

Residents/Fellows 2020 Annual Retreat



MCHS PULSE Article on the Retreat

Dedicated team thinks outside the box to create virtual retreat

How do you deal with COVID-19 and turn a successful in-person event into something effective, virtual and that help people connect?

That was the question for Michael Schulein, Ph.D., who chairs the Division of Education's (DOE) Resident Wellbeing Committee, and a team tasked to plan a virtual event for a retreat that's been in-person since 2006.

The answer? Get over disappointment, be determined, think outside the box and enlist help.

The annual residents' retreat started after Dr. Schulein learned about retreats as a top-10 strategy to support physician well-being at an international physician health conference. The DOE accepted his proposal, creating the retreat program which has become part of the Health System's culture.

Residents work long, stressful hours learning and caring for patients. Annual retreats have proven to be helpful for them, blending time to relax, connect, support, renew and learn. In addition, retreats provide keynote presentations, chief residents' reflections on residency, self-care topics, yoga and leisure activities. "This year we focused on self-care stations, addressing ways to connect while being physically distanced," Dr. Schulein said. "Because of COVID-19 and the need for social distancing, the decision was made to have a virtual retreat, which became a big undertaking."

The team struggled with great disappointment. Last year's retreat was wildly successful and much of the 2020 planning had been done pre-COVID. Canceling was tempting, but DOE Medical Director Dr. Matthew Jansen and residency program directors wanted residents to have a retreat and for Dr. Schulein's committee to make it happen.

"That got us past our disappointment and to think creatively," Dr. Schulein said. "So much of the retreat was about residents all being together, which is the only time in the entire year that happens, to get to know each other and support each other. It was hard to imagine how to do this virtually."

Essential to success was connecting with Lauren Then, learning analyst, Information Services. She helped the team learn to use a video conference program and with some practice, they saw how many things in a typical retreat could be done using technology.

For example, the large group - about 80 people - attended the welcome and introduction, morning yoga and afternoon chiefs' reflections. Several break-out groups, with 6-10 residents each, were formed. Groups were kept within their programs to help residents get to know each other "behind the masks."

Leisure time for the residents involved a rock hunt along walking trails outside, to remain COVID-19 safe. Dr. Schulein connected with the [Marshfield Rocks Facebook group](#) and artists painted and hid rocks on trails for residents to find while socially distanced. Each could keep two, one for themselves and one to give to a patient or staff member.

Success found virtually

Key to the retreat's success was the smooth switching back and forth from large to small groups. Dr. Schulein also said that seeing residents in their own environment at home, listening to heartfelt reflections from chief residents and watching them all engage together virtually were the highlights of the retreat.

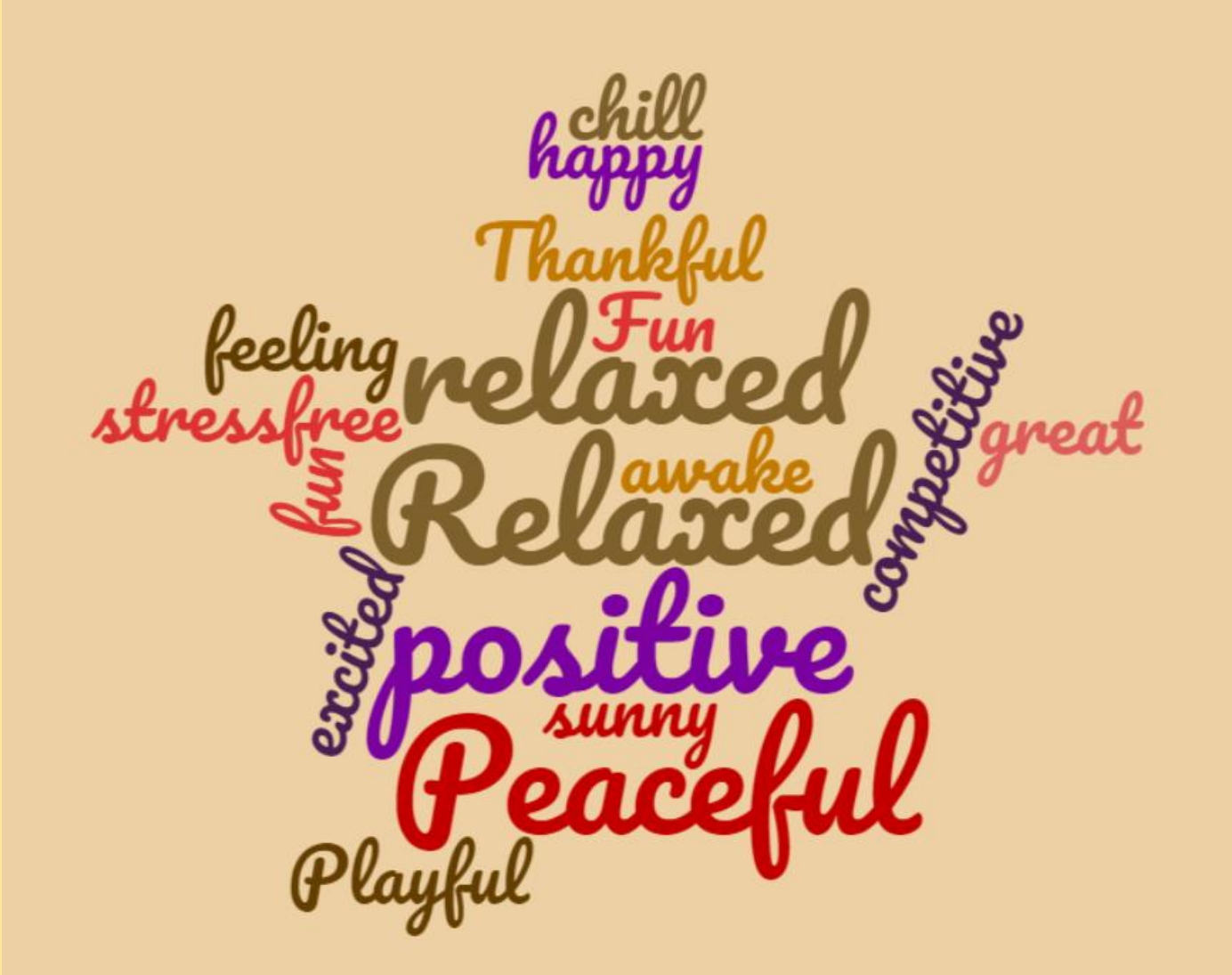
"We did the hard thing," Dr. Schulein said. "With support from Dr. Jansen, program directors and Information Services, the hard thing became a good thing. This was by far the hardest retreat we've put together. Maybe that's why the sense of satisfaction is so great. We handled adversity, thought differently and made a clear statement that pandemic or not, we can find ways to be together and support each other."

"That's a critical message, especially now."

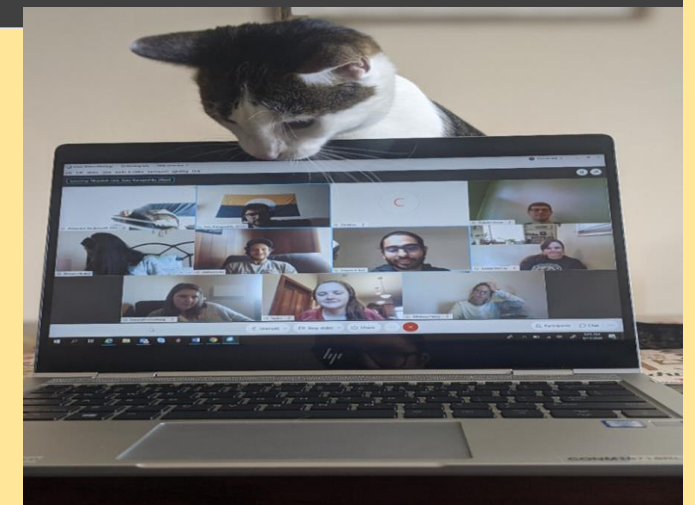
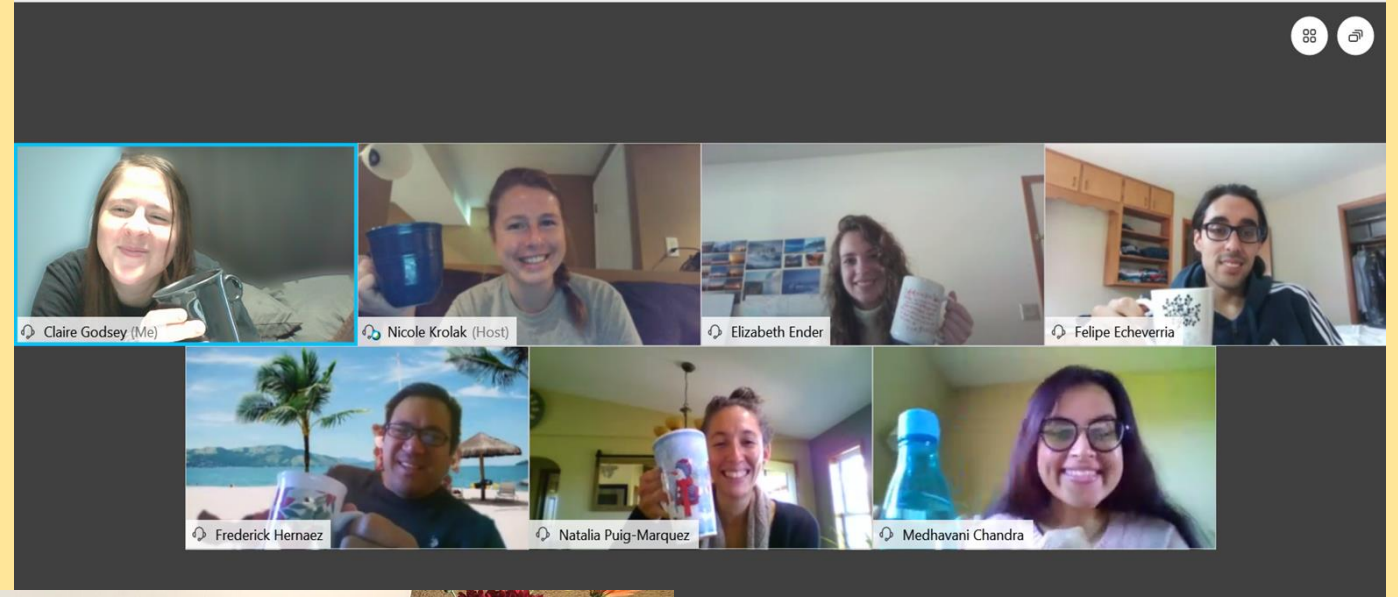
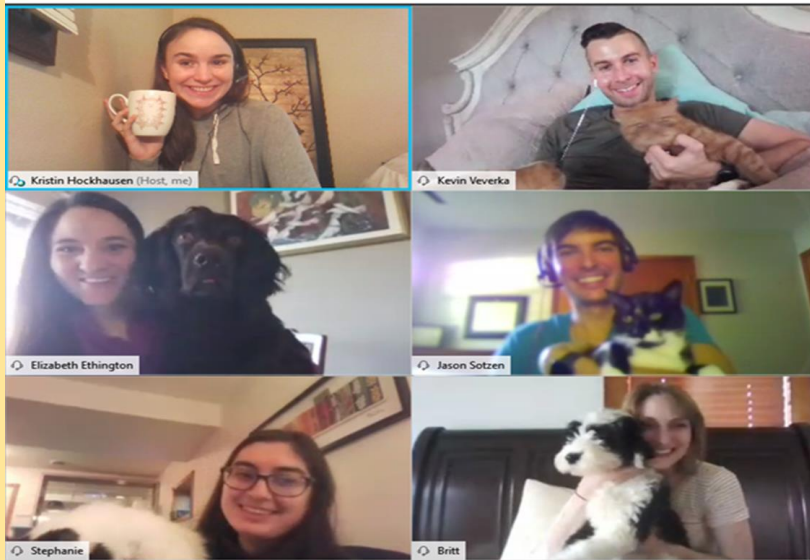
**Marshfield Clinic- Division of Education
Resident Well-Being Retreat Agenda
Thursday, September 17, 2020**

8:30 - 9:10	Welcome: or copy/paste to Google Chrome: Connection in a Physically Distanced World The Art of FIKA: Introduction TOPIC: Don't let COVID pick your attitude, You pick your attitude for today. Then: Go to your assigned break out group.
9:10 - 9:25	Return to large group Retreat Introduction: Dr. Jansen, Director, Division of Education Residency in a Pandemic
9:30 - 10:15	Yoga in a Pandemic Stacy from Off The Matt
10:25-11:30	Creating Belonging and Mutual Support While Physically Distanced Break out Groups (click on your break out-group in links above)
11:30-12:00	Return to large group. Break out group moderators report their group's ideas for creating belonging and mutual support.
12:00-1:00	Lunch at home 'with' (virtually) your break outgroup Return to your break out group (click on your break out-group in links page 1)
1-3:00	Leisure masked at 6 feet. Continue in your break out groups . COVID Guidelines compliant leisure activities. Solo or physically distanced. Do the contests (chalk art , painted stones , search , Simon game , mask decorating). Do a leisure drive, Explore the Zoo. Walk Wildwood Park. -Hub City Ice Cream do anytime from Thursday afternoon through Sunday evening -for those who wish, return at 2:30 for a huge virtual bingo game
3-4:15	Return to large group Chiefs Reflections Mask Contest award; Chalk art award; Bingo Award; Simon award Retreat evals-7

Residents' Retreat Attitudes Word Cloud



Starting with a FIKA (virtual coffee break)



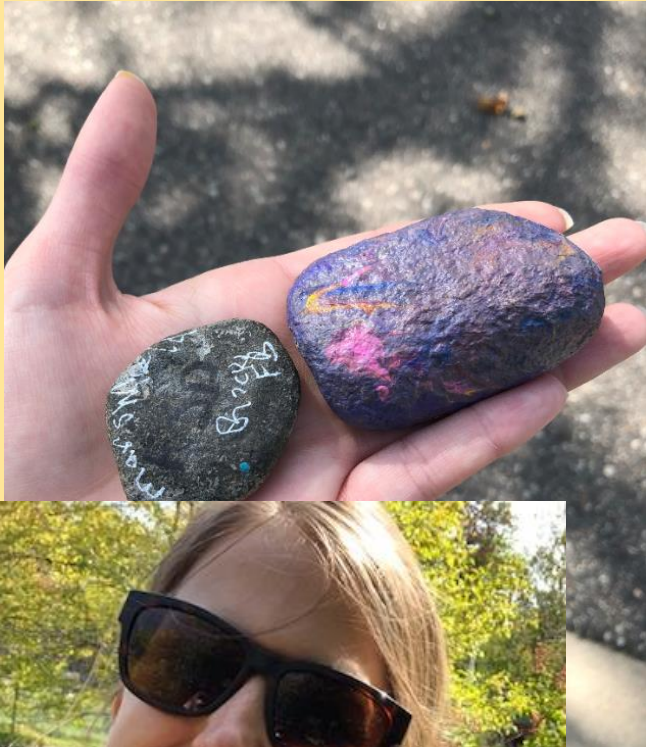
Intentional Connecting in a Physically Distanced World: Ideas from Retreat Breakout Groups on Ways to Connect and Belong in Residency During COVID.

- Be more deliberate, more intentional about doing things with others
- Be mindful of small gratitudes (3 Good Things)
- Have the next thing to look forward to (“Tarzan’s Rule”)
- Create the opportunity in the pandemic’s impact.
- Return to old interests, activities, hobbies
- Deliberately ask, ask for ideas, ask for support.
- Be empathic, listen better
- Don’t just wait for the pandemic to be over, make the effort now to engage, connect
- do fire pits appropriately distanced
- Jogging
- Walk to coffee
- go to Farmers’ Markets
- Shut down your laptop for an entire day 1/week
- Read for fun (yes, fun)
- Schedule video chats and dinners on a regular basis
- Go outside regularly, in each season
- Biking and hiking
- Do the Rib Mtn. ski lift at fall colors
- Golf
- Board games in person or virtual
- Seek another family to bubble/pod with
- Explore dollar stores and discover arts and crafts
- Schedule a regularly occurring ‘conference’ for RnR
- Seek personal mentoring

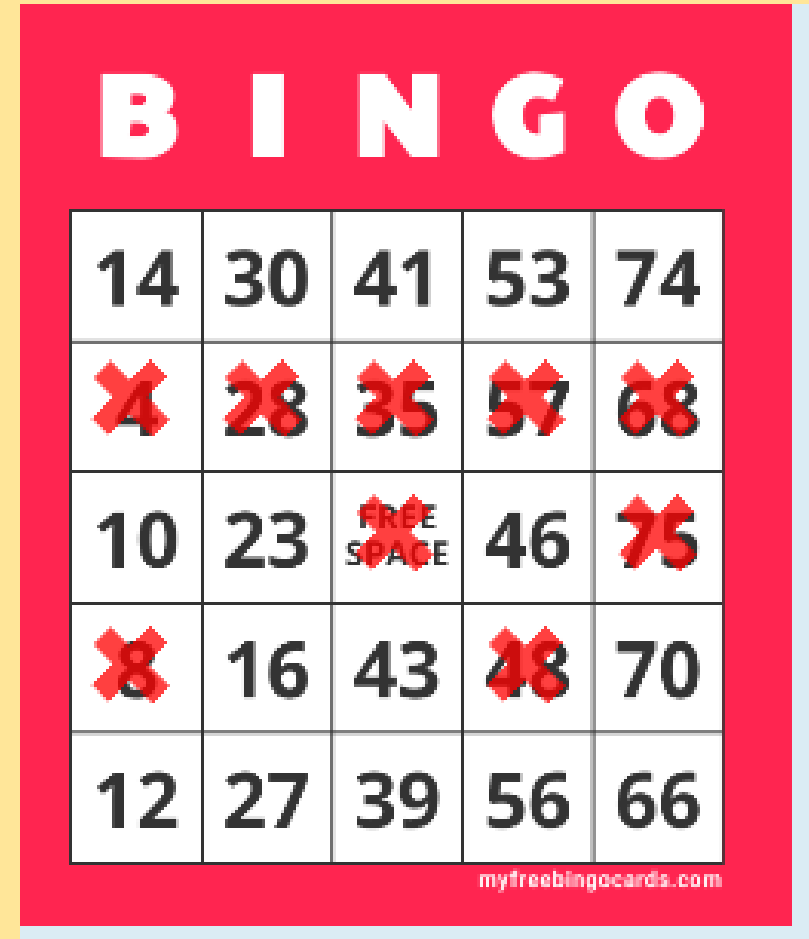
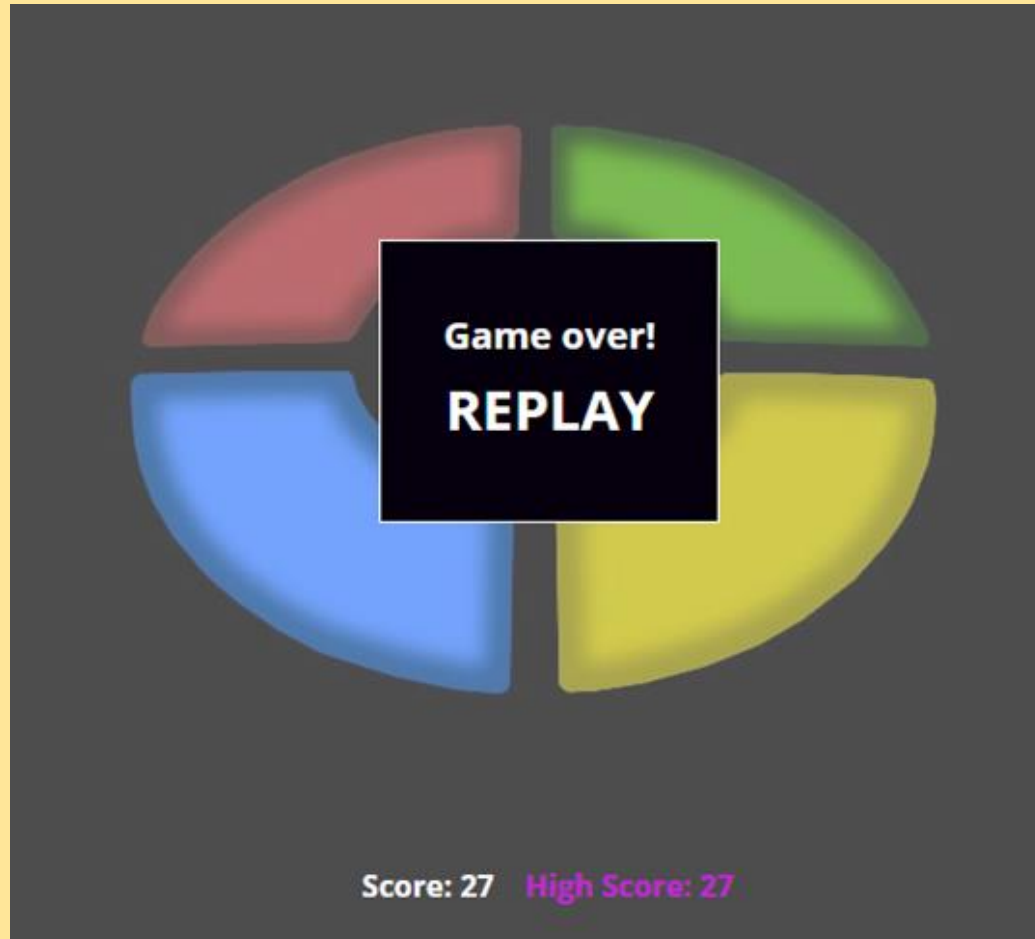
Resident Rock Walk



Resident Rock Walk



Simon and Virtual Bingo Winners



Mask Contest



Chalk Art Contest Winners: Go Derm!



Hub City Afternoon Treat



A Resident's Artwork for the Evaluation and Comment: "Thank you so much for the whole DOE department and everyone involved in going the extra mile to ensure that we feel welcomed and fit in."



Retreat Evaluations

(Virtual 2020 compared to In Person 2019)

Resident Retreat 2020 Evaluation

()=2019 results

Rating Scale: 5=Excellent 4=Very Good 3=Good 2=Average 1=Poor

Please circle the number that best matches your assessment

1. How well do you feel RWBC facilitated the retreat activities 96% Excellent/Very Good....4.42 (4.86)
2. To what extent did the workshop give you the opportunity to talk with other residents about topics of mutual concern related to training or well-being 73% Excellent or Very Good.....4.02 (4.52)
3. To what extent did this workshop convey Division of Education’s support for your success and well-being in residency 95% Excellent or Very Good.....4.48 (4.83)
4. To what extent was the workshop a supportive, relaxing, or enjoyable experience for you 90% Excellent or Very Good.....4.35 (4.76)
5. How well do you think this type of activity benefits residents 90% Excellent or Very Good..4.41 (4.73)

Resident Comments Favorite Things about Retreat

Talking about common issues Getting the advice and input from chiefs

-I enjoyed the breakout group conversations and meeting up with fellow residents for lunch and walking along the trail

-The effort the DOE , RWBC, and all others involved to come up with this during these COVID restrictions –

- Meeting others, talking to them, and learning and listening to different perspectives , advice and guidance

-free time to get outside, walk and hangout with residents and hub city ice cream

-Meeting up with residents for lunch Rock hunting

- I want to say thank you to the RWBC for having the retreat. I cannot imagine how much work went into making it virtual. Your commitment shows.

-I enjoyed FIKA idea.

-Having people in small groups with coffee or something like that. Having the small groups with insulation from the other groups was a nice change.

-Yoga and breakout group time at North wood county park

-Small group leisure time! Free Hub City Ice Cream!

-Getting to spend a guilt free day on my couch!

-Getting to see the faces of the residents first time

- An opportunity to know each other in better way

-The ability to still engage with other residents despite the unique situation we are in requiring us to socially distance for the retreat.

-The thought and planning that went into creating a schedule that promotes wellness both in action and thought, allowing us to reflect on steps we need to take as residents to remain healthy (mentally, physically, spiritually, etc.).

-They day off! Having a protected time to enjoy the retreat. The yoga was very fun!

-Opportunity to meet other residents.

-Opportunity to pick our own leisure or self-care activities.

-Loved to do the rock hunting with my co-interns and seniors! It was a good bonding time.

-Loved to hear the tips and advises from the chiefs!