

# Can Bravery build retention in the NHS?

Welcome to the latest newsletter from The Bravest Path

A courage building consultancy focused on smart risk taking and brave leadership.

Feedback from participants who attended Braver than Before ® :

*“Out of all the development opportunities I’ve had, this is the one that’s changed my life, without a doubt.”*

*“A year ago, I wouldn’t have dreamed of going for this type of job, and now here I am. It’s 100% down to Braver Than Before.”*

*“This has absolutely changed my life. My personal & professional life is absolutely incredible, and it’s all down to The Bravest Path.”*

*“I felt I really*



**Retention is a major ongoing concern in the NHS.**

**What is within your power right now to action and reduce your retention risk?**

An often overlooked and under-considered solution to retain staff is developing courage in your people.

**73% of past participants from our Braver than Before ® programme agreed that they are more likely to stay with their organisation as a direct result of this work.**

Courage is a teachable and developable skillset. Here are three areas of focus that will retain your people and increase belonging and connection in your workforce.

## **1) Identifying Values:**

Understanding and acknowledging the core values of clinicians is the first step towards building a supportive and rewarding work environment where people want to stay. When individuals feel that their values are aligned with their organisation's mission, they are more likely to experience a sense of purpose and fulfillment in their roles.

Our **Braver than Before ®** programme emphasises the importance of identifying personal values, living into these, and aligning them with the NHS's mission. **By doing so, we strengthen the emotional connection between clinicians and their workplace, deepening meaning and engagement.**

## **2) Clarifying & Setting Boundaries:**

The demanding nature of healthcare can sometimes blur the lines between personal and professional life. It's vital for clinicians to set healthy boundaries to avoid burnout and maintain a healthy work-life balance.

**Braver than Before ®** empowers clinicians with the tools and strategies to establish these boundaries effectively and deepen relationships whilst doing so. **When individuals feel supported in maintaining their well-being, they are more likely to stay committed to their organization in the long run.**

*needed to start growing my voice and no longer sit back and accept things. As a result of this programme I shared my neurodiversity with my team, it's made me feel so much more connected and accepted at work."*



### 3) Practicing Self-Compassion:

Clinicians are often compassionate caregivers for their patients, but they may put their own self-care last. Encouraging self-compassion is essential in creating a culture that values mental and emotional well-being. A focus on a practice of self-compassion allows them to handle stress and challenges with greater resilience. **When individuals are kinder to themselves, they experience improved job satisfaction and are more likely to remain dedicated to their workplace**

**Watch this 2 min video of nurses and midwives speaking about the impact Braver than Before ® had on them:**

[The Impact of Braver than Before ®](#)

Find out more about this innovative development opportunity for your staff, available for less than their individual annual CPD budget, by clicking the links below, or get in touch by emailing [info@thebravestpath.com](mailto:info@thebravestpath.com)

[Braver than Before ® Programme Details](#)

This programme helps you and your employees develop the mindset and skills needed to be brave, take smart risks and make the most of individual potential. By building a culture of bravery in your teams and organisations you can stay agile and innovative whilst improving connection, collaboration, and psychological safety, crucial elements of high performing teams.

[CLICK HERE TO REGISTER](#)

**The Bravest Path** - A courage building consultancy focused on smart risk taking and brave leadership. Through research and real life we cultivate emotional intelligence and cultures of psychological safety, resulting in happier and higher performing individuals and organisations.

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