



What is VBRP® and how does it work?

VBRP® is a registered NES model which is all about conversation; it helps staff take time out to look at what's going on for them, and aims to support staff so that they are more able to provide the care they came into the service to offer.

VBRP® takes place within a group held by a trained facilitator, and the reflective tools used in VBRP® are designed to keep the process safe and confidential. During a session which lasts around 30 minutes, staff are encouraged to think in different ways about their working life, maybe something which has “tugged” at them, or impacted upon them, for some reason.

Very often, people don't ask for help until there is a sense of crisis and a feeling that “I am not coping”. **VBRP® is a regular form of support which can be embedded in our working lives, reducing the build-up of stress.**

It uses two simple tools:

Three Levels of seeing

- 1. I see/notice
observing without interpretation
- 2. I wonder/I am curious
questioning, turning things over
- 3. I perceive/realise
making connections

The second tool helps us to ask 5 questions of a situation

NAVY Tool

- N whose **needs** are being met/not met?
- A what does it say about our **abilities or capabilities**?
- V whose **voice** is being heard/not heard?
- V who/what is being **valued**/undervalued /over- valued?
- Y what does this say about **you/ me/ us**?

This is done within the context of looking at our

M Motivation

Why we do what we do- our best intentions

What brought you into the profession?

A Actual Practice

What we find in our everyday work life- our day to day reality.

How are the values expressed in your motivation play out in your most recent day at work?

P Potential practice

How we would like to express our original values in our workplace.

What could it be like? How could you begin to express your initial vocational values when you return to work? What would you need?

VBRP helps us to reconnect WHY we do what we do – our motivation

With the WHAT of our everyday work lives- the nitty gritty of the working week

Leading to HOW we would like to express our original values within our workplace.

What are the benefits of using VBRP®?

Taking part in a VBRP® session enables staff to get behind the assumptions which we might make in the hurry of life in a busy hospital and to really hear each other

VBRP® doesn't force a solution, but gives staff space to look at other possibilities and it does this in a safe and supportive way which leads to an increased level of trust within teams

Here are a couple of quotes from staff members who are part of groups:

“This is a brilliant mechanism to support individuals and teams in busy demanding environments. It offers teams a short time out to listen to one another, give supportive and encouraging feedback – to give staff ‘a voice’.”

And simply

“You give us the luxury of being heard.”

How can staff find out more and explore VBRP® further?

If this sounds as though it could be a useful support to you and your team there a number of next steps.

You can use these simple tools in everyday practice as a safe and protected way for staff to reflect and be reminded to attend to our wellbeing more intentionally at work.

You can book a facilitated VBRP® session by contacting me to arrange a Taster Session susan.rayner1@nhs.scot

Training to become an accredited facilitator is available through NHS Grampian and bookable through Turas.

Please get in touch for further details.