



Objectives: Wellness and Resiliency Curriculum

1. Identify components that contribute to personal wellness and resiliency during residency and medical practice
2. Develop skills that can improve self-awareness
3. Identify barriers and challenges during residency that can affect wellness, and develop strategies to address some of these challenges.
4. Discuss strategies for managing stress and work/life balance
5. Identify signs and symptoms of burnout
6. Develop an approach to addressing medical errors
7. Develop skills to address conflict management in medical practice
8. Discuss physician substance use
9. Review local and online resources for residents to access if feeling unwell
10. Provide structured opportunities for residents to provide feedback regarding wellness concerns/recommendations for improvement



Appendix 1: Wellness and Resiliency Curriculum Resources/Guide

[Guideline: Academic Days & Dedicated Wellness Time for Residents](#)

The following is a resource as a guide to assist streams in implementing their wellness sessions.

Self-Directed Wellness Activities: Individual activities that can be completed at the pace of the resident during the designated curriculum time, with a short reflection exercise to summarize their experience. Streams could choose to have all residents complete a similar wellness activity with collective debriefing, or residents could be free to choose their own activity.

Sample activities:

- Connecting with nature: walk in a forest, sit in the snow, surround yourself with nature - summary exercise could include a photo of the learner in an outdoor space, reflection on the senses (sounds, smells, feel, sights, maybe even taste).
- Podcast on a wellness topic: Individual will watch either a pre-determined podcast or search out a podcast on their own, followed by a short reflection on that 'one thing' - what could be applied to their personal/professional life, what inspired them, etc...
 - The Happiness Lab – Dr Santos
 - CMA Sound Mind podcasts
 -
- Physical activity: time for the learner to complete a usual form of exercise, set a new physical goal, or try something entirely new - reflection on the new experience or the value of this activity, how it feels, and sense of accomplishment.
- Mindfulness: participate in a form of meditation, mindfulness or relaxation techniques - reflection on how easy or difficult it was to engage in mindfulness, how could this be integrated into their lives, value of the experience.



Group-directed Wellness Activities: Organized academic time that engages the entire group in the same activity. Focus is on the interaction and shared experience amongst the group members.

Sample activities:

- Book Club: everyone is provided with a copy of a wellness-inspired book (hard copy vs digital, funds could be obtained from the Academic Day budget, books could be loaned out), and meet during Academic Day for a small group discussion of the book.
 - “We are All Perfectly Fine” – Jillian Horton
 - “Burnout: The Secret to Unlocking the Stress Cycle” Emily & Amelia Nagoski
 - “When Breath Becomes Air” Paul Kalanithi
 - “The Gifts of Imperfection” or “Atlas of the Heart” Brené Brown
- Wellness Journal Club: review of a Physician Health and Wellness or Burnout related journal article, followed by a group discussion.
- Humanities: connecting with the patient experience – having a patient meet the group to share their experience with the health care system, debriefing amongst the learners afterwards about perspectives gained, or their own experiences with loved ones or themselves
- “Balint-inspired” groups: opportunity for informal case discussion, with the goal of debriefing about the experience rather than reviewing the medical aspect of the case. If suitable to the stream, this could be integrated as several smaller sessions over the course of the year rather than one half-day.
- Peer support: connection with recent graduates for an informal discussion regarding the struggles and successes of establishing new practice. Not specifically focusing on the financial aspect, but also the personal and work life balance aspects.
- Invited speakers or didactic sessions: physiology of stress, communication skills, time management, physical activity prescription, leadership skills, resiliency, etc...
- Financial wellness: sessions on direct investing, debt management, transition to practice, basic tax principles, book club on “Beat the Bank” or “Millionaire Teacher” for example.
- Connecting with nature: as above. Could be completed as a group activity.
- Group physical activity: organized activity as a group, with a focus on the shared experience and group dynamic. Examples such as ice fishing, cross country skiing, kayaking, rock climbing, hiking, explore Manitoba, food hopping, bowling, golfing, festivals, etc... Please be mindful of the type of activity as it relates to the physical demands required of the resident so as not to exclude anyone.