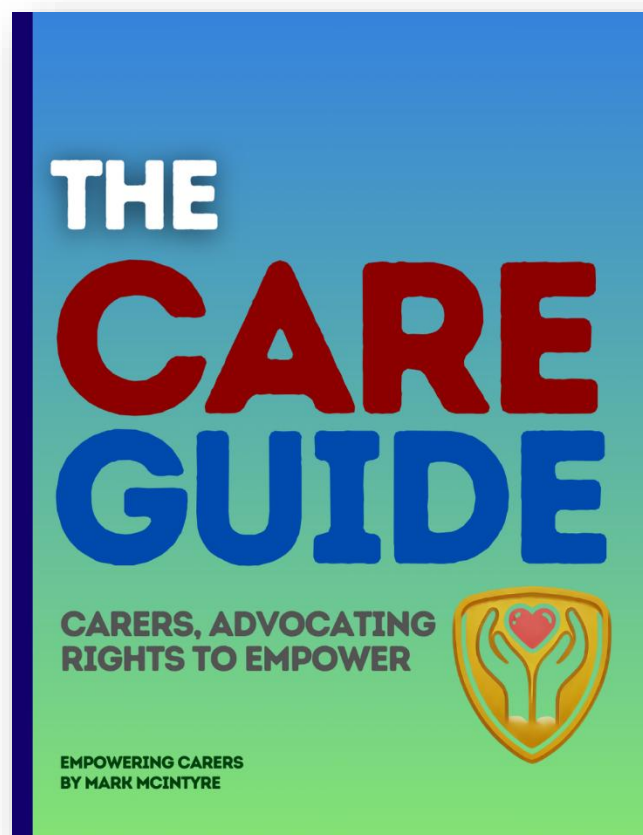


STORY 14

The Right to Rest and Recover

Reflection and Teaching Aid

Section B of The Care Guide – Advocacy Stories



Training Resource Sheet

Story 14: Lily the Elf: The Right to Rest and Recover

(From Section B – Advocacy Stories)

Story Summary

Lily the Elf is always smiling and helpful, but she becomes unwell after pushing herself for too long. Instead of being supported to rest, she's encouraged to keep going, "stay strong," and "not let the team down." As her health declines, she realises that rest is not a weakness - it's a necessity. With support, she begins to advocate for herself and take the recovery time she needs. This story explores how rest and recovery are often undervalued, and how both staff and service users need permission to slow down.

Training Focus Areas

1. **The Right to Rest**
 - Why is rest so often dismissed or delayed in care settings?
 - How can pushing through become harmful?
 2. **Recognising Burnout and Fatigue**
 - What are the signs that someone is reaching their limit?
 - How can we prevent exhaustion before it becomes crisis?
 3. **Creating a Culture of Permission to Pause**
 - How do we shift the mindset that rest equals laziness or failure?
 - How can leaders model healthy recovery and work-life balance?
 4. **Supporting Recovery for Service Users**
 - Do our care plans allow for mental, emotional, and physical recovery?
 - How can we advocate for recovery time without guilt or delay?
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Discussion Questions

- Have you ever ignored your own need for rest? What was the impact?
- How do we spot signs that a service user or colleague is running on empty?
- What kind of language do we use around time off or sick leave - does it help or harm?
- How can we build space for recovery into everyday routines?

Practical Actions

- **Role Play:** Practise a conversation where you support a colleague or service user to take a needed break.
 - **Reflective Task:** Write down one area of your life or work that needs more rest or recovery. Plan one action to support it.
 - **Weekly Challenge:** Make sure one person each day is encouraged to rest - and check in later on how it helped.
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Key Learning Outcome

Rest is not a reward - it is a right. Recovery is part of resilience, and care settings must honour that for both those giving and receiving care.

How to Use This Resource

Use this during wellbeing check-ins, sickness policy reviews, or team culture sessions. Lily's story is a gentle but firm reminder that health and energy are not infinite - and that recovery is essential to sustainable care.

Date:

Time:

Place:

Name of presenter:

Names of staff in attendance:

Name of service users taking the lesson:

Feedback: