

Inventory of Elements of Your Institutional Well-Being Plan

Resource/Intervention	Check-In Question	Yes/No	Notes about Challenges/Barriers and Action Plans
1. Institutional Culture and Leadership	<ul style="list-style-type: none"> • Are you supportive of physician well-being? • Do you articulate your support of faculty and resident well-being? • Is your CEO/Dean supportive of physician well-being? 		
2. Institutional Model of Well-being	<ul style="list-style-type: none"> • Do you have a group of faculty and residents to shape this view? 		
3. GMEC Engagement	<ul style="list-style-type: none"> • Do you have a GMEC Physician Well-being Sub-Committee? • Does it report out regularly to the GME community? 		
4. Resident Forum Engagement	<ul style="list-style-type: none"> • Is the Resident Forum successful in addressing issues related to resident well-being? 		
5. Institutional Orientation	<ul style="list-style-type: none"> • Do you describe institutional resources and policies related to resident well-being? • Do you address resident well-being explicitly? • Do you address stressors and supports in residency? 		
6. Written Policies 6.1. Duty Hour 6.2. Fatigue Management 6.3. Sick Call/Health Care 6.4. Supervision 6.5. Maternity/Paternity leave	<ul style="list-style-type: none"> • Do you have written policies which are known by both residents and faculty? • What is your sick call/health care policy? 		
7. House Staff Mental Health Resources	<ul style="list-style-type: none"> • Do you have an institutional House Staff Mental Health Program? • Does your institution's Well-being programs address residents? • Do your residents use your Workforce Health and Safety or EPA services? • Have you identified institutional resources which could address resident well-being and mental health issues? 		

<p>8. On-line resources</p>	<ul style="list-style-type: none"> • Have you developed on-line resources on your GME website that address resident well-being? 		
<p>9. Promoting community</p>	<ul style="list-style-type: none"> • Do you host institution-wide social events to promote community building across departments? 		
<p>10. Program-Specific Well-Being Plans (see Program-Specific Inventory)</p>	<ul style="list-style-type: none"> • Does your institution require each department to develop a resident/physician well-being plan? • Do you oversee these plans? • Do you ask about them in your APE? 		
<p>11. Clinical Care Challenges</p>	<ul style="list-style-type: none"> • Are trainees encouraged to discuss work flow issues? • How do you get feedback on this? • Have you identified supervision vulnerabilities? • Do you ensure that there is an appropriate balance of service to education? 		
<p>12. Faculty Development 12.1. Identifying trainee Burn Out/Mental Health Issues 12.2. Learning Environment, Assessment, Feedback 12.3. Faculty Well-Being</p>	<ul style="list-style-type: none"> • Do you have faculty development sessions? • Do faculty members attend the sessions? • Are sessions focused on improving training? • Are sessions directed to improving faculty well-being? 		
<p>13. Crisis Management Plan</p>	<ul style="list-style-type: none"> • Do you have a plan for managing crises related to GME, such as the death of a trainee? • Have you identified members of a Crisis Response Team? • Do you have a communication plan? 		