

# Trainee Health / Wellness Module

A guide for residency programs

Residency Program Wellness Workgroup

# Wellness Requires Health

- Fitness
- Nutrition / Diet
- Sleep
- Mental Health and Wellbeing
- Personal Health

*Health & Wellness*



# Fitness

## Trainees need options

- Partner with local gyms
  - Discounted membership and training packages
  - Check for hospital discounts
  - Affiliated medical school / university may have fitness center
- Group Exercise
  - Create a walking or running group;
  - Can schedule morning/evening or plan for weekend
- Fitness competitions
  - Most miles walked / steps climbed / consecutive days exercising
  - Interdepartmental competitions
  - Must have a prize – pedometer, water bottle, gym gift card

# Fitness

## Trainees need time



- Bring in a trainer over lunchtime
  - Educate trainees on equipment and free at-home exercise
- Plan early morning or lunchtime yoga
- Create a sign-up sheet for trainees looking for exercise “buddies”

# Nutrition

## Availability

- Partner with hospital food services
  - Meatless Mondays; gluten free options; milk substitutes
  - Fresh fruit and vegetables
  - Well stocked salad bar
- Farmer's Market at / outside hospital grounds
  - Partner with local grocers / farmers



# Nutrition

## Is there time to obtain / prepare healthy food?

- Look for local food co-ops that have easy pick up
- Discounts with grocery delivery services
- Cooking classes
- “Healthy Potluck” Competition
  - Meals for two people under \$20
  - Must take less than 30 minutes to prepare

# Nutrition

## Time to eat?

- Provide healthy food options at department conferences
- Partner with hospital to ensure early and late hours for cafeteria
- Model good behavior
  - Senior/Chief residents making sure that younger trainees are taking time for meals

# Sleep

**ACGME requires education on recognition of fatigue.**

- This can include:
  - Fatigue identification / prevention
  - Sleep hygiene
  - Sleep disorders / dysfunctional sleep
  - Strategies for coping with shift work time changes





# Sleep

- Program Activities:
  - Lecture / educational programming
  - Available call rooms for sleep / napping
    - Particularly available for post-call residents before driving
  - May wish to consider “branded” take-aways
    - Pillowcases or pajamas with department logo

# Mental Health / Wellbeing

## Mental Health:

- Must partner with institution
  - Occupational Health contact for trainee health
  - Access to confidential and immediate mental health services
- Provide residents with a direct number to seek care
- Be Available!

# Mental Health / Wellbeing

- Mindfulness / Meditation
  - Weekly/monthly relaxation exercises
  - Brief mindfulness exercise at the beginning of rounds
- Resilience (educational programming)
  - Multitasking / prioritizing work
  - Coping with challenging patients / colleagues
  - Recognizing symptoms in self

# Mental Health / Wellbeing

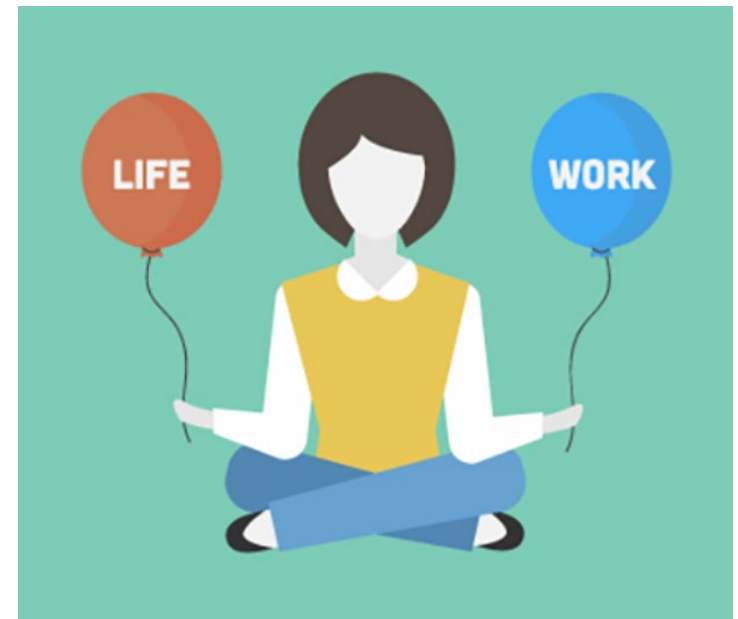
## Physical Health

- Primary care “sign-up” day
  - Partner with home institution
- Build time into schedule
  - Work coverage for daytime appointments
- Educate residents on their health care options provided by work insurance

# Mental Health / Wellbeing

## Work / life Balance

- Parenting support programs
- Onsite private space for lactation management
- Partner with local businesses – discounts for routine services
  - Housecleaning, dry-cleaning / laundry, groceries, etc.



# Keys to Success



- Develop champions
  - Hospital, faculty, trainees
  - Will help with “buy-in”
- Make the time
  - Monthly “wellness” lectures to cover education
  - If not scheduled, it will not happen
- Assess effectively regularly
  - 1-2x/year – quality assessment