



The Mid-Year Load Map

A Reflection Tool for GME Leaders

Mid-year often brings a convergence of responsibility. This tool helps name what is active right now—without adding more to manage.

1. What's Active in This Season?

Mark all that apply:

- Semiannual evaluations
 - Recruitment wrap-up and ranking decisions
 - Transition from educational scaffolding to accountability
 - Remediation plans beginning or intensifying
 - Extended contracts or non-advancement decisions
 - Anticipation of annual ACGME survey results
 - Other institutional pressures: _____
-

2. Where Is the Weight?

Heaviest area this year: _____

Greatest emotional labor: _____

Where might sequencing—not effort—be contributing to strain?

3. Institutional Reflection (Optional)

- What are Program Directors being asked to hold simultaneously?
 - What could be clarified, pre-structured, delayed, or contained?
 - Where might support unintentionally increase load rather than reduce it?
-

This tool is not intended to generate action steps—it is intended to generate clarity.