

**Reducing mental ill-health: Groups, belonging and relationality**

	C	M	O
7	Positive and meaningful workplace relations	Doctors feel <b>sense of belonging</b> towards colleagues and profession	Increased capacity to work under pressure
8	Doctors work in functional groups	They <b>feel supported</b> and more <b>at ease</b> with vulnerability	Normalise vulnerability, less stigma towards mental ill-health
9	Doctors have less connectedness and meaning at work	They may <b>feel they can only find fulfilment outside work</b>	Less likely improvements in doctors work issues
10	Doctors (and medical students) with delicate issues	They do not <b>feel safe</b> to share their problems, and <b>lack group identification</b>	Dysfunctional groups, intensification of mental ill-health
11	Safe and protected space and time for doctors (and medical students) to congregate in work environment	Doctors (and medical students) <b>bond</b> with colleagues	More connectedness at work

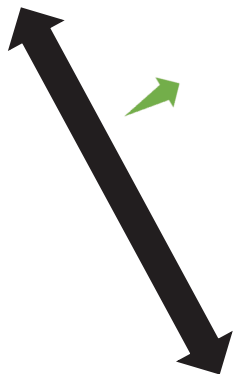


**⚠ Processes leading to mental ill-health in doctors**

	C	M	O
1	Lack of basic support structures to enable doctors to do their job	Doctors feel they must <b>make up</b> for the deficiencies for patients and colleagues	Normalisation of overwork and its negative consequences
2	Overwork and its negative consequences normalised	Overworked or sick doctors may feel they are <b>letting down</b> their colleagues and patients	Presentism, mental ill-health, workforce retention issues
3	Lack of autonomy and meaning at work	<b>Dissatisfaction</b>	Doctors more vulnerable to work pressure and mental ill-health
4	Culture where mental ill-health and vulnerability deemed unprofessional	Doctors (and medical students) feel <b>shame/fear</b> of not living up their professional identity	Hide vulnerability and difficulties
5	There is support for doctors (and doctors aware of confidentiality issues)	Doctors <b>fear</b> that seeking support may jeopardise their career	Do not seek support and hide vulnerability
6	Physical and emotional isolation at work	Doctors <b>feel unsupported, and lack of trust</b> in environment and colleagues	More vulnerable to work pressures and mental ill-health

**⌚ Reducing mental ill-health: Prevention and timeliness**

	C	M	O
12	Feedback/supervision recognise and promote learning from both positive and negative performance	Doctors <b>feeling treated fairly, and valuing</b> colleagues and organisation	More connectedness, support and engagement at work
13	Work environment actively demonstrates importance of balance between health and wellbeing with fighting stress and mental ill-health	Doctors (and medical students) <b>encouraged to self-care</b> and <b>less afraid</b> to acknowledge vulnerability	De-stigmatisation of mental ill-health and vulnerability
14	Both positive and negative aspects of medical career recognised	Doctors (and medical students) <b>feel less inadequate and helpless</b> when they or their colleagues experience stress or mental ill-health	Increased capacity to work under pressure, more acceptance of vulnerability
15	Timely support when doctors (and medical students) are particularly vulnerable	Doctors' (and medical students') only <b>rescue/hope</b>	Reduce the intensity of mental ill-health and its related outcomes, including suicide



**🌐 Implementation methods: General principles to guide change**

	C	M	O
16	Intervention not endorsed by organisation and leadership	Doctors' <b>lack of trust</b> in intervention and <b>frustration</b> if they cannot access it due to work constraints	Doctors less likely to engage with intervention
17	Those who deliver /manage interventions lack training to deal with sick doctors' needs	Doctors' <b>lack of trust</b> in intervention	Doctors less likely to engage with intervention, or for it to work
18	Doctors (and medical students) involved in the development and implementation of interventions	More <b>trust and ownership</b> of intervention	Intervention more likely to be used and effective
19	Outcomes of interventions and wellbeing of workforce regularly reviewed, commitment to act on outcome of these reviews shown (16)	Doctors feeling <b>supported</b>	Doctors engage with efforts to tailor intervention, more awareness about vulnerability and wellbeing at work

