



## **Resident Wellness Initiative at BFM**

At Broadway Family Medicine, we strive to promote wellness for all of our providers and staff. We routinely emphasize an ongoing commitment to wellness and resilience for physicians. This document summarizes the ways in which we do this for our residents.

### Resilience curriculum

- Orientation sessions on sleep deprivation, fatigue, recognizing self-impairment; create a personal wellness plan, which is shared with the faculty advisor and reviewed at quarterly reviews
  
- Monthly meeting from 4-6 p.m. for PGY1 residents (residents are blocked from clinic after 3:30 p.m. and excused from any other responsibilities). The meetings provide a safe forum for peer support, allowing residents to discuss vulnerabilities, offer support, and share with one another. It is also an opportunity for faculty members to share their challenges and effective ways of maintaining wellness, thereby normalizing that being a physician can be challenging and serving as role models for healthy functioning. The PGY1 meetings are facilitated by a faculty member for the first hour, followed by time for socializing/fellowship.
  
- The PGY1 2020/2021 schedule is as follows:
  - 1 - 7/20/20 - Intro/team building
  - 2 - 8/17/20 - Self-discovery
  - 3 - 9/14/20 - Imposter syndrome
  - 4 - 10/12/20 - The difficult patient
  - 5 - 11/9/20 - Boundaries
  - 6 - 12/7/20 - Physicians as patients
  - 7 - 1/4/21 - The difficult patient
  - 8 - 2/1/21 - Perfectionism
  - 9 - 3/1/21 - Reflection on values/card sort
  - 10 - 3/29/21- Empathy
  - 11 - 4/26/21 - TBD
  - 12 - 5/24/21 - Wrap up with an outside facilitator
  
- New in 2020-2021 – PGY2 quarterly resilience sessions focusing on self-advocacy
  
- PGY3 resilience curriculum includes a quarterly session facilitated by a faculty member. Topics include:
  - o A “check-in” session to share the skills/approaches/techniques for wellness which they’ve been working on
  - o Sharing reflections on challenging interactions
  - o A personal story of survival and wellness by one of our staff



- Sharing feelings regarding leaving residency and transitioning to another job
- Frequent (approx. every six weeks) didactics topic on behavioral health, which opens with resident wellness tips
- Intranet wellness page with list of therapists recommended by past residents; online support references; and self-assessment tools

#### Resident Wellness Advocates

Originated by three residents in 2017, the Resident Wellness Advocate program involves third-year residents serving as wellness advocates for all trainees at our clinic. Advocates reach out to trainees to offer peer support regarding both work and life stressors. The purpose is to give trainees an advocate, a sounding board, and an emergency contact. Advocates are intended to be safe, nonjudgmental people who can provide emotional support, recommend resources, help with wellness plans, and help trainees reach out to faculty or staff if needed. Information shared with advocates is treated confidentially and not shared with faculty (unless there are safety issues).

#### Individual feedback opportunities (to provide and receive feedback)

- Quarterly review with faculty advisor
- Biannual meeting with program director
- Feedback session with hospital rounding faculty at end of each week on FMS
- Mentor meetings as desired with faculty
- "Open door" policy with program director and program coordinator

#### Group feedback opportunities (to provide feedback)

- Weekly "Res Time" at didactics with the chief residents
- Monthly "Res-Fac Meeting" with residents and faculty, facilitated by chief residents
- Annual Focus group – department representatives come to the program to gather feedback from the residents about the program and the curriculum; this information is provided anonymously (grouped by resident year) to the faculty
- Annual Program Evaluation – all residents and faculty are asked to provide feedback to the program on an annual basis; this feedback is submitted anonymously and is incorporated into the annual program review completed by the Program Evaluation Committee (which includes a resident) to ensure we continue to support our residents and remain compliant with ACGME requirements

#### Clinic support

- Intern orientation sessions on professionalism; EHR tips



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- Integrated Clinical Skills rotation in the fall of PGY1 year to help with clinic efficiency and process/policy awareness
- Biannual individual clinic coaching sessions to assist with clinic efficiency
- Practice Management rotation early in PGY3 year to offer support on seeking a job, career opportunities, and preparation for the next step after residency
- Dinner at clinic in the fall with recent graduates in attendance to talk about their job search and their transition from residency to practice

#### Sick/crisis support

Clear back-up system in place at all times if a resident is unable to carry out their responsibilities; accessible 24 hours a day, 365 days a year.

#### Clinic-wide team building/support activities (unfortunately, these activities are currently on hold due to COVID – we look forward to resuming next year!)

- Annual June picnic (clinic is closed for an afternoon, and all providers and staff attend the picnic)
- Annual holiday party in December
- Monthly lunch potluck
- Organized volunteer involvement in community events such as Fit for Fun, CHAT, The Ladder, and Open Streets

#### Resident team building/support activities

- Annual resident overnight retreat in the fall – faculty cover all clinic and hospital duties to permit all residents to attend
- PGY2 and PGY3 orientation each June prior to graduating to next class
- Spring half-day retreat for PGY2 and PGY3 classes
- Annual PGY1 dinner at the program director's home each June
- Book club
- Journal club (PubMed)

#### UMN GME support

- Residency Assistance Program
- Availability of evaluation for disability and accommodations if needed
- DIO Dr. Susan Culican and others in the UMN GME office are available at all times for urgent resident needs

*Updated October 2020*