**In His Image Family Medicine Residency – For Context**

**Our Family Medicine and OB Inpatient Service**

* Calendar month-long rotation
* Current structure for day service
  + Attending (changes weekly)
  + PGY3
  + PGY2
  + 4 PGY1s on medicine
  + 1 PGY1 on OB
* OB intern works somewhat separately from the rest of the team, but is supervised by the PGY3 & 2 seniors.

**Our Current Emotional Intelligence Curriculum**

* *Spring Prior to Intern Year* – Complete personality assessments
  + After Match, large packets are sent to those who matched with us. The packets include credentialing paperwork and new hire paperwork.
  + The Behavioral Medicine department also includes personality assessments (Myers Briggs, Birkman Method, Resilience Survey, Tennessee Self-Concept Scale, Self-Monitoring Scale, Spiritual Gifts Inventory).
  + These are returned by the beginning of May.
  + Scored and developed into a Strengths Assessment report.
* *July or August of Intern Year* – meet with Behavioral Medicine advisor and review Myers Briggs, Birkman, and Resilience Survey in broad strokes.
  + All of our residents have an academic advisor (medicine faculty) and behavioral medicine advisor. They meet with the BM advisor about every 2-3 months for 30 minutes to discuss how they are doing and provide support. They are also able to access us, as needed, at other times.
* *October – December of Intern Year* – BM has 14 hours of teaching during their Family Medicine/Community Medicine rotation.
  + About 1/3 of our teaching is focused on emotional intelligence and developing one’s own style/giftings. The other 2/3 of teaching is focused on patient interaction skills in clinic.
  + Use the Strengths Assessment reports during this teaching.
  + During this rotation, they are pulled off medicine rotations.
  + In addition to the curricular goals, this rotation is strategically scheduled as a “pressure valve release” during the first six months of Intern year.
* *July of PGY2 year* – Training on leadership/management skills and providing feedback.
  + Use Strengths Assessment reports for this. Focus on sections related specifically to leadership style.
  + Heavy emphasis on servant leadership, a value of our residency and our hospital system.
* *Inpatient leadership months* – Seniors meet with BM faculty to discuss team dynamics
  + In the month prior to serving as PGY2 and PGY3 leaders on inpatient service, the seniors attend a meeting with BM faculty.
  + This meeting focuses on team dynamics, leadership style, and how to navigate interpersonal differences and challenges.
  + This is the focus of our discussion today.