

**CATEGORY 2 POSTER WINNER**

**SURVIVE AND THRIVE: PILOTING A WORKSHOP TO ENHANCE RESILIENCE OF DOCTORS IN EARLY TRAINING**

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**INTRODUCTION:**

Stress-related burnout in medicine is being recognised with increasing prevalence and impact<sup>1,2</sup>. Burnout has organisational ramifications in terms of finance, workforce recruitment and patient safety as well as the cost to individual clinicians<sup>3-5</sup>. Work-place based changes and psychological interventions can reduce stress amongst individuals, thus improving wellbeing and performance<sup>6</sup>. Resilience is the individual's ability to thrive on challenges<sup>6</sup>.

**METHODS:**

Following on from NHS Education for Scotland's 'Thriving in Medicine' work, a resilience training workshop was piloted with Postgraduate Year 1 doctors (PGY1) in a medium-sized district general hospital<sup>7</sup>. The aims were to provide insight into the emotional demands of working within medicine, and provide a framework to manage this.

The workshop consisted of three, one-hour modules linked to the UK Foundation Programme curriculum. These explored the relationship between stress and workplace functioning, pre-existing concepts of resilience, personal challenges and assessments of individual resilience. Frameworks were developed using a combination of peer discussion and self-reflection, enabling PGY1s to create a personal toolkit to thrive.

**RESULTS:**

Fourteen PGY1s attended, with 12 providing feedback. Sixty-four percent felt the modules had changed how they responded to stressful work events and 78% felt it should be run for all PGY1&2 trainees. Written feedback revealed peer discussion, encouragement of self-reflection and creation of a 'safe space' for these explorations were the most valued aspects of the workshops. Feedback indicated further tools to develop individual resilience strategies, and group work analysing negative thoughts would be valued.

**IMPLICATIONS:**

The next steps are to adapt the modules according to feedback and pilot these across NHS Lanarkshire University Hospital sites. Further evaluation of the impact of these workshops on the doctors' work experiences will be carried out in the form of qualitative analysis of focus groups and completion of validated Brief Resilience Scales.

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