R.I.S.E. for Self-Care

Recharge	Introspect	Seek help	Express yourself
"What gives me joy outside of work?"	"What can I/we do to improve the situation?"	"What resources do I need to improve the situation?"	"Who can I thank? What am I grateful for?"

Recharge

Reenergize mind, body, and spirit:
- Spend time in nature
- Eat healthy, fresh foods
- Sleep 7-8 hours each night
- Journal
- Read
- Exercise regularly
- Listen to music/learn to play an instrument
- Take a sabbatical

Carve out time for calm. Before and after your clinical shift:
1. Step outside
2. Close your eyes and take 5 deep breaths
3. Focus on the smell of the air, the sun on your face, and aim to be present

Introspect

Personal introspection:
- Ask: "Why did I go into medicine?"
- Ask: "What is one thing I can change to make my workplace better for my team?"
- Seek out a mentor

Collective introspection:
- Measure team engagement via regular check-ins/surveys
- Conduct quarterly small group sessions: "What should we do to improve our culture?"
- Schedule team building activities outside work
- Debrief with team after a poor patient outcome
- Participate in yearly retreats to reset and align priorities with hospital administration

Seek help

Pay careful attention to:
1. **Your health/wellbeing. Consider the following resources:**
   - Mental health specialist
   - Primary care for preventive health
   - Buddy system/peer support group
   - Employee assistance programs

2. **Workplace environment. Advocate for:**
   - Flexible work schedule/ shift timing
   - Outsourcing documentation (scribes/virtual scribes) and billing
   - Staffing for census surges
   - Virtual care (telehealth)
   - Child care for work meetings
   - Responsive IT department
   - Input in hospital projects impacting your team

Express yourself

Express empathy:
An authentic human connection with patients is critical for our wellness.

Express gratitude:
Giving thanks creates a positive ripple effect. Remember to thank you partner, kids, parents, team members, and colleagues for every small gesture of kindness.