



STRESS & DEPRESSION

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PROFESSIONAL STRESSORS

Type	Solutions
Role development, professionalism, lifelong learning	<p>Match residents with faculty advisors</p> <p>Provide mentoring opportunities</p> <p>Carry out and document ongoing performance evaluations</p>
Responsibility for patient care	<p>Inform all levels of trainees about expectations</p> <p>Clarify progressive resident responsibilities program expectations, from year to year</p> <p>Make clear the promotion criteria to graduate from one year to the next and to complete training</p> <p>Normalize stresses associated with residency at orientation session and periodically during the first year</p>
Supervision of more junior residents and students	<p>Provide instruction on teaching to senior residents and faculty</p> <p>Provide leadership training to senior residents</p> <p>Define resident responsibilities and program expectations</p> <p>Match supervisors to level of residents, regarding their experience and patient acuity</p>



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PROFESSIONAL STRESSORS (CONT'D)

Difficult patients and complex medical issues	Provide instruction on management of these patient and medical issues Consider group support meetings Increase the faculty role
Medical literature overload	Teach how to access and review the medical literature critically Form a journal club with residents and faculty Encourage role modeling from faculty Use electronic methods