



The Office of Learner Well-Being and Success

Resource Guide

*Presentations, workshops, and sessions related to
well-being and success*

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The Office of Learner Well-Being and Success

This guide was created to help enhance well-being and success for undergraduate and postgraduate learners in the Faculty of Medicine.

For postgraduate learners, this document is not encompassing of all sessions that may be provided at the discipline level. Wellness representative of LWS for sessions not included.

Sessions can be customized to meet your needs.

Table of Contents

Click the links below to learn more

4. Beating Burnout in Clerkship
5. Beating Burnout in Residency
6. Buying Your First Home Session
7. Debt Management Session
8. How to Get The Most out of Feedback Session
9. How to Pay for Medical School Session
10. Imposter Syndrome Session
11. Insurance Planning Session
12. LWS Presentation
13. LWS Presentation to Disciplines Session
14. LWS Presentation to Disciplines on Well-Being Resources
15. Mental Health First Aid Supporting Youth
16. Navigating Difficult Conversations Session
17. Physician Shadowing Session
18. Retirement Planning Session
19. Simulated Training for Resilience in Various Environments
20. Strengths Based Collaborations Workshop
21. Strengths Based Communication Workshop
22. Strengths Based Leadership Workshop
23. Strengths Development Introductory Workshop
24. The Impact of a Strengths-Based Approach on Personal and Professional Development
25. Time Management Session
26. Transition to Residency Session
27. Wellness in Residency Session

Beating Burnout in Clerkship Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

Clerkship marks a major transition in medical education from classroom learning to direct patient care. Burnout can begin early in training, influenced by workload, greater responsibility, role uncertainty, and hidden curriculum pressures. While some challenges require systemic solutions, daily self-care and resilience practices can help protect your well-being. This session will explore burnout in clerkship, highlight contributing factors, and offer practical, evidence-based strategies to support your mental health during clerkship.

Description of session

In this session, learners will be provided with information on the following:

- Briefly discuss burnout in clerkship, effects and potential risk factors
- Identify change processes at system and individual level
- Discuss strategies to reduce the effects of burnout and enhance resilience
- Provide an opportunity to learn practical exercises
- Review accessible resources

Total time to complete session: 1 hour

Beating Burnout in Residency Session

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Residents are often exposed to numerous clinical and personal experiences that can impact their well-being. A career in medicine can be challenging and demanding, but there are ways for residents to manage stress and prevent burnout. Some causes of that stress may require a systems approach, but developing individual resilience through self-care, a key CanMEDS role, to guard against burnout is something you can do every day to support your own well-being.

Description of session

In this session, learners will be provided with information on the following:

- Briefly discuss burnout in residency, effects and potential risk factors
- Identify change processes at system and individual level
- Discuss strategies to reduce the effects of burnout and enhance resilience
- Provide an opportunity to learn practical exercises
- Review resources available to residents

Total time to complete session: 1 hour

Buying Your First Home Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

The Office of Learner Well-Being and Success has a Learner Success Consultant who provides impartial financial advice to learners. He has several years banking experience as well as experience helping people get out of debt.

Description of session

In this session, learners will be provided with information on the following:

- Why buy a house – condo or free standing house
- What is a mortgage
- How do I get a mortgage
- Can I afford it
- Do I want roommates or a tenant
- Other considerations – is renting so bad after all

Total time to complete session: 1 hour

Debt Management Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

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Description of session

In this session, learners will be provided with information on the following:

- Cost of medical school
- How to pay for medical school
- Debt repayment 101
- Budget budget budget
- Living / housing expenses
- Transportation
- Food expenses
- Invest or pay off debt
- What to pay off first

Total time to complete session: 1 hour

[CLICK HERE TO REGISTER](#)

[Return to Table of Contents](#)

How to Get The Most out of Feedback Session

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The purpose of feedback in a learning environment is to improve learners' performance. Feedback, given appropriately, can clarify expectations, help people learn from their mistakes and help build confidence. Learning how to skillfully engage in feedback conversations empowers the Learner to play an active role in their development, build relationships with future colleagues and enhance their communications skills.

Description of session

In this session, you will be provided with information on the following:

- the role of feedback during clerkship rotations
- what is feedback and why does it matter
- types of feedback
- interpreting feedback
- feedback triggers
- reacting to feedback
- following-up on feedback

Total time to complete session: 90 minutes

How to Pay for Medical School Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

The Office of Learner Well-Being and Success has a Learner Success Consultant who provides impartial financial advice to learners. He has several years banking experience as well as experience helping people get out of debt.

Description of session

In this session, learners will be provided with information on the following:

- Cost of Medical School
- Scholarships and Bursaries
- Government Student Loans
- Student Loan Forgiveness
- Student Lines of Credit
- Mandatory Financial Sessions
- Refund Guidelines

Total time to complete session: 1 hour

Imposter Syndrome Session

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Description of session TBA

Total time to complete session: 1 hour

[CLICK HERE TO REGISTER](#)

[Return to Table of Contents](#)

Insurance Planning Session

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Description of session

In this session, learners will be provided with information on the following:

- Health / Dental Insurance
- Travel Insurance
- Creditor Insurance
- Disability Insurance
- Life Insurance
- Trauma Insurance
- Insurance of Things

Total time to complete session: 1 hour

[CLICK HERE TO REGISTER](#)

[Return to Table of Contents](#)

LWS Presentation

OFFICE OF LEARNER WELL-BEING AND SUCCESS

The Office of Learner Well-Being and Success is committed to building a sense of community and facilitating opportunities for learners to reach their full academic and personal potential. Our aim is to nurture an inclusive and diverse culture during learners' medical education experience and to foster their development as physicians and leaders.

Description of session

In this session, you will be provided with information on the following:

- The Office of Learner Well-Being and Success
- Faculty and staff members
- Respectful learning environment
- Financial Information and Planning
- Career Advising
- Mentorship
- Well-Being
- Academic Support
- Events / Interest Groups
- Conference travel, lockers, parking permits, ID cards, letters of enrollment

Total time to complete session: 45 minutes

LWS Presentation to Disciplines Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

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Description of session

In this session, you will be provided with information on the following:

- Resilience Paradox
- Learning and Well-Being in Higher Education
- Individual benefits of well-being
- PERMA Theory of Well-Being
- The Office of Learner Well-Being and Success

Total time to complete session: 1 hour

LWS Presentation to Disciplines on Well-Being Resources Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

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Description of session

In this session, you will be provided with information on key well-being resources for residents including:

- Well-being contacts and access points in Medicine
- Support Services for distressed learners
- Accommodations and Accessibility
- Mistreatment and Professionalism policy
- National Physician Resources
- LWS Two-Pager Resource guide
- LWS Resource Guide to presentations and workshops

Total time to complete session: 1 hour

Physician Shadowing Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

Shadowing is an opportunity for pre-clerkship learners to get exposure to different specialties. Participants may spend time with physicians in a variety of settings. Physician Shadowing can help with career decision making, networking and gaining comfort in a clinical environment.

Description of session

In this session, learners will be provided with information on the following:

- Physician Shadowing overview
- timelines
- guidelines and training

Total time to complete session: 1 hour

Mental Health Aid Supporting Youth Virtual

OFFICE OF LEARNER WELL-BEING AND SUCCESS

Mental Health First Aid (MHFA) is the help provided to a person who is showing signs of declining mental well-being or crisis. “MHFA – Supporting Youth” is a course designed for members of the public who have frequent contact with young people (ages 12 to 24).

Description of session:

In this session, learners will be provided with information on the following

- Recognize signs that a young person may be experiencing a decline in their mental well-being or a mental health or substance use crisis
- Initiate conversations that encourage a young person to talk about a mental health or substance use problem
- Discuss professional and other supports that could help with recovery to improved mental well-being
- Assist in a mental health or substance use crisis situation
- Check in with one’s own mental well-being and take action as needed

This 10-hour course opens with a self-directed module (Module 1) that focuses on the information and strategies that participants will discuss and practice throughout the virtual classroom modules (Modules 2 and 3). Module 1 takes up to 2 hours to complete while Modules 2 and 3 are 4 hours in length each, including breaks.

Total time to complete session: Can be delivered in one full day or two half days.

Navigating Difficult Conversations Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

Description of session TBA

Total time to complete session: 1 hour

[CLICK HERE TO REGISTER](#)

[Return to Table of Contents](#)

Retirement Planning Session

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The Office of Learner Well-Being and Success has a Learner Success Consultant who provides impartial financial advice to learners. He has several years banking experience as well as experience helping people get out of debt.

Description of session

In this session, learners will be provided with information on the following:

- When do physicians retire
- Pay off debt or start saving instead
- Interest rates historically
- Registered savings accounts
- Pensions
- Financial advisors
- What to invest in

Total time to complete session: 1 hour

Simulated Training for Resilience in Various Environments

OFFICE OF LEARNER WELL-BEING AND SUCCESS

This course teaches mindfulness-based stress management tactics to medical professionals, helping them effectively deal with acute stress and cope after traumatic events.

Description of session:

1. **Resiliency Training.** This training includes proactive and reactive approaches to stress management, health and wellness. Practical “reset” tools for balance and stability provide a holistic approach that addresses the mental, physical, spiritual and social domains. The training emphasizes the following:

- the mental health continuum
- the Big 4+ strategies:
 - arousal control (box breathing)
 - attention control
 - goal setting
 - progressive muscular relaxation
 - self-talk
 - visualization

2. **Practical Simulations.** The resiliency training is reinforced through challenging and stressful simulations that offer a variety of modalities that include role-playing scenarios, actor-led scenarios, skill-based training and high-fidelity medical simulation.

3. **Effective Debriefing.** Participants are debriefed after each simulation using an experiential learning framework. Debriefs are conducted in an emotionally safe environment to promote open reflection. Facilitators encourage participants to discuss their experiences, evaluate their application of resiliency skills and reinforce strategies to improve future performance.

4. **Reflective Practice.** To maintain health and wellness while managing both day-to-day and acute stress, participants are advised to practice and reinforce their resiliency skills regularly. They are encouraged to conduct frequent self-checks and assess supportive resources in an attempt to enhance mental health outcomes and optimize performance.

*Course material was developed by Dr. Stephanie Smith and Dr. Joan Horton from the Cumming School of Medicine and was supported by the Canadian Medical Association, Resident Doctors of Canada, the Canadian Federation of Medical Students and the Cumming School of Medicine Undergraduate Medical Education Program and Student Affairs and Wellness Office.

Strengths Based Collaborations Workshop

OFFICE OF LEARNER WELL-BEING AND SUCCESS

CanMeds is a framework, developed by the Royal College of Physicians and Surgeons “that identifies and describes the abilities physicians require to effectively meet the health care needs of the people they serve”. The framework is grouped thematically into seven roles as follows:

1. Medical Expert (the integrating role)
2. Communicator
3. Collaborator
4. Leader
5. Health Advocate
6. Scholar
7. Professional

Memorial University's Doctor of Medicine MD Program objectives are aligned with the Medical Council of Canada Objectives and the Royal College of Physicians and Surgeons of Canada CanMEDS Framework. The Office of Learner Wellbeing and Success can develop content that supports several of the CanMEDs roles to enhance self-awareness and further develop Learner's skills to facilitate these roles with their peers, faculty, and staff within and beyond the MD program.

Description of workshop

The Collaborator role as defined by CANmeds states “as Collaborators, physicians work effectively with other health care professionals to provide safe, high-quality, patient-centred care [and] collaboration skills are broadly applicable to activities beyond clinical care, such as administration, education, advocacy, and scholarship”. In this workshop based on the results of their Clifton strengths assessment, Learners will identify the value they bring to their collaborative efforts, whether in partnerships or teams and the tools, processes or strategies they can use to enhance their strengths and meet the goals of these collaborations. Learners will learn the how to develop of strengths based partnerships, how strengths filter the ways they execute tasks and goals and how to manage conflict by first understanding the unique combination that each team member can offer.

Total time to complete workshop: 3 hours

[CLICK HERE TO REGISTER](#)

[Return to Table of Contents](#)

Strengths Based Communication Workshop

OFFICE OF LEARNER WELL-BEING AND SUCCESS

CanMeds is a framework, developed by the Royal College of Physicians and Surgeons “that identifies and describes the abilities physicians require to effectively meet the health care needs of the people they serve”. The framework is grouped thematically into seven roles as follows:

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Description of workshop

Effective communication is at the crux of several of the CANmeds roles. In this workshop, Learners will explore how their unique Cliftonstrengths influence their ability to communicate effectively and how they may get in the way of their communication efforts. Learners will also identify how the strengths of colleagues and peers may impact how their communication efforts are received. As a result of this workshop, Learners will understand how to leverage their strengths to enhance their communication, manage their blind spots and how to work with the strengths and blind spots of others. This in turn supports several CanMeds key competencies outlined in Communicator, Collaborator, Leader Scholar and Professional roles.

Total time to complete workshop: 3 hours

[CLICK HERE TO REGISTER](#)

[Return to Table of Contents](#)

Strengths Based Leadership Workshop

OFFICE OF LEARNER WELL-BEING AND SUCCESS

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Description of workshop

In this workshop, Learners will explore how their unique strengths contribute to their leadership abilities and reflect on how their strengths support the leadership style they identified in the MD curriculum. Learners will examine how their strengths filter for the ways in which they make decisions, build relationships, influence others and think strategically. From here, learners will identify to practical ways to develop their strengths to reach leadership goals, any blind spots and how to manage weakness while investing in strengths.

Total time to complete workshop: 3 hours

[CLICK HERE TO REGISTER](#)

[Return to Table of Contents](#)

Strengths Development Introductory Workshop

OFFICE OF LEARNER WELL-BEING AND SUCCESS

CanMeds is a framework, developed by the Royal College of Physicians and Surgeons “that identifies and describes the abilities physicians require to effectively meet the health care needs of the people they serve”. The framework is grouped thematically into seven roles as follows:

1. Medical Expert (the integrating role)
2. Communicator
3. Collaborator
4. Leader
5. Health Advocate
6. Scholar
7. Professional

Memorial University's Doctor of Medicine MD Program objectives are aligned with the Medical Council of Canada Objectives and the Royal College of Physicians and Surgeons of Canada CanMEDS Framework. The Office of Learner Wellbeing and Success can develop content that supports several of the CanMEDs roles to enhance self-awareness and further develop Learner's skills to facilitate these roles with their peers, faculty, and staff within and beyond the MD program.

Description of workshop

In this foundational workshop, Learners will learn the principals of strengths based development, its impact on engagement and how their strengths can be leveraged to enhance their learning and success. Learners will also receive a detailed report, outlining their top five strengths, based on the Clifton strengths assessment (on online assessment, completed prior to the workshop) and supplementary resources on how to develop and apply their strengths to complete tasks, goals and enhance decision making and collaboration.

Total time to complete workshop: 3 hours

The Impact of a Strengths-Based Approach on Personal and Professional Development

OFFICE OF LEARNER WELL-BEING AND SUCCESS

In this session participants will learn about the benefits of a strengths-based approach on their well-being, engagement and productivity. Participants will explore Gallup's 4 domains of strength and how these relate to their current professional environment and learn the benefits of developing strengths as a strategy for growth as opposed to repairing weaknesses.

Description of session

In this session, you will be provided with information on the following:

- the role of feedback during clerkship rotations
- what is feedback and why does it matter
- types of feedback
- interpreting feedback
- feedback triggers
- reacting to feedback
- following-up on feedback

Total time to complete session: 1 hour

Time Management Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

Description of session

Time management is an essential skill for physicians. In this one hour session, participants will explore how matching behaviors to true priorities and goals can assist in using their time effectively. Participants will also identify ways to move from reactive mode to proactive mode when managing time limitations and identify potential and applicable resources for time management.

Session objectives

- Distinguish between behaviors and priorities in terms of time management.
- Identify ways to move from reactive mode to proactive mode when managing time limitations.
- Describe the challenges of multi-tasking and time management.
- Identify potential and applicable resources for time management coaching/mentoring/counselling and associated benefits, respectively.

In this session, you will be provided with information on the following:

- Essential skill for emerging physicians
- Time wishes / time wasters
- 30 second review
- Proactive time management tips
- Multi-tasking

Total time to complete session: 1 hour

Transition to Residency Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

The Office of Learner Well-Being and Success has a Learner Success Consultant who provides impartial financial advice to learners. He has several years banking experience as well as experience helping people get out of debt.

Description of session

In this session, learners will be provided with information on the following:

- Debt repayment
- Budgeting and cash flow
- Taxation
- Savings and investing
- Insurance planning
- Living accommodations

Total time to complete session: 1 hour

Wellness in Residency Session

OFFICE OF LEARNER WELL-BEING AND SUCCESS

Residents are often exposed to numerous clinical and personal experiences that can impact on their well-being. Residents often have to work in uncertain environments, are exposed to emotionally difficult cases, work long, irregular hours

Description of session

In this session, you will be provided with information on the following:

- Defining Wellness
- Dimensions of wellness
- PERMA Theory of Well-being
- Resident Wellness and Well-being
- Fatigue in Residency
- The Resilience Paradox
- CanMEDS and Wellness
- Resources

Total time to complete session: 1 hour