

Acknowledgement:

The idea of know me profiles and / or creative ways to display staff photographs are visible on every CPFT ward. Early adopters were the staff of Mulberry 2, also Terry Hill on Mulberry 3, Jane Poppitt on Springbank and Rebecca Thorogood on Oak 3 have pushed the initiative forward.

Feedback:

- They're good fun
- I love the photos
- They make us equal

Know me profiles

Theme: Equal Space

Objectives:

- To cut down on the 'them and us' culture
- To present us as individuals rather than patients and staff
- To share little of ourselves
- To be humorous
- To get to know each other
- To make staff seem more approachable

Concept:

We ask our patients many personal questions but have been traditionally trained to deflect any personal questions towards ourselves. This initiative is a step towards challenging the status quo in regards to this staff patient differential. If we expect our patients to open up it is only fair to that we take a small step as well.

Create a 'Profile' for staff members that provides not just the name but a little bit about themselves such as a favourite film, food, quote, book. Personalise it with a photograph in a more natural setting and put it on the wall in place of the usual 'mugshots'. The hope is that it will give people a point of contact, a conversation starter, an idea of who we really are. It is visually pleasing and also works well with friends and families who are visiting. The display board is often the first thing new patients or visitors see and it is a great way to set the tone that this is an open safe space in which we are individuals first.

Pragmatics:

It is easy and fun to do. All one need is a template, a computer, a photo



Time: 🕒 🕒

Cost: 💡

Training: 🧑🏫

Staff: 👤 👤

Quick Win: 👍 👍 👍 👍 👍

to upload and a printer. On Springbank ward, patients reciprocated this staff gesture by creating know me profiles of themselves which they have put up on their bed room doors. On Oak 1, staff and patients worked together to create paper frames for the staff pics and also wrote on the frames positive messages about members of staff that they had been working with.

Top Tip:

Have fun doing it!

Principal benefit:

Patients and staff can all identify with each other instantly in some shape or form.