

APPLICATION BRIEF

The Public Services Health & Safety Association
(PSHSA) of Ontario



R2



Resilience
Research
Centre

<https://resilienceresearch.org/r2/>

INTRODUCTION

The Public Services Health & Safety Association (PSHSA) of Ontario has used the R2 program to help first responders and their organizations understand resilience. The intent was to foster the development of rugged personal qualities, and social and institutional resources at both the level of individual workers and organizations.

THE APPROACH

The PSHSA R2 Resilience Program has two components: 1) R2 training for leaders, and 2) R2 training for first responders. There was four phases to the training.

Phase 1: R2 training for leaders:

Organizational leaders gained foundational knowledge surrounding the importance of resilient workplaces and how to build them.

Phase 2: R2 training for workers:

First responders completed an initial self-assessment that helped them to understand resilience and the factors that contribute to wellbeing under stress.

Phase 3: R2 training for workers:

First responders gained specific knowledge about key factors of resilience that would be most beneficial to them.

Phase 4: Coaching:

A follow-up self-assessment was distributed to participants. The RRC later followed-up with organizational leaders to review the impact of the program.

PROJECT DETAILS

Start Date: October 2019

Location: Ontario, Canada

Populations: First responders (paramedic, fire, police, and healthcare personnel) and their organizations

FACTORS CHOSEN

The PSHSA decided to have the program address 16 factors associated with resilience:

R1: Rugged Qualities



Gratitude



Self-confidence



Optimism



Problem-solving



Mindfulness



Sleep



Nutrition



Physical activity

R2: Resourced Qualities



Structure



Accountability



Supportive relationships



A powerful identity



Experiences of control



Fair treatment



Culture



Basic needs