

GPN Career Plus: thriving not just surviving

A development program to support GP nurses in General Practice

The challenge

We all know that working in general practice can be enormously challenging, often feeling overwhelming. Many GPNs have found they no longer enjoy their work and are at risk of burnout or taking early retirement. Opportunities to chat with colleagues, unwind and share ways of overcoming the challenges we face have become harder to find. GPN Career Plus aims to help redress the balance.

The programme

Twelve 2.5-3 hour financially supported peer sessions, during work hours, spread over 6 months with 4 face-to-face sessions and 8 online sessions.

As this will be the very first GPN Career Plus program we have developed and varied programme to support the group which will include themes around stress, resilience, self-care, mindfulness, sleep/exercise and much more. These sessions will be facilitated with access to a variety of resources and experts.

Our aim overtime is for the group to work to an indicative programme (see overleaf) but also shape and set aspects of the content according to your shared needs.

The aims

- To facilitate development of new skills and ways of thinking about the thing's life throws at you
- To leave you more settled and confident in your direction in life
- To provide you the opportunity to network with colleagues, share experiences and challenges in a supportive and nurturing environment

The people

GPN Career Plus is for any nurse or Nurse Practitioner who is not part of the "new to practice fellowship". Past participants of the GP Career Plus Programme have included those who have been on career break (e.g., ill health, parental leave), considering retirement, considering career options, and reflecting on their own well-being.

The request

To participate in the programme, to respect/support each other in the different and shared challenges of working in general practice. The programme will also promote relaxation and give you opportunity to enjoy some time out with no pressure and no interruptions.

The feedback

As this is the first GPN Career plus we don't have any feedback, but we can share some from a similar programme run for GPs.

"It gave me a new perspective on the options available to me as a GP"

"I realised for the first time that I wasn't alone and could openly share my story with people who understood"

The next step

If you think you may be interested, then please contact somersetlmc.gpcareerplus@nhs.net for more information.

Session themes	Indicative Content
1. The stories that make us For attendees to explore and reflect on their personal nursing journey	<ul style="list-style-type: none"> • Storyboarding • A model of reflection including emotional intelligence theory. • Sharing and reflecting with each other • Conflicts and resolutions – working with opposing forces • Letter to future self
2. Stress, resilience, and self-care For attendees to review their own resilience	<ul style="list-style-type: none"> • Recognising burnout and what to do • Wheel of life • Wellbeing conversations and CLEAR goal setting • Building a wellbeing plan
3. The neurobiology of stress For attendees to deepen their knowledge and use research to shape their own personal response	<ul style="list-style-type: none"> • Understanding the underpinning components of the stress response • Developing skills from research that helps to manage stress including neuroplasticity • Building a wellbeing plan
4. A toolkit for resilience For attendees to discover approaches to building their own resilience	<ul style="list-style-type: none"> • Skills to define what you need to thrive at work • Thinking pitstops and emotional logic • Developing your own inner psychological contract - building boundaries • Saying no and saying it well • Working well with conflict
5. Introduction to coaching For attendees to get the best out of those they work with	<ul style="list-style-type: none"> • Core coaching skills • Introduction to the GROW model • Practice against workplace scenarios
6. Career defining moments – at your very best For attendees to deeply reflect on aspects of when they have been most content	<ul style="list-style-type: none"> • Appreciative Inquiry theory in supporting meaningful change • Group work around attributes of successful and defining moments • Introduction to positive psychology – tried and tested methods
7. Mindfulness – a personal journey For attendees to explore the art of just being	<ul style="list-style-type: none"> • Introduction to mindfulness • Common mindfulness activities • Mindfulness in broader life • Shaping your working day for mindful moments

Session themes	Indicative Content
8. Flower essences To be introduced to the power of natural substances in health and wholeness	<ul style="list-style-type: none"> • Self-care and practical face to face sessions
9. Sleep, exercise, and diet For attendees to build a richer understanding of the science behind every day living and wellbeing	<ul style="list-style-type: none"> • Introduction to the science of sleep, including impact on sleep and sleep hygiene • Diet and gut health • Personal review of exercise and goal setting
10. Communication – understanding patterns and problems in communication For attendees to explore communication styles and how these impacts on their work	<ul style="list-style-type: none"> • Introduction to Transactional Analysis theory • Reflection on insights from the workplace • Practical exercises to strengthen your communication style
11. Your best possible future For attendees to consider potential future roles and opportunities	<ul style="list-style-type: none"> • The diverse and varied career • Portfolio careers • Goal setting and planning (CLEAR framework)
12. Consolidating your journey For participants to reflect on their personal journey	<ul style="list-style-type: none"> • Consolidation of learning • Reflection of key insights and light bulb moments • Commitments and pledges • Ongoing support and networking