Residents’ Wellness Program: Orientation, Mental Health Counseling and Support Resources

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I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
Introduction and Objectives

• The purpose of the Tecnológico de Monterrey School of Medicine Residents’ Wellness Program (RWP), unique in Mexico, is to improve residents’ wellbeing and its relationship with professionalism.

• In 2018, strategies were designed and implemented for first year residents.
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Summary of Work

1. **Orientation Session RWP.** In March 2018, 75 first year Medical Residents entering the 16 programs participated at the orientation session for the Residents’ Wellness Program (RWP)

2. **Semester strategies RWP.** During the semester other strategies were implemented with 1st year medical residents:
   - (a) Wellbeing and Selfcare Workshops
   - (b) Strategies & tools for mental health & suicide prevention
   - (c) Clinical Ethics course sessions for wellbeing and professionalism
In March 2018, 75 Medical Residents entering the 16 programs participated at the orientation session for the RWP divided in four sections:

(1) Introduction to RWP
(2) Counseling Services for Residents
(3) Basic mental health assessment
   - Beck Anxiety Inventory (BAI), Beck Depression Inventory (BDI) & projective testing
(4) Substance abuse prevention
1. Orientation Session
Residents’ Wellness Program

- Residents were offered to schedule one-on-one counseling meeting with the school’s psychologist to:
  > Complete the initial mental health evaluation and talk about their concerns upon professional, emotional, physical and social wellness
  > Come up with a work plan and schedule follow up meetings
  > If the situation warrants it, the counselor will refer the resident to the corresponding support department

Figure 1.
Residents willing to schedule a counseling meeting (n= 75)
2. Residents’ Wellness Program: Semester strategies

During the semester the following strategies were implemented with 1st year medical residents during the academic protected time of the Clinical Ethics required course:

(1) Wellbeing and Selfcare Workshops
(2) Mental health & suicide prevention
(3) Clinical Ethics course sessions for wellbeing & professionalism
2. Residents’ Wellness Program: Semester strategies

1) Wellbeing and Selfcare Workshops
   • Workshop Fatigue and stress management
   • Workshop personal strengths and vulnerability factors in the clinical learning environment

2) Mental health & suicide prevention QPR
   • The main RWP objectives, support services and resources were reviewed individually and in group
   • Suicide prevention QPR (Question, Persuade & Refer) Gatekeeper Certification

3) Clinical Ethics course
   • Wellbeing & selfcare as a professional competence
   • Burnout, professional patient care and patient safety
   • Wellbeing as a professional and social responsibility
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Results

- All 1st year residents (n=75) attended the Orientation session of the Residents’ Wellness Program (RWP)

- During the semester, the attendance to the sessions was variable with 45 to 55 residents participating in different sessions
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Discussion & Conclusions

• The Residents’ Wellness Program (RWP), unique in Mexico, was implemented & offered to all first year residents

• All residents attended the required orientation session

• Nearly 2/3 of the participated in all the RWP sessions during the semester improving previous years experience

• Next steps: design & implementation of the 2019 RWP including assessment methods for residents’ wellbeing
References


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