

Month 4 – Tools for Wellbeing

Even when we have tools and methods for our own work/life management, a change – such as transferring to a new practice area – can throw us off track. Taking some time to reflect, consider new tools and re-strategizing can be extremely helpful. It can also help us work through any new stressors or anxieties that may be present during a transition.

Wellbeing also includes open and clear communication. Learning a team's communication styles can be helpful for new team members. Managing conflict in a healthy and professional way also builds strong relationships and increases team work and the safety of patients and team members.

Discussion Questions:

- How is the scheduling process or creating a schedule going for you? Anything you are struggling with, or learning to navigate?
- If team members work nights, a rotating schedule, or on-call shifts:
 - What are some strategies and tips that work for your colleagues that may also be helpful for your new team member?
- As someone who's been in this department for a while...
 - What are ways that you manage work/life demands?
 - How do you handle stressors from work?
 - What are ways in which the team helps take care of each other during personal or professionally challenging situations?
- What have been your experiences and/or observations with team communication?
- How does your own communication style(s) align or intersect with the team?
- What have been your experiences with managing conflict within the team/interdisciplinary team?
 - If you experienced any conflict so far, how did it go? What reflections do you have looking back?

Check-in:

- How are things going?
- Can I support you with anything?

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Resources:

UVA Health FEAP's Services <https://uvafeap.com/>



Wisdom & Wellbeing Resources <https://www.medicalcenter.virginia.edu/wwp/>

- The S.T.O.P. Technique
- Communication Techniques and Strategies



HR Talent Courses <https://hr.virginia.edu/career-development/education-and-training-0>

- Microlearnings <https://hr.virginia.edu//static/learning-development-catalogue/#/>
 - Intro to Emotional Intelligence
 - Rumbling: How to Lean Into Vulnerable Conversations
 - Tough Conversations
 - Trust: Defining & Enabling

