lead to a new understanding and appreciation.



Boud, Keough & Walker, 1985

Benefits

The CIPD suggests that benefits include:

- Increased self-awareness, emotional intelligence, capacity for emotional regulation and as a consequence, the ability to inspire, influence and motivate others
- Enhanced ability to make decisions which show good judgement, awareness of risk and systemic impact
- Growth in the capacity to generate innovation
- Ability to be compassionate to self and others and inspire trust



Schwartz Rounds – what are they?

- Kenneth Schwartz - patient
- US & UK
- Licensed, 'copyrighted' model
- Food
- Trained facilitators and clinical leads
- Panel speak for five minutes each on theme chosen in advance
- Emotional and 'human' aspects of work
- Unique perspective
- 1 hr
- Facilitated group reflection – connections
- Sharing feelings not solutions



Positive Outcomes

Attendance at Schwartz Rounds results in:

- Increased sense of community
- Reduction in isolation
- A sense of coherence— working together for the greater good
- Increased compassion and understanding of the human cost of doing healthcare work
- Coming to terms with ‘a failure to repair’



- Consideration of personal with professional – giving permission for stories of love, hate, hope, loss, satisfaction and regret



- Reconnection to the values that motivated the decision to enter healthcare



- A 'peek behind the curtain' of what happens elsewhere

- New thoughts on negotiating relationships



- Levelling the playing field – managers, students, qualified and unqualified staff, sit together

Other types of reflective space

- Supervision
- 121s / Appraisals
- Time out
- Team Meetings
- Lunch breaks
- In the car
- What Went Well?
- Coaching and Mentoring
- Workspace Walks / Swimming
- Mindfulness / Meditation
- Check –ins
- Silence
- Peer reflection



Furthering the diversity and inclusion agenda

- Staff Networks
- Themes
- Safe spaces
- Embedded into organisational development practice
- Reduces assumptions
- Consideration of other viewpoints and perspectives



- Improved self-awareness
- Time to collect voices which aren't always heard
- Making connections
- Impact on wider culture
- Impact on performance, engagement and health and wellbeing

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