




# How Well Do We Know Our Fellows?

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## Disclosure

- ▶ No financial disclosures



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## Objectives

-  Evaluate our own awareness of our fellows' experiences and challenges
-  Learn tangible tools that PDs can use to get to know their fellows better
-  Discuss ways to incorporate wellbeing discussions and lessons into fellowship didactics



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## Ground Rules

- ▶ Please use the chat and PollEV
- ▶ Video optional

@ Respond at [PollEv.com/doylelim725](https://poll.ev.com/doylelim725)

**"How Well Do We Know Our Fellows?" Poll #1**

- ▶ Getting to Know Our Fellows
- ▶ Communication
- ▶ Wellbeing




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## Normal (pre-Covid) Considerations

- ▶ 12 month program
- ▶ Relocation
- ▶ Job search
- ▶ ABA APPLIED examination
- ▶ (Lack of) Social support system
- ▶ Size of fellowship and faculty
  - ▶ Smaller programs: more opportunities for repeated interactions
  - ▶ Larger programs: larger internal and external networks


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**"How Well Do We Know Our Fellows?" Poll #1**





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## WHY should we get to know our fellows?


  
GREATER ENGAGEMENT

  
STRONGER RELATIONSHIP BUILDING

  
MORE ADAPTABILITY

  
LEADERSHIP OPPORTUNITIES

  
REDUCED STRESS



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**WHEN should we get to know our fellows?**

- Before they arrive**
  - Post-match Email, onboarding
- When they arrive**
  - Welcome and Program Overview Expectations
- Through the year**
  - Fulfillment of expectations Adaptability

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**How do WE get to know our fellows?**

- ▶ Pre-arrival bios
- ▶ Welcome and occasional Happy Hours
- ▶ Group wellness sessions
- ▶ Check-ins
- ▶ Fellow or departmental retreat
- ▶ Group exercise
- ▶ Commensality groups
- ▶ Stanford Well-Being Toolkit



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**Communication**

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**Communication**


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**Poll #2 - Communication - "How Well Do We Know Our Fellows?"**



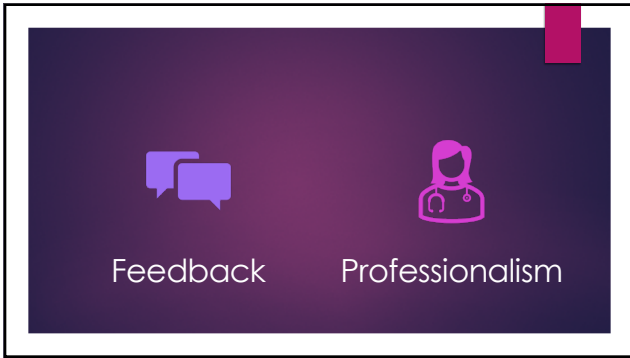
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**Social Media, Virtual Meetings and Texting**

- Pre-op discussions
- Text vs Email
- Trainee text group
- Sharing information
- Zoom lectures



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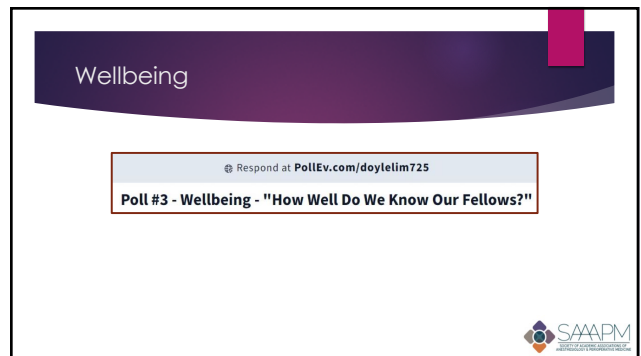
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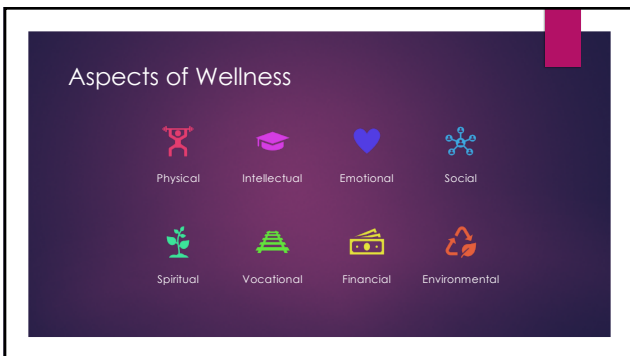
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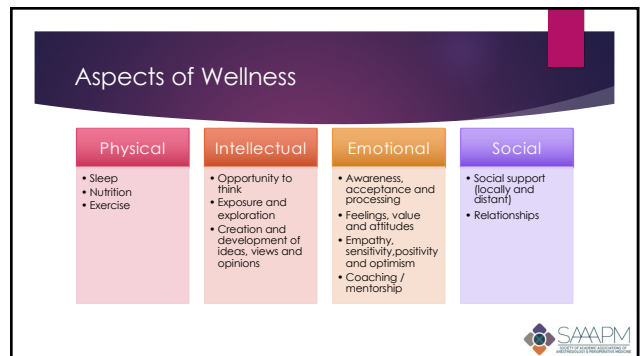
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## Aspects of Wellness

<b>Spiritual</b> <ul style="list-style-type: none"> <li>Religion</li> <li>Personal values and beliefs</li> <li>Sense of connection</li> <li>Compassion</li> </ul>	<b>Vocational</b> <ul style="list-style-type: none"> <li>Positive impact and purpose</li> <li>Engagement</li> <li>Feedback</li> <li>Personal satisfaction and fulfillment</li> </ul>	<b>Financial</b> <ul style="list-style-type: none"> <li>Income and budget</li> <li>Saving and retirement planning</li> <li>Credit and debt management</li> </ul>	<b>Environmental</b> <ul style="list-style-type: none"> <li>Safe and stimulating, pleasant surroundings</li> <li>Work</li> <li>Home</li> <li>Nature</li> </ul>
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## Resource Management



TIME



ENERGY




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## Wellbeing

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**Poll #3 - Wellbeing - "How Well Do We Know Our Fellows?"**



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## Questions and Discussion

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thank you!

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