



New Resident Well-Being Toolkit

The transition from medical school to residency is one of the most demanding phases in a physician’s career. While new residents enter with enthusiasm and commitment, the early months often bring unexpected challenges—intense learning curves, increased responsibility for patient care, and a heightened sense of self-doubt. Without proactive support, these stressors can erode confidence and well-being, leading to burnout or disengagement.

The **New Resident Well-Being Toolkit** was designed to help programs address these challenges head-on. Inside, you’ll find practical tools for identifying early warning signs, guiding meaningful conversations, fostering resilience, and creating structured systems for faculty mentorship and wellness planning. Whether you’re a Program Director, faculty mentor, or GME leader, this toolkit offers actionable strategies to build a supportive, psychologically safe environment—aligned with ACGME expectations and rooted in a culture of care.

Supporting New Resident Resilience

Practical strategies to help your program support residents during the critical early months of training. Use this toolkit to identify early warning signs, engage in meaningful conversations, and foster resilience within your team.

<p>Early Warning Signs Checklist</p> <ul style="list-style-type: none"> ✓ Withdrawal or isolation during team interactions ✓ Increased self-criticism or negative self-talk ✓ Hesitation to ask questions or seek feedback ✓ Declining engagement in learning activities ✓ Persistent fatigue or noticeable mood changes 	<p>Faculty Conversation Guide</p> <p>Use these open-ended questions during informal check-ins:</p> <ul style="list-style-type: none"> • How are your rotations going so far? • What feels different than you expected? • What can we do to make you feel more supported? • Who on the team has been especially helpful? • What’s one thing that would make next week easier for you?
<p>Small-Group Check-In Template</p> <p>Format: Breakfast or coffee session with 5–8 residents. Duration: 20–30 minutes Discussion Topics:</p> <ul style="list-style-type: none"> • Biggest challenges in the first few weeks • Positive experiences worth sharing • Support needed from faculty or peers 	<p>Quick Reference: ACGME Expectations for Well-Being</p> <ul style="list-style-type: none"> • Programs must provide access to resources for fatigue management and burnout prevention. • Institutions are required to monitor resident well-being and take action when needed. • Psychological safety and a supportive learning environment are essential components of compliance.

Faculty Mentor Quick Guide: Supporting New Residents

Mentorship is one of the most powerful tools for helping residents thrive. This one-page quick guide provides faculty mentors with practical tips, affirming language, and referral strategies for supporting first-year residents through the transition into clinical care.

<p>Top 5 Do's and Don'ts for Faculty Mentors</p> <ul style="list-style-type: none"> ✓ DO check in proactively rather than waiting for residents to reach out. ✓ DO listen more than you speak—validate their feelings before offering advice. ✓ DO normalize challenges: remind them everyone struggles at first. ✗ DON'T dismiss concerns with phrases like “you’ll be fine.” ✗ DON'T compare them to other residents—focus on their unique progress. 	<p>Sample Language for Affirmation</p> <ul style="list-style-type: none"> • “You are exactly where you need to be in your learning curve.” • “Residency is challenging for everyone—what matters is that you’re engaged and asking questions.” • “You’re not alone; the entire care team is here to support you.”
<p>Referral Pathways for Additional Support</p> <p>If you notice signs of distress that go beyond normal adjustment challenges:</p> <ul style="list-style-type: none"> • Contact the Program Director to share concerns confidentially. • Refer to institutional wellness resources (counseling, EAP, peer support groups). • Document the interaction if required by program policy. 	<p>Quick Tips for Impactful Mentorship</p> <ul style="list-style-type: none"> ✓ Set a recurring calendar reminder for your check-ins. ✓ Ask open-ended questions: “What’s been the hardest part of this week for you?” ✓ Share a personal story about your own early career challenges to normalize the experience.



First 90 Days Resident Wellness Planning Sheet

This planning sheet is designed to help programs proactively schedule wellness check-ins, assign faculty responsibilities, and track engagement during the critical first three months of residency. Use this tool to document your program's commitment to well-being and to create evidence for ACGME compliance.

Key Dates for Wellness Activities

Activity	Scheduled Date	Completed?
Small-Group Breakfast Session #1		
Small-Group Breakfast Session #2		
Individual Faculty Mentor Check-In		

Faculty Mentor Assignments

Resident Name	Assigned Mentor	First Check-In Completed?

Discussion Themes from Group Sessions

Session 1 Notes	Session 2 Notes

Quick Tips for Success

- ✓ Schedule all sessions at the start of the academic year and share dates with residents.
- ✓ Ensure mentors are aware of expectations and provide them with conversation prompts.
- ✓ Use this sheet to track engagement and store it as evidence for ACGME compliance.