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

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<th>Recharge</th>
<th>Introspect</th>
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<th>Express yourself</th>
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<td>“What gives me joy outside of work?”</td>
<td>“What can I/we do to improve the situation?”</td>
<td>“What resources do I need to improve the situation?”</td>
<td>“Who can I thank? What am I grateful for?”</td>
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#### 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

#### 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

#### 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 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.

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Adapted from R.I.S.E. created by Swati Mehta, MD, FACP, SFHM, CPXP and member of SHM’s Well-being Taskforce