

Wellbeing / Resilience Policy

A state of wellbeing requires balance in all areas of life. The Kaleida Health residency program encourages residents to participate in programming that will help avoid burnout and promote wellbeing during the residency program.

Customized Training Plan

As a prevention strategy, several items will be monitored to assess resilience and avoid burnout in the Customized Training Plan.

Strengths

- *GRIT Scale* (<https://angeladuckworth.com/grit-scale/>). Residents who score less than three (3) will require additional support (i.e., more frequent RPD, primary preceptor and mentor meetings/check-ins).
- *Myers-Briggs* (<https://www.16personalities.com/free-personality-test>)
- *StrengthsFinder* (list 5 strengths)

Personal & Wellness Goals

- *Perceived Stress Scale* (<https://www.test-stress.com/en/perceived-stress-test.php>)
- *Burnout Inventory* ([Maslach burnout inventory -english \(psychosomatik.com\)\)](https://www.maslachburnoutinventory.com/))
- *Wellbeing Index* (<https://app.mywellbeingindex.org/login>)
- *Imposter Syndrome* (<https://paulineroseclance.com/pdf/IPTestandscoring.pdf>)

Leadership

Review personal and professional skills in relation to balance, interpersonal relationships, dealing with difficult situations, etc.

Mentor Program

Residents are assigned a mentor who will meet with them throughout the residency program at mutually convenient times. All discussions are confidential. Mentors serve as liaisons with the resident and the RAC. The mentor provides positive and constructive feedback to the resident as necessary.

Wellbeing Days Off

The resident has the option to use Paid Time Off (PTO) to encourage personal well-being. All time off should be discussed with the rotation preceptor before the rotation during most circumstances. The residents are encouraged to take up to 3 days spaced out throughout the residency year off as a group with approval of the Kaleida Health RPDs.

Additional Activities

Additional activities that help to promote wellbeing and avoid burnout occur based on discussion with the RPD, Primary Preceptor or Mentor. These include:

- Events with preceptors
 - Incoming/Outgoing resident party
 - Dinner at ASHP Midyear meeting and regional meeting
- Frequent informal checking in by primary preceptor or mentor
- Listening to podcasts on Mindfulness or Meditation
- Encouraging Meditation (several phone apps are available)