



Ready Day One: Readiness for Residency Curriculum

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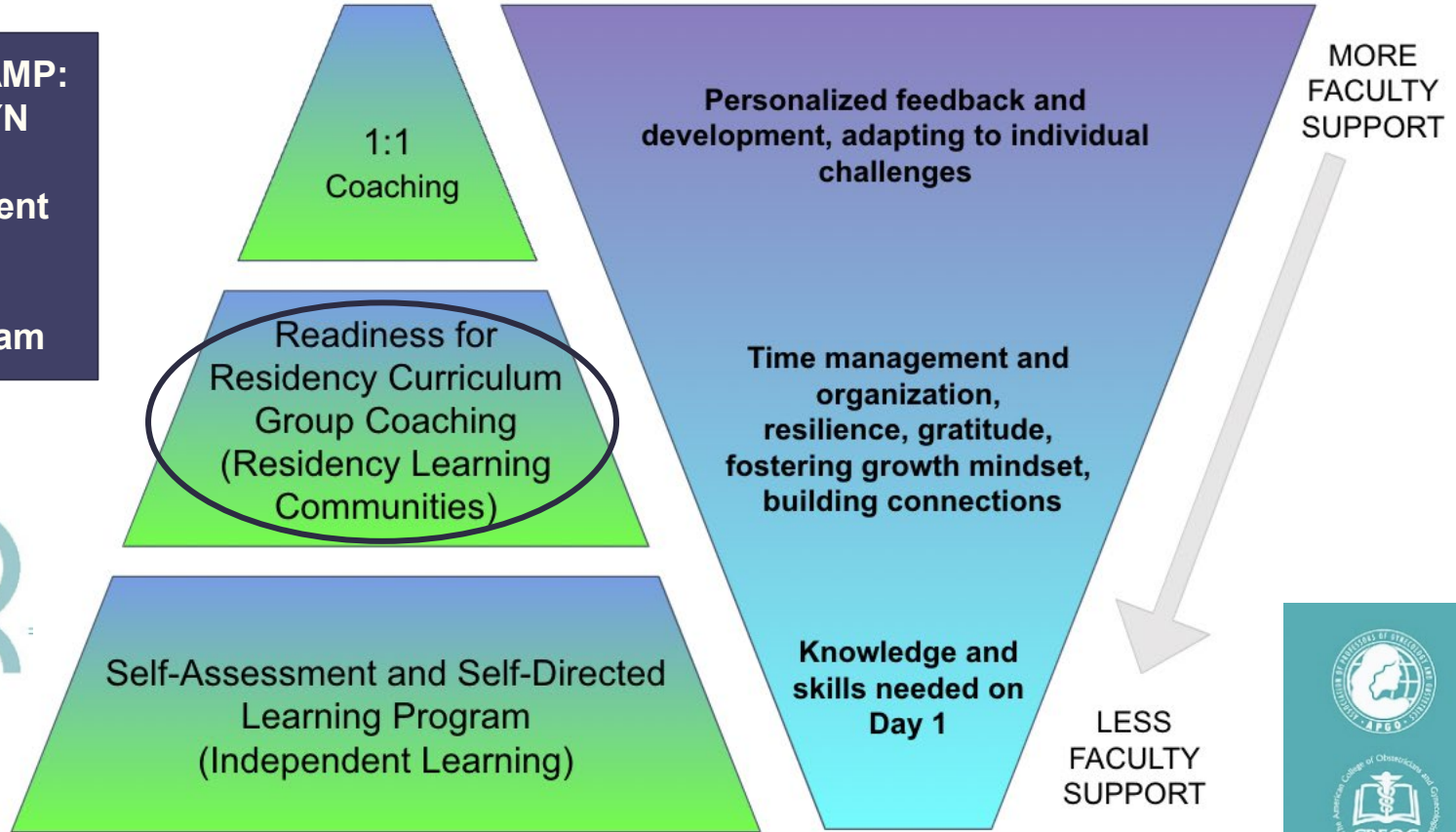
RIGHT RESIDENT
RIGHT PROGRAM
READY DAY ONE



APGO

Ready for Intern Year Curriculum & Assessments Residency Learning Communities

**ONRAMP:
OBGYN
New
Resident
After
Match
Program**



CREOG Readiness for Residency Curriculum



Time
Management
& Priorities



Mission
& Values



Gratitude
& Resilience



Evolving Your
Learning Skills



APRIL

MAY

JUNE

ORIENTATION

Session 1: Gratitude & Resilience



- Setting the foundation for the intentional cultivation of personal resilience
- A regular practice of gratitude can be fuel for this journey

Session 1 Resources

- CREOG Wellness Video
- Wellness Worksheet
- 3 good things video (1:06)

Optional Resources

- TED, Resilience: The Art of Failing Forward (12:51)
- Anatomy of a Calling by Lissa Rankin, [first chapter](#).

Session 1: Resilience & Gratitude

Session 1 is focused on setting the foundation for the intentional cultivation of personal resilience. Developing and maintaining resilience is a very individual process, and a regular practice of gratitude can be the fuel for this journey.

Session Guide:

- Open the conversation by welcoming everyone to the first virtual session. Allowing your rising interns to catch up with one another for a few moments at the beginning of each session will help the conversation flow more naturally. If you have an icebreaker that you like to use, this is a good time for it.
- Ask the rising interns to start by sharing some of their thoughts about the wellness video and the worksheet that they prepared for this session. Ask them to consider sharing some of their responses to the prompts. Are there components of the wellness wheel that they are feeling particularly good about? Are there areas that made them concerned?
- Ask the rising interns how they define resilience; consider asking about how they have developed and maintained their own resilience and how this may evolve in residency. Consider giving examples from your own life as a resident or an attending. Ask them how they have observed their own resilience evolve throughout medical school. If you assigned the TED video on resilience, this is a good time to discuss that as well.
- If you assigned the AoaC chapter, this is a good time to discuss it. Start by asking some questions about themes brought up in the reading:
 - Before reading this, how did you envision your best day in residency? Your hardest day?
 - Have you ever seen a resident experiencing something quite like this chapter described?
 - How did reading this make you feel in the moment? How did it make you feel as you considered your own future training?
- Discuss the benefits of practicing gratitude with regularity and review the practice of 3 Good Things. Consider starting the practice of 3 Good Things together.
- Ask your group: What can we do in moments that we find it difficult to feel gratitude? This is not uncommon during times of stress, and feeling not good enough and overwhelmed is common in residency. What can we do then? There is no perfect answer, however identifying the feeling and looking into why it is there can be beneficial.

Session 2: Time Management & Priorities



- Helping rising interns consider their current use of time and how this will change as they enter residency
- Optimizing time utilization habits will maximize the ability to be in control of where they spend their time

Session 2 Resources

- TED Video on How to Gain Control of your Free Time (11:54). Create goals for Career, Relationships, and Self as discussed in this video in advance of the next session.
- Harvard Business Review, Time Management Won't Save You
- Harvard Business Review, Time Management Is About More Than Life Hacks

Optional Resources

- Podcast: Time Management, White Coat Life Coach
- Bullet Journal: This resource describes a method of how to organize your priorities and your time mindfully.
- BuJo Mental Inventory: Creating a mental inventory can give you perspective on what your priorities currently are and what you'd like them to be.
- ClickUp: This resource is an online tool to organize your tasks and time in an electronic interface.

Session 2: Time Management & Priorities

This session's focus is intended to help rising interns consider their current use of time and how this will change as they enter residency. They will critically evaluate their method of time management and consider how to optimize their time utilization habits to maximize their ability to be in control of where they spend this critical resource.

*Consider asking a chief resident and possibly a current PGY1 to attend this session with you. They can give your new residents valuable insight for how to manage their time in residency.

Session Guide:

- Open the session with reflecting on the 3 Good Things practice:
 - Have any of you done this before? Were you able to stick to it over the course of the month?
 - What did you notice? Did you see anything change about how you saw your day?
 - Is this practice something you would find value in continuing?
 - How can you see the regular practice of gratitude affecting your resilience?
- Discuss the TED talk on time management:
 - Next year's Performance Review, Next year's Family Holiday Letter: these will help you create those goals for the next year (Career, Relationships, Self—2-3 items each). Some may be interested in sharing their own goals. This is a great opportunity for the rising interns to get to know each other's interests more deeply.
 - Small moments can have great power. What "bits of joy" can you add in? Where can the good stuff go? How can we make these a priority?
- HBR articles:
 - Ask the interns to reflect on the articles. What surprised them? What items will they take with them?
- Time management systems:
 - What systems are you currently using in your daily life? What is currently working for you? What is not working for you?
 - Consider adding in some examples of what works for you, and what did not work. Make sure to illustrate that effective use of time will have long lasting benefits in productivity and happiness. Also discuss how your long-term goals should play an important part in executing your daily/monthly/yearly time management systems.
 - There is no perfect tool of time management for everyone and learning to manage your time is a very individual practice, oftentimes evolving over one's lifetime. For those looking for a system, Bullet Journaling can be a good way to organize your day/week/year, as well as bring in the regular practice of reflection. Other examples are given in 'optional resources.'

Session 3: Evolving Your Learning Skills



- Moving from the mindset of medical student who is always striving for an honors grade to an adaptive lifelong learner in residency and beyond.
- Encouraging acceptance of feedback at all levels, using it to cultivate deliberate practice and continual growth.

Session 3 Resources

- Podcast: Work Life with Adam Grant, How to Love Criticism
- Ten Tips for Receiving Feedback Effectively in Clinical Practice.

Optional Resources

- Master Adaptive Learner Framework
 - A Metacognitive Approach to Clinician Learning, The Planning & Learning Phases, The Assessing & Adjusting Phases
- Podcast: Brene on FFTs, Unlocking Us with Brene Brown
- Deliberate Practice and Acquisition of Expert Performance: A General Overview. Ericsson, KA. Acad Emerg Med. 2008 Nov; 15 (11):988-94.

Session 3: Evolving Your Learning Skills

This session will focus on the process of evolving from a medical student who is always striving for the best possible grade to an adaptive lifelong learner in residency and beyond. The session is intended to encourage rising interns to be open to and desiring of feedback at all levels, using it to cultivate deliberate practice and continual growth.

Session Guide:

- Discuss the podcast by Adam Grant
 - When have you found yourself in a challenge network before and how did it feel?
 - How would you expect a challenge network to look like in residency?
 - What components of a challenge network would allow you to lean into the criticism and allow it to become a positive experience?
 - A novel concept is requesting feedback on how one received feedback. Reflecting regularly on your response to feedback is a way to intentionally move toward desiring feedback. Consider ways this can be provided with intention in residency (mentors, coaches, classmates, PD).
- Ask your rising interns about characteristics and behaviors of teachers that contributed to their learning, as well as those that detracted from their learning. Take some time to discuss the program's vision for your residents as teachers for students and other residents. Allow them to think through these concepts together, developing their own teaching mindset.
- If you assigned the Master Adaptive Learner resources:
 - The author writes “Adaptive Expertise seeks to balance the efficiency of routine expertise with more effortful learning and innovative problem solving.” Ask the participants to consider what this means in our field. Consider examples in detail.
 - Being an adaptive learner requires regular reflection on practice. How can new residents incorporate this into their daily routine?
 - Discuss the concept of the ‘optimal adaptability corridor’ and the conceptual model of the master adaptive learner. Consider how interns can start the planning phase of the process even now (Figure 2). Consider how the adjustment phase can empower residents to share what they have learned with other residents or medical students.
- If your program is participating in the RRR coaching program, this session would be a good time to introduce the topic of coaching and how it will be handled in your program.

Session 4: Mission & Values



- Helping interns develop their professional identity
- Keeping one's mission and values at the center of their focus while progressing through residency can help promote a feeling of meaning in one's work.

Session 4 Resources

- Your Program's Mission Statement
- Assignments:
 - Purpose Statement
 - Letter to their future selves

Session 4: Mission & Values

The session will serve as a springboard into their professional identity and their clinical practice as a team. The goal of this meeting is to identify the mission that speaks to your rising interns and their motivation to be doctors. Keeping one's mission and values at the center of their focus while progressing through residency can help promote a feeling of meaning in one's work. Cultivating a community in this way will help your residents to find strength in one another's support to maintain this energy over the next 4 years.

Session Guide:

- Ask the rising interns to share their purpose statement if they are comfortable.
- Now discuss the mission and values of your program and how these fit within the mission of your institution. This is also an excellent time to discuss your program's patient population and how to best align values with the needs of the patients that your institution serves.
- Ask your rising interns which values of the program do they most identify with? Are there things they would hope to add (as a group or individually)? How are these values reflected in their personal statement of purpose? How do the group's values and purpose complement each other to meet those of the organization?
- Which themes does the class have in common? Ask your interns to start considering their class's mission statement, and give them time and space to work on it together.
- End the session by discussing what their first days will be like with you in your program.

Introduction, send after the match:

Hello rising interns,

Making the adjustments to become the best OBGYN that you can be while simultaneously and intentionally cultivating your own wellness is the essence of a successful residency training in obstetrics and gynecology. At [\[insert your program here\]](#), we want to support your development by assisting you in building and fortifying a foundation that will allow you to thrive while training. Creating a community is a critical part of maintaining resilience; to that end, we are starting right now.

Over the next 3 months, we will gather virtually either by phone or by video to cover some topics that will assist with these goals:

1. Session 1 (April): Resilience & Gratitude
2. Session 2 (May): Time Management & Priorities
3. Session 3 (June): Evolving your Learning Skills
4. Session 4 (Orientation): Mission & Values

[\[If you have someone other than the PD running the sessions, introduce them here\]](#).

[\[Insert a doodle poll link from doodle.com or suggest dates and times for each of the meetings\]](#). Please indicate your availability for each of these meetings. An email will follow this with the schedule.

Our first session is focused on setting the foundation for the intentional cultivation of personal resilience. Developing and maintaining resilience is a very individual process, and a regular practice of gratitude can be the fuel for this journey.

Prior to the session please complete the following items, which we will discuss in our first session together.

1. Watch the [CREOG Wellness Video](#)
2. Complete the [Wellness Worksheet](#)
3. Watch the [3 Good Things](#) Video (1:06)

[\[If you would like to suggest additional resources, add them here\]](#)

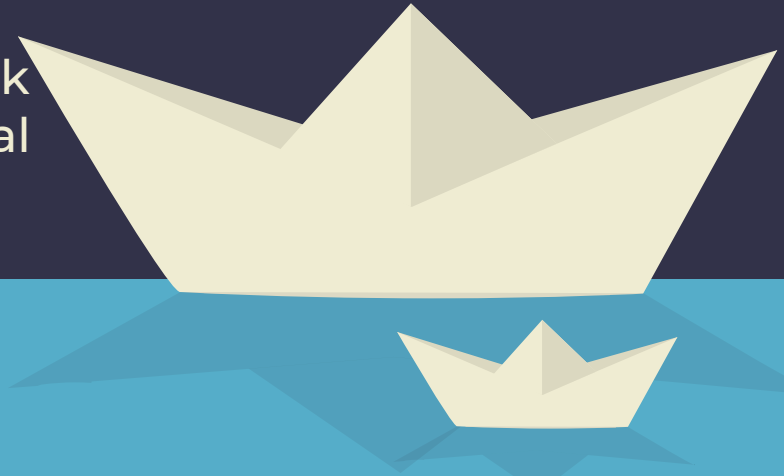
EMAIL TEMPLATES



Our process to date: *pilot x3y*

- CREOG Wellness Task Force: Milestone 0
- RRR RICA Working Group: Pilot x2
 - Reducing the number of resources and time spent on the required resources
 - Reducing the amount of prep work
 - Expanding the sections on optional resources

- Coaching added



Benefits: Data

Participants: pre, post each session, 6 months later

Facilitators: post last session

PDs: 6 months later

Several focus groups throughout

Benefits:

- Building culture
 - Opening communication between residents and program administration
 - PD insight into struggles of the class
 - Bonding with chiefs
- Most impactful topics: time management and lifelong learner concept
- “More prepared for the rigors of residency and open to feedback”



01.

FACILITATOR GUIDE

Step by step guidance to run each session.



02.

EMAIL TEMPLATES

Templates that you can use to communicate with your rising interns.



QUESTIONS?



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