

# Implementing the Wellness Inventory and Toolbox

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# NASCA Letter Common Program Requirements Section VI

- Self-care is an important aspect of professionalism, and a skill that must be learned and nurtured under the guidance and role modeling of faculty members.
- A supportive culture with resources that promote well-being. *Programs have the same responsibility to address well-being as they do to ensure and monitor other aspects of resident competence.*

# ACGME Common Program Requirements Section VI

- Policies and programs that encourage optimal resident and faculty member well-being
- Background and Intent: Well-being includes having time away from work to engage with family and friends, as well as to attend to personal needs and to one's own health, including adequate rest, healthy diet, and regular exercise.

# ACGME Common Program Requirements Section VI

- Residents **must** be given the **opportunity to attend** medical, mental health, and dental care **appointments**, including those scheduled **during their working hours**.
- **The program and Sponsoring Institution must educate faculty members and residents in identification** of the symptoms of burnout, depression, and substance abuse in others, including means to assist those who experience these conditions and **recognize those symptoms** in themselves **and how to seek appropriate care**.

# ACGME Common Program Requirements Section VI

- **Program director** or other designated personnel, such as the department chair, may assess the situation and **intervene as necessary to facilitate access to appropriate care.**
- **Provide access to appropriate tools for self-screening**

# Goals

- Wellness Inventory
- Wellness Toolbox/Website
- Training Leadership
- Increase Help Seeking Behavior
- Individualized, Specialty Specific Intervention and Discussions
- Culture of Caring for the whole person
- Operationalizing Wellness
- Provide Resources and Increase Utilization



# Themes

- Self Appraisal, Preparation, Reflection
- Physical/Mental Health and Substance use
- Relationship and Loneliness Appraisal
- Inherent Meaning/Accomplishment
- High Risk Burnout: Errors / Bad Outcome
- Financial Wellness
- Self Transcendence/Diversification of Interest
- Disruptive Behaviors



# Wellness Toolbox Example

- Resident with temper/disruptive concerns
  - Ashley Bassett M.D.
  - Self Help Books
  - Articles
  - Powerpoint Presentation
  - Weekend Programs
  - Coaching
  - More intensive programs

# Future Directions

- Continued Development of the Wellness Toolbox
- Update of the McGaw website with Toolbox
- Faculty Development
- Pilots
- Feedback
- Revisions