



## Shands Nursing Wellness Resource Partner (WRP)

The Wellness Resource Partner is a nursing employee who demonstrates a dedication to wellness and promotes a healthy and supportive work culture by bringing new and relevant wellness initiatives to their unit. The WRP functions as a role model, coach, and change agent through sharing, mentoring, and supporting the health and wellbeing of their fellow employees.

This role is not exclusive to RNs and may be filled by any employee who reports through nursing including: RNs, PCAs, Support Techs, Monitor Techs, Unit Assistants, etc.

### Criteria for Selection:

- A. Minimum of 6 months of employment in current role required, one year preferred. Exceptions may be determined collaboratively between the partner's manager and resource role leader.
- B. Possesses a passion to promote the health and wellness of fellow employees and cultivate a healthy and supportive work culture.
- C. Demonstrates interest in sharing knowledge with staff through teaching, role modeling, and coaching.
- D. Demonstrates effective interpersonal, communication, and collaboration skills.
- E. Demonstrates a willingness to complete resource role education, attend resource role meetings, and track data related to nursing staff wellness.
- F. Demonstrates a commitment to own health and wellness.

### Role Responsibilities:

- A. Increases awareness and involvement of other staff members in wellness initiatives by:
  - a. Creating a unit wellness corner or board
  - b. Surveying staff about wellness needs and interests
  - c. Organizing teams for group challenges
  - d. Coordinating onsite activities
  - e. Promoting individual challenges, offsite activities, and the employee wellness incentive program.
- B. Acts as role model for other staff by exercising accountability for own health and wellness and advocating for a healthy work culture.
- C. Acts as a resource in the nine dimensions of wellness, institutional initiatives, and support services.
- D. Supports staff in optimizing their own health and wellness.
- E. Assists in implementing institutional-wide wellness initiatives on the unit.
- F. Works collaboratively with other WRPs and WRP advisors.
- G. Provide insight and feedback to aid WRP advisors in the development of nursing wellness initiatives.

### Role Expectations:

- A. Completes the Wellness Resource Partner individual education plan (IEP).
- B. Participates in 75% of resource role meetings. Participation is defined by the Wellness Resource Advisors.
- C. Provides evidence of unit participation in wellness activities and initiatives.
- D. Completes annual Healthiest Unit Application (due March)

### Unit-Based Outcomes:

- A. Improve or sustain unit participation in wellness initiatives.
- B. Improve or sustain unit scores from the Nursing Engagement Survey related to teamwork and resilience.