

# Support4Resilience: Strengthening resilience and mental wellbeing through the Support4Resilience Toolbox in elderly care

## The problem

European elderly care experiences labour shortages, lack of qualified healthcare workers and a major mismatch of capacity and demands in healthcare services, causing stress, burnout, and reduced mental health and wellbeing among healthcare workers, leaders, and informal caregivers.



## The need

Research-based tools, interventions and training are needed to help healthcare leaders to map, understand, and act upon capacity-demand challenges.



## The solution

The Support4Resilience (S4R) proposal aims to improve healthcare worker well-being and patient safety by supporting leaders in reframing working conditions and organizational structures. By focusing on organizational-level interventions, S4R can address the root causes of stress and burnout. This approach promotes adaptive capacity, resilience, and mental health, ultimately leading to better patient outcomes.



## Support4Resilience Toolbox

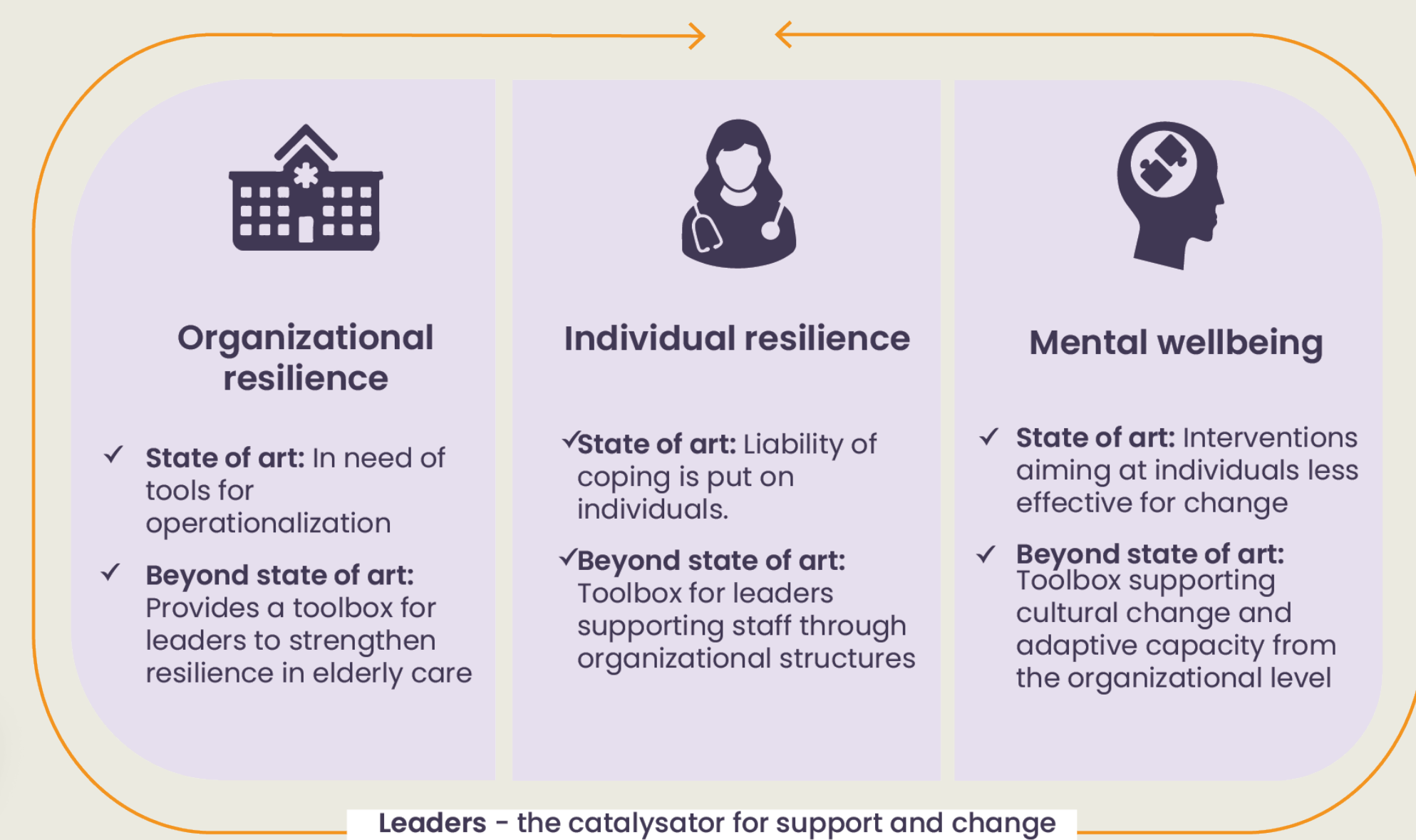
The S4R Toolbox is an online platform offering cost-effective tools to empower leaders with actionable strategies to enhance resilience in elderly care.

- Mapping and Identification Tool** combines insights from healthcare workers and informal caregivers to provide a comprehensive view of the organization's current state.
- Reflection and Education Tool** provides contextual understanding of 'work-as-done' and educational components to identify effective solutions for bridging capacity-demand gaps.
- Re-organization Tool** helps leaders reshape care by identifying practices to keep, implement, or de-implement, and creating action plans to enhance resilience, mental well-being, adaptability, and efficiency in healthcare services.



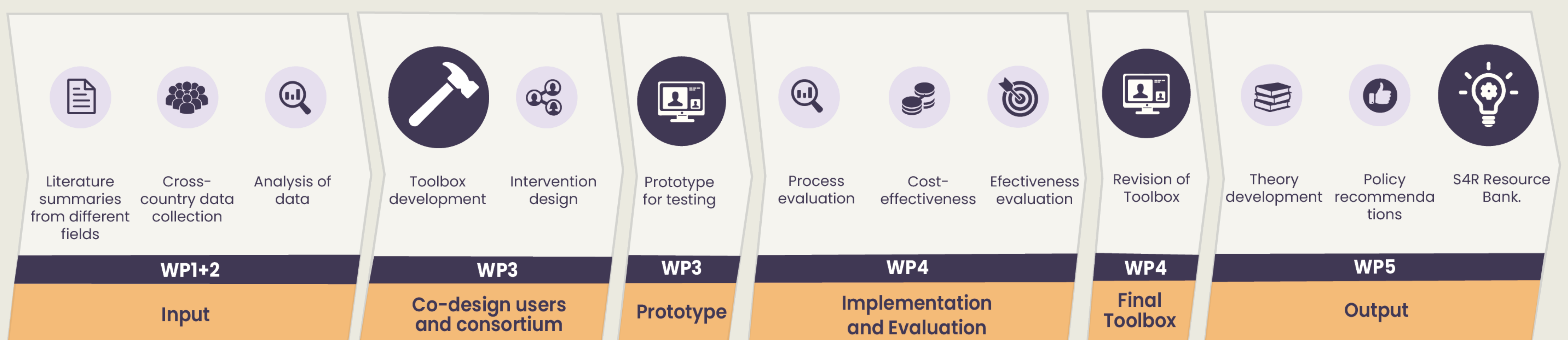
## Novelty beyond the state of art

The S4R proposal introduces innovative solutions for the daily work of leaders in elderly care through cross-level and cross-context approaches, grounded in interdisciplinary mixed-methods research. This approach not only strengthens the basis for policy recommendations but also supports the development of a comprehensive theoretical framework.



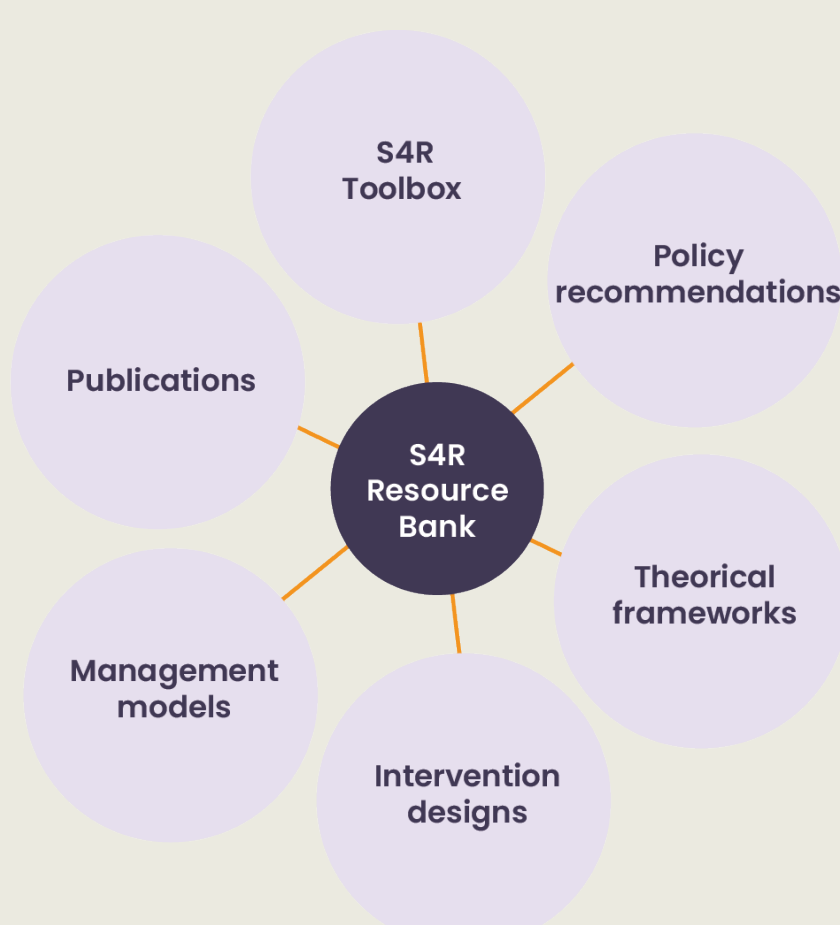
## Methodology

The S4R project will use a mixed-methods approach to develop and evaluate a toolbox for supporting healthcare leaders. This methodology aligns with the Medical Research Council's guidelines for complex interventions, emphasizing adaptability and context-specific solutions.



## S4R Resource Bank

WP5 will ensure the establishment of an **open access digital resource platform**, S4R Resource Bank, that will include S4R Toolbox, intervention guidance, policy recommendations, management models, theory, and publications, enabling all scientific and toolbox content availability.



## Impact

The S4R Toolbox and Resource Bank are innovative solutions aimed at supporting leaders in the needed transformation in elderly care.

