GOAL AND OBJECTIVES

• To focus on the domains that make up resident wellbeing: Spiritual, Social, Financial, Occupational, Physical, Intellectual, Environmental and Emotional

• Provide coping mechanism and support during the inherent stress of residency

• Provide residents with resources for help if it is needed
ACTION ITEMS

• Implement monthly activities to promote wellness through “Wellness Wednesdays”
• Didactics to provide a structured format to teach about skills and coping mechanisms to promote wellness
• Provide mental health services
• Scheduled debriefing sessions
• Mentorship program
• ”Buddy” program
ACTION ITEMS

• New Resident Lounge with items in it help with stress management
• Resident Retreats
• Resident ”Skip Day”
**WELLNESS WEDNESDAYS**

Discuss a specific skill to promote wellness or do a specific activity that directly promotes wellness

Protected time each month for residents to meet during 12-1 to do an activity that will promote wellness in one of the four domains of resident wellbeing

- “Carving out time” talk about time management and carving pumpkins
- “Communication in the workplace” and DiSC personality testing
- “Cultivating gratitude in the workplace” with FP/Peds joint holiday feast
"Nutrition on the go" healthy eating during residency and prepped a meal

Guided mediation

Financial planning session

Community service project

After event survey done after all events so residents can give feedback and we can make improvements
DEBRIEFING SESSIONS

• Provide a safe and supportive space for residents to debrief about upsetting/traumatic events that have happened in the work environment.

• To have the sessions on regular basis to facilitate continued support and growth.

• Have the sessions led by staff facilitators that provide support and direction during the sessions.

• Held quarterly.

• Staff facilitators lead small groups.
MENTOR PROGRAM

• Residents are paired with a staff before residency starts who will be their mentor throughout residency

• Mentorship training is provided to the staff mentors and accountability to make sure mentors are actively involved with mentees

• Formal meeting twice a year with mentees to discuss milestones and formal evaluations are placed into New Innovations

• More informal monthly mentor lunches
BUDDY PROGRAM

• Goal is to provide another support system to new interns
• Before residency starts interns are paired with an upper level resident
• Pairing well thought out with hopes that “buddies” will mesh well
• The upper level buddy reaches out to interns before starting residency
We stocked the pediatric resident lounge with a variety of items to help with stress management:

- Items can be taken to call rooms, used in work room, etc.
- Yoga mats/videos, aromatherapy, adult coloring books, weighted blankets with washable covers, etc.
- Faculty donated money to buy a very fancy massage chair for the lounge.
Wellness Post-event summary

Q2 How satisfied were you with the wellness activity provided today?

Answered: 6    Skipped: 0

- Very satisfied: 80%
- Satisfied: 10%
- Neither satisfied nor dissatisfied: 0%
- Dissatisfied: 0%
- Very dissatisfied: 0%
Wellness Post-event summary

Q3 Select all the Well-being areas this event may have covered:

Answered: 6   Skipped: 0

- Emotional (Coping...)
- Financial (Satisfaction...)
- Social (Developing...)
- Spiritual (Expanding...)
- Occupational (Personal...)
- Physical (Recognizing...)
- Intellectual (Recognizing...
QUESTIONS?