

Innovations in Resident Wellness: Embracing Vulnerability and Building Resilience.

Problem/Needs Assessment: In 2017, the ACGME added requirements for residencies to develop curriculum on the psychological, emotional and physical aspects of well-being in residents. Despite the emphasis on promoting resident wellness, guidance about the content of wellness programming has been limited. Using resident survey data about the areas of residency that generate the most stress, we developed programs to enhance the psychological and emotional well-being of residents.

Program Objectives:

1. Develop a skill building workshop that teaches the science behind resilience and offers targeted skills that can be incorporated into the workday.
2. Develop a self-reflective workshop that explores the value of vulnerability in medicine and how to overcome losses and mistakes.
3. Develop a panel presentation of distinguished faculty who model resilience by discussing how they have coped with personal and health challenges.

Description of Program: To enhance resilience, family medicine residents complete 2 workshops and attend 1 panel presentation over the course of residency. The 1st workshop aims to build brief skills in relaxation, self-compassion and optimism. The 2nd workshop focuses on vulnerability and building resilience in the face of losses and mistakes. The panel discussion includes 3 faculty, who discuss how they managed serious personal and health challenges while practicing medicine.

Evaluation/Assessment: We will present resident survey data from 2 classes (N=14) from both workshops. In response to workshop #1, 100% of residents reported that the workshop was very beneficial to their personal well-being and 92% reported intending to use 1-2 of the new strategies. Residents and faculty were asked to rate workshop #2 from 1-10 on how

meaningful the workshop was to their professional development. On a 10 point scale, mean ratings for residents were 6.5 and for faculty were 8.6.

Conclusions/Lessons Learned: Skill building that is rooted in positive psychology and focuses on brief skills that can be incorporated into the workday is very well received by residents. Workshops that focus on vulnerability in medicine are powerful but difficult for some of young residents to embrace.