



STRESS & DEPRESSION

Text Button C

PERSONAL STRESSORS

Type	Solutions
<p>Family (spouse, significant other, children)</p>	<p>Emphasize importance of social activities</p> <p>Develop adequate personal and family leave policies</p> <p>Suggest family/group meetings. Residents have many types of families, not just children; some care for older parents, siblings, or significant others</p> <p>Network with resources in the community to meet common needs (e.g. adult and child day-care)</p>
<p>Financial strain</p>	<p>Provide formal instructions about money management (e.g. debts, budgets, and financial planning)</p> <p>Define program policies on moonlighting</p> <p>Identify sources of information on loan repayment, consolidation, management, and forgiveness of debt.</p>
<p>Isolation; problems of relocating</p>	<p>Conduct orientation, informational, and regular group sessions; arrange for retreats with faculty and peers</p> <p>Encourage peer interaction outside the patient care arena</p> <p>Institute "big brother/sister" mentoring programs that connect more senior residents with junior ones (formally or informally) to orient them to the community, not just to the program; families of more senior residents can play a role in orienting families of new residents as well</p> <p>Encourage active advising/mentoring system</p> <p>Provide local community/Chamber of Commerce material</p> <p>Suggest social activities</p> <p>Provide information about spiritual resources for interested residents</p>



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PERSONAL STRESSORS (CONT'D)

<p>Limited leisure time</p>	<p>Teach time management</p> <p>Mandate use of personal days off/vacation</p> <p>Encourage athletics and outside interests</p>
<p>Psychosocial problems</p>	<p>Establish policies for early identification of impairment, and need for counseling, change of schedule, leave of absence (if required), remediation, and dismissal.</p> <p>Inform residents at orientation of policies and availability of professional assistance</p> <p>Establish opportunities for group support sessions</p>
<p>Inadequate coping skills</p>	<p>Provide opportunities for formal instruction and individual counseling in coping skills</p> <p>Anticipate need for curriculum in negotiation, conflict resolution, time management, change management, and stress management</p> <p>Build on behaviors that encourage flexibility. Residents are likely to experience lifelong changes within the practice of their profession. Developing and strengthening their internal resiliency is essential</p>