

Each of these interventions provides structured time and a safe confidential setting for all staff to get together to share stories of the emotional, psychological, and social aspects of working in health and social care. They are not for solving problems or focussing on aspects of care. They are an opportunity for participants to bring themselves, the person behind the professional, to reflect on the stories and things said by other participants that resonate with them. With the help of the facilitators the sessions can uncover often hidden stories and through acts of self-disclosure by participants allow the expression of vulnerability by one human being amongst others.

Schwartz Rounds	Schwartz Rounds Online	Team Time
1. For the whole organisation with the support of senior leadership	1. For the whole organisation with the support of senior leadership	1. For teams in the organisation with the support of senior leadership
2. The format is face-to-face	2. The format uses an online platform	2. The format uses an online platform
3. Organisational factors: (a) they can fit with existing organisational vision and activities; (b) they can be a useful vehicle for promoting desired organisational change; and (c) they offer a means of addressing an unmet need for staff support.	3. Organisational factors: (a) they can fit with existing organisational vision and activities; (b) they can be a useful vehicle for promoting desired organisational change; (c) they offer a means of addressing an unmet need for staff support; (d) they ensure that geographically dispersed staffing arrangements are not a barrier to participation in the Rounds; and (e) they are going to be used in the recovery/next phase of the COVID-19 crisis	3. Organisational factors: (a) Decisions about the teams to be offered this intervention and the equity of the decisions made; (b) Dealing with approaches from teams that may not be of the highest priority; (c) Dealing with the suggested limit of thirty people; (d) The inevitable insularity of teams on occasion might be unhelpfully reinforced by TT; and (e) Deciding whether to run whole-organisation Rounds Online alongside TT and deciding if there is sufficient resource to do this.
4. Stories/topics <ul style="list-style-type: none"> From the past – having a chance to digest feelings Not controversial or complex Not a debrief for a recent case, incident, or event 	4. Stories/topics <ul style="list-style-type: none"> From the past – having a chance to digest feelings Not controversial or complex Not a debrief for a recent case, incident, or event Inevitable that COVID stories will be told and facilitators will need to take particular care in panellist preparation 	4. Stories/topics <ul style="list-style-type: none"> Focus on current experience rather than past events – extra care in storyteller preparation Not stories that contain an ‘agenda’ about the team
5. Stages <ul style="list-style-type: none"> Steering Group set dates and themes/topics/cases for each Round 3 or 4 Panellists identified and pre-prepared by facilitators before the day Panellists all meet before the Round to hear each other’s stories Food is made available for 15 to 20 minutes before the Round for staff to slow down and leave their work 	5. Stages <ul style="list-style-type: none"> Steering Group set dates and themes/topics/cases for each Round The Steering Group agree the virtual platform to be used and the format to be adopted (e.g. who will be on screen and protocols for participants to take part (e.g. use of chat function, ‘raising hand’ emoji etc) 3 or 4 Panellists identified and pre-prepared by facilitators before the day 	5. Stages <ul style="list-style-type: none"> Steering Group works to identify and talk to teams about Team Time as a support for them The Steering Group agree the virtual platform to be used and the format to be adopted (e.g. who will be on screen and protocols for participants to take part (e.g. use of chat function, ‘raising hand’ emoji etc) 2 storytellers from the team are identified and pre-prepared by facilitators (who are not from the team)

<p>behind</p> <ul style="list-style-type: none"> • Round lasts for one hour and has two facilitators giving an introduction, inviting the panellists to tell their stories one after each other, providing the transition to other participants to reflect on what they have heard, managing silences and bringing the Round to a close with offering the panellists another chance to comment. • The facilitators ask all [participants to complete the feedback form • The facilitators spend some time with the panellists to debrief them 	<ul style="list-style-type: none"> • Panellists all meet before the Round to hear each other’s stories • Participants are sent the link to the online session • Participants are asked to take 15 minutes before the Round to step away from their work, to make themselves a drink and ensure they are in a location on their own. Depending on where they are, they may be able to listen to a piece of music or perhaps just reflect on the present moment. • Round lasts for one hour and has two facilitators giving an introduction, inviting the panellists to tell their stories one after each other, providing the transition to other participants to reflect on what they have heard, managing silences and bringing the Round to a close with offering the panellists another chance to comment. • The facilitators ask all participants to complete the online feedback form – the link can be posted in the chat function • The facilitators spend some time with the panellists to debrief them 	<p>before the day</p> <ul style="list-style-type: none"> • The storytellers meet before the Team Time session to hear each other’s stories • Participants are sent the link to the online session • Participants are asked to take 15 minutes before the session to step away from their work, to make themselves a drink and ensure they are in a location on their own. Depending on where they are, they may be able to listen to a piece of music or perhaps just reflect on the present moment. • A Team Time session lasts for 45 minutes and has two facilitators giving an introduction including the two grounding techniques (mindful breathing and the ‘Butterfly’ hug), inviting the storytellers to tell their stories one after each other, providing the transition to other participants to reflect on what they have heard, managing silences and bringing the session to a close with offering the storytellers another chance to comment. • The facilitators ask all participants to complete the feedback form – the link can be posted in the chat function • The facilitators spend some time with the storytellers to debrief them