

Place of Mental Health and Human Relationship In Supervision

By

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MENTAL health and human relationship are the very lifeblood of supervision. No aspect of supervision, in fact, can be successfully accomplished without a thorough understanding of principles of mental health and how to apply them in understanding and dealing with personnel. Unless the principles be understood and applied, supervision will fail in effectively engineering human relationships among the nursing personnel and in handling the affairs of the individual. The knowledge of mental health helps the supervisor to have better relationships with others; it also promotes greater integration with herself. The present emphasis on mental health and a growing awareness of the interrelatedness of the soma and the psyche, together with improved rehabilitation methods in both physical and mental illness present great challenge to the members and leaders of the health team.

What is Mental Health ?

It is an abstract concept. We talk about mental health by observing one's behaviour, his appearance, and adjustment process in different situations. It gives us some idea about his total personality. Unfortunately, there are no definite norms to measure mental health. However, there are certain approximations or characteristics of mentally healthy persons.

The term 'mental health' represents applied scientific principles which deal with the development and preservation of the wholesome personality by the process of prevention and therapy. It consists of a growing body of information and techniques. These materials can be used (1) in the prevention of personal and social maladjustments and certain kinds of physical dis-

orders, and (2) in the treatment, re-education, and re-conditioning of individuals having nervous and mental difficulties of a minor nature. Normally the emphasis is on prevention. Psychiatry deals primarily with the more serious personality disorders and their treatment. Mental health is something that is practised by everyone who possesses a well-adjusted integrated personality. The practice of mental health enables us to meet the problems of life both successfully and happily. It stands us in good stead in both sickness and health. It provides us with appropriate attitude and habits for making wholesome adjustments to all kinds of situation. It gives a stability and perspective for meeting difficult problems and emergencies.

Who is mentally healthy ?

A mentally healthy person gives evidence of a high degree of interest in things and people about him; he is outgoing in his attitude and is not easily bored; his zest for living includes a desire for activity, and he utilizes whatever potentialities he possesses in productive forms of behaviour. He can succeed within his potential limitations to create that which is personally satisfying and approved by others. He brings to his relationships with his associates a personal warmth and a sympathetic understanding and a degree of co-operation that helps him become a satisfying mate, a successful leader, an approved worker and a good friend.

A well adjusted person is not always placid. He may experience frustrations or conflicts. On occasions, he may become emotionally aroused to the point of losing temporarily his accustomed sane and intelligent evaluation of people or situations. He recognises his own

strength and weaknesses, however, and usually meets his problems in a realistic fashion. He can pull himself up short, either on his own or with the help of a specially trained person.

Supervision and human relations

Supervisor has to deal with different groups of people in her day to day life. She is a link between the administration and the staff, other agencies, hospitals or health departments. She has to play an important role in organisation. She also helps in maintaining good interdepartmental co-ordinations, staffing, placement of personnel and many other administrative activities.

In placing personnel due consideration should be given by administrators and supervisors to areas of their specialisation.

Development of Human Relationship

The development of wholesome interrelationship is a complicated and delicate process. Human nature is complex. Every person is urged on throughout his life by desires which must be satisfied. He is never completely at rest. His life is a constant struggle for food, warmth, achievement, affection, sex satisfaction, recognition and economic and emotional security. He achieves complacency only with death. The person who understands and accepts this basic point of view of dynamic nature of human behaviour, is in a position to face the realities of life. He sees his fellow beings as they are. He is realistic rather than idealistic in his relations with them.

Interpersonal or human relations are the result of the 'give and take' between people. They are influenced by the interchange of thoughts and ideas—in other words,

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VALEDICTORY

MISS T.K. Adranvala relinquished her post with the Directorate General of Health Services, New Delhi, as Nursing Adviser to Government, and has left India for Kathmandu to work with the WHO.

As we all know, Miss Adranvala during her term of office as Nursing Adviser to Government of India has not only strived for the better working conditions for nurses, health visitors, midwives and auxiliary nurse-midwives throughout the country, but has been instrumental in upgrading Nursing Education and Nursing Service. It was her vision that promoted and established both Basic and Post-Basic courses as well as the Post-Basic B. Sc. (Nursing) course. In this she had the help of World Health Organisation and Rockefeller Foundation. This is really a big step forward in Nursing Education.

Internationally too Miss Adranvala is well known. She has attended many international conferences, including World Health Assembly in Geneva and International Council of Nurses Congresses. She was elected 2nd Vice President of the International Council of Nurses in 1961 in Melbourne.

As a member of TNAI, Miss Adranvala has served the TNAI



Miss T. K. Adranvala

Council and Headquarters Committee for many years. She has been the President of the Association for two terms (1948-1954). She was elected as Hon. Treasurer of TNAI in 1954 and it was her insight that put the Association on sound financial footing. TNAI owe much to Miss Adranvala for her foresight that one day TNAI will have its own House and this was accomplished because of her constant interest in the TNAI.

We shall miss Miss Adranvala in the Council and Headquarters Committee meetings and amidst us, but we are sure her valuable advices and good counsel will be made available to us wherever she is. Miss Adranvala will ever be remembered not only by the members of the TNAI and the Nurses in India but also by the international nursing profession for her outstanding contribution to both national and international nursing and for her fine personal qualities and leadership which endeared her to nurses throughout the country.

For meritorious service, Miss Adranvala was awarded the Kaiser-Hind Medal in 1943 and the Florence Nightingale Medal in 1956.

The good wishes of the nurses of India go with Miss T. K. Adranvala as she goes to Kathmandu to take up the WHO assignment.

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by communication. When communication is satisfactory, good human relations are more likely to develop.

If you want others to communicate with you, you must communicate with them. If you want co-operation, you must be co-operative. If you want respect, you must give respect. If you want to develop good human relations, you must set an example. Your recognition of the individual and his needs aids in winning his respect and loyalty. Fairness and impartiality are important in the development of good relations with other people. Keep an open mind; try to understand the other persons point of view.

Most of us have tendency to talk too much and listen too little.

Each individual wants to feel that she is recognised as a person, not just a worker. One must try to meet the personal needs of each member of the team—her need for personal recognition, for security, for understanding, for the opportunity to use and develop her abilities, and for information about her relationship and contribution to the team, to the hospital or to the community. One should strive to win the respect of the group not because one's title of supervisor demands it but because they recognise that the supervisor will help them do the kind of work they can

be proud of, they want to respect the supervisor not so much for the knowledge she possesses but for the way in which she utilises it.

Supervision means getting along with various kinds of people. If the leadership is to be effective one must be able to follow as well as lead, to be more interested in giving than receiving, to help others and to let them help him.

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