



BURNOUT

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STEPS TO ADDRESS A RESIDENT'S SENSE OF MISTREATMENT

- Consider an active advising/mentoring system; let residents choose advisor, if possible
- Initiate policies that make residents feel part of the decision-making processes
- Involve residents in ongoing evaluations of the curricula, rotations, and faculty
- Hold regular group meetings, both with and without residency leadership present
- Include residents on the curriculum committee and important task forces that involve resident roles and responsibilities
- Encourage resident input in design and implementation of the evaluation system (ACGME requires residents and faculty to be involved in an annual program review)
- Use resident input to develop policies on harassment (or to review policies that have already been developed)
- Survey residents regarding their perception of well-being and the attitudes toward them of their faculty and co-workers
- Engage residents in decisions regarding frequency and manner of resident social events