

# Creating a supportive learning environment

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**RACP**  
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# Doctor risk profile



## Physical Health

Doctors enjoy better physical health on average than the general population but these advantages are primarily due to their socio-economic status rather than occupation.



## Mental Health

There are reports of high levels of depression and psychiatric disturbance among medical practitioners.



## Work-related risk

Doctors report high levels of dissatisfaction with work and are more vulnerable to burnout. They also face a slightly increased risk of injury than other professionals.



## Family and relationships

Doctors report high levels of marital difficulty and divorce. The high risk of burnout and mental illness also makes them more vulnerable to relationship breakdown.

# Stress

- **Stress:** Internal reaction to external demands.
- Altering external demands may be difficult.
- Support mechanisms dramatically alter individual's internal reactions and hence stress.

# A supportive learning environment

- Trainees and supervisors feel valued, included, and empowered
- Improves performance
- Fosters resilience
- Enables health and well-being

# Tips for establishing an supportive learning environment



Clear roles and responsibilities



Clarify expected performance and goals (LNA)



Deliver orientation for new trainees



Establish appropriate work-life balance



Provide emotional safety and be approachable

# Activity: Supporting trainees in stressful situations

1. **Watch:** video scenario part 1
2. **Discussion in pairs** (10 minutes): Imagine that you had overheard this conversation:
  - What issues does this raise?
  - How would you approach the situation?

# Video Scenario Part 1



# Discussion in pairs

**Discussion in pairs** (10 minutes): Imagine that you had overheard this conversation:

- What issues does this raise?
- How would you approach the situation?



## Video Scenario Part 2



# Group discussion

- What did Dr West do to support Kate and Paul in this situation?
- What strategies and support options did she suggest?
- What other support mechanisms could be introduced to support trainees through stressful situations such as an adverse event?

# Mindfulness in Medicine

[Placeholder for presentation by Tony Darin, FRACS]

# Panel discussion

Health and wellbeing of RACP trainees and fellows



## Tips for promoting a culture of wellbeing

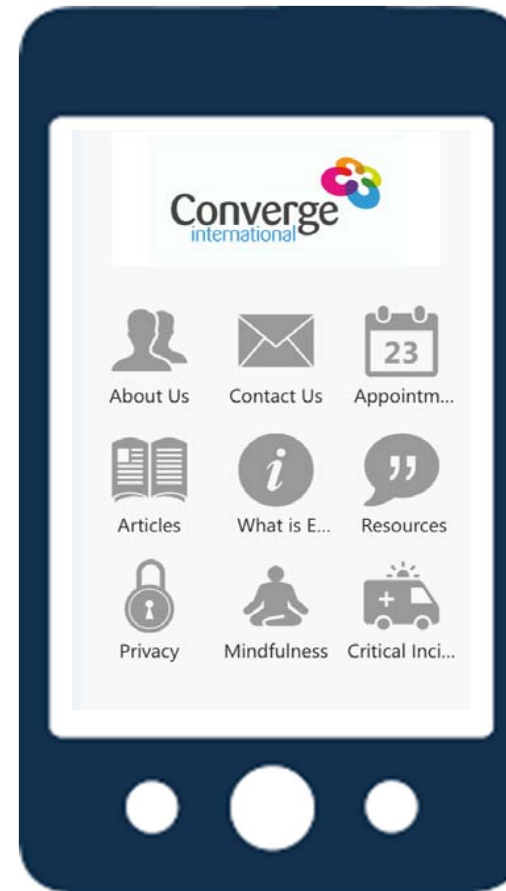
- **Decrease stigma** and **increase awareness** and knowledge regarding mental health issues
- **Promote preventative measures** to improve wellbeing, coping strategies and resilience
- **Empower** trainees to look out for their peers and take action
- **Engage** trainees in improving the educational environment.
- **Role model** professional behaviours and supportive attitudes

# Converge International Online

Expert information, articles support, practical advice, tips and strategies

[www.convergeinternational.com.au](http://www.convergeinternational.com.au)

- Available on the app store
- Google Play



# Support

- **RACP Support Program** (Confidential, 24-hour helpline)  
1300 687 327 (Aust)/ 0800 666 367 (NZ)
- **Training Support Unit**  
02 9256 5457 / 04 460 8159

# Training and resources

- Physician Health and Wellbeing page (quick link on homepage)
- Supervisor Professional Development Program
- Physician, Heal Thyself and Being Human Podcasts
- e-learning modules Self-Care and Wellbeing and Creating Safe Learning Environments