

In the demanding environment of family medicine, faculty face unique challenges that impact their teaching effectiveness, well-being, and career satisfaction. Resilience is crucial for navigating these challenges. Thankfully, there are evidence-based strategies to foster resilience, focusing on the specific needs of family medicine faculty.

Resilience is all about thriving amidst professional challenges.

## Key Strategies for Building Resilience



### Work-Life Balance

- Implement flexible scheduling to accommodate personal commitments.
- Promote a culture that values paid time off, encouraging faculty to take their entitled leave to recharge and stay motivated.
- Include time management workshops.



### Wellness Programs

- Integrate wellness programs into faculty's routine, including stress management workshops, physical fitness activities, and mindfulness training.
- Provide access to mental health resources, emphasizing the importance of mental wellness as part of overall health.



### Mentorship and Support Networks

- Establish mentorship programs pairing new faculty with experienced mentors to guide them through career challenges and opportunities.
- Encourage participation in external support networks, such as STFM collaborative groups, to share experiences, solutions, and foster a sense of community.



### Professional Development

- Expand clinical knowledge, enhance teaching, and support scholarly activity.
- Encourage faculty to set and pursue individualized career goals supported by institutional resources and guidance.



### Feedback and Recognition

- Ensure faculty receive constructive feedback on their clinical work, teaching, and scholarly activity from learners, peers, and managers.
- Foster a culture of appreciation and motivation by recognizing and celebrating milestones.

#### Recommended Reading:

- Buck K, Williamson M, Ogbeide S, Norberg B. Family physician burnout and resilience: a cross-sectional analysis. *Fam Med*. 2019;51(8):657-663. doi:10.22454/FamMed.2019.424025
- Nutting R, Ofei-Dodoo S, Rose-Borcherding K, Strella G. Brief mindfulness intervention for emotional distress, resilience, and compassion in family physicians during COVID-19: A pilot study. *PRIMER Peer-Rev Rep Med Educ Res*. 2022;6:3. doi:10.22454/PRIMER.2022.746202
- Porter M, Hagan H, Klassen R, Yang Y, Seehusen DA, Carek PJ. Burnout and resiliency among family medicine program directors. *Fam Med*. 2018;50(2):106-112. doi:10.22454/FamMed.2018.836595