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**PRIMARY HEALTHCARE & PREVENTIVE MEDICINE**  
&  
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### **Great expectations – Building resilience with simulation**

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Improving the resilience of our workforce in healthcare will assist to reduce turnover rates and improve individual and team performance<sup>1</sup>. Multiple tools and programs have been developed worldwide to increase individual's resilience, but perhaps we should use a more simplistic approach. As people, we invest in our expectations and as leaders we cultivate expectations. In simulation that is particularly evident, are we cultivating the correct expectations? Do our simulations practices create perpetuate a Grey's Anatomy effect? We know an abundance of clinical knowledge regarding the patients we care

for, the pathophysiology, the pharmacology and how to reduce patient risk. Despite the abundance of knowledge, clinicians often hold unrealistic expectations concerning the health outcomes for patients in their care with regards to the success rates of therapy, the progression of chronic disease and the system limitations of care. As leaders of simulation in healthcare we must ensure that we are leading clinicians to realistic expectations and an improved resilience.

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