

# WAYS TO SUPPORT RESIDENT WELLBEING

We asked Program Directors and Administrators what they do to support positive health and wellness for residents and fellows. This is what they said -

## COMMUNICATION

- Engage with the residents on a personal level
- Promote open communication with trainees
- Create regular touchpoint meetings
- Encourage use of ombudsman

## WELLNESS

- Provide the opportunity for a “me-day” or a quiet day
- Provide physical activity breaks
- Create a wellness committee with a staff chair
- Allow for flexible scheduling
- Normalize post-call days
- Considering workloads overnight on home calls

## PROFESSIONAL DEVELOPMENT

- Take anti-racism training
- Connect trainees with the Office of Resident Affairs and Physician Wellness
- Create a mentorship program
- Provide funding for conferences
- Provide financial support opportunities for residents
- Wellness themed academic half days

## SOCIAL EVENTS

- Provide lunch on academic half days
- Schedule staff-free dinners and events
- Host holiday dinners and holiday themed events
- Include families in retreats
- Take residents outdoors
- Host wellness brunches and events

## RECOGNITION

- Resident shout outs in newsletters
- Writing thank you cards
- Participating in Resident Appreciation Week events in February.
- Give positive feedback

This list is a working document. Please email [residentwellness@ucalgary.ca](mailto:residentwellness@ucalgary.ca) with any further suggestions to support the health and well-being of our residents