



**Resident  
Wellbeing  
Calendar**



# July

## *New Beginnings*

### ● Getting Out of Your Comfort Zone

To become well-rounded practitioners, we must sometimes step outside of our comfort zone and seek out new experiences and opportunities to further our personal and professional growth. This is the reason why many of us pursue residency training. However, moving to a new place to pursue growth can be stressful and difficult. As you orient to your residency program and your new surroundings this month, give yourself grace to adjust to all the “firsts” and new opportunities/challenges that you may be experiencing. It takes time to navigate any new job or experience. Don’t be afraid to lean on mentors, friends, or family members (or be that helping hand to another) until you hit your stride.

### ● Monthly Challenges

- Make a goal to connect with a new co-resident or try a new restaurant/activity in your new city/town.
- Identify and celebrate weekly wins with friends (old and new!) and family.

### ● How Your Program Can Support Your Residents

- Plan a welcome social for current residents—inviting past residents, residency leadership, and preceptors.
- Take time to personally introduce residents to key personnel (e.g. physicians, nurses, unit clerk, other staff)
- Help residents identify additional organizational resources individualized to their needs and interests (e.g. IRB or research resources, medical library resources, advocacy partners, statewide pharmacy organizations, or specialist clinicians.) Provide introductions to people in these areas and encourage residents to build rapport with these new contacts.

### ● Resources

- [New Practitioners - Residency Guide: Transitioning from Student to PGY1](#)
- [ASHP Well-Being and Resilience Guide for Pharmacy Residency Programs](#)



# August

## *Learning the Ropes*

### ● Transformation Takes Time

There is no special formula for mastering the clinical transition from student to resident. Learning and building confidence in one's abilities takes time. Here are some tips to make the transition as seamless as possible:

- Don't be afraid to ask your preceptors or residency program director questions to better understand what is expected of you.
- Keep the lines of communication open with your program and preceptors about how you are feeling and how they can best support you in your work (before deadlines are missed).

Without challenges, there is no opportunity for growth. Do not expect perfection, and try to recognize imposter syndrome when it creeps in. If you start to feel overwhelmed, try and focus on your "why." Why did you decide to become a pharmacist? Why did you want to do residency? Where do you want to be in 5, 10, 15 years in your career?

### ● Monthly Challenges

- Build self-trust by performing new skills or tasks without judging yourself harshly.
- Write a letter to yourself outlining your "why."
- Reach out to your residency mentor and make sure to schedule regular mentor-mentee lunch dates or coffee breaks during set times each month.

### ● How Your Program Can Support Your Residents

- Send a newsletter out to pharmacy and hospital partners introducing the residents with photos and special interests so preceptors can get to know residents before having them on rotation.
- Identify a list of mentors (provide short bios) that are willing to advise and meet with the residents on a regular basis (minimum quarterly). Mentors can be leaders, staff members, past residents, or current preceptors. Let residents choose their preferred mentors.

### ● Resource

- [Tools You Need to Flourish and Thrive in Your Career - ASHP](#)



# September

## Financial Planning

### Budgeting for the Future

As the orientation period ends and you find yourself in the middle of your rotations, research projects, and staffing obligations, juggling your many responsibilities may start to feel overwhelming. This may be compounded by personal obligations you now have to worry about, like repaying your student loans, balancing your budget, and saving for the future. While it is okay that you don't have it all figured out just yet, these tasks are equally as important as your residency responsibilities and should not be avoided.

Carve out time this month to make sure your plans for loan repayment are in place, understand how these payments will affect your income, and determine what this means for both your monthly spending and long-term savings. Rome wasn't built in a day, and neither was your bank account. This is a financially challenging time for learners, and you are not alone.

### Monthly Challenge

- The budgeting process may take some trial and error in order to find what works best for you. Click on the links below in the resources section to give you a starting point on developing a budget.

### How Your Program Can Support Your Residents

- Provide residents with resources available at your organization to begin navigating student loans and their options-- including repayment, forbearance, and loan forgiveness. If no resources are available within your organization, consider inviting a local financial planner for a residency-sponsored lunch and learn.

### Resources

- [AJHP: Addressing the burden of student loan debt: A case-based review of influencing considerations](#)
- [A Quick Guide to Repaying Federal Student Loans](#)
- [How to Make a Budget: Your Step-by-Step Guide](#)
- [Resident Budget Tool](#)
- [Free Microsoft Budget Templates](#)



# October

## *Receiving Feedback*

### ● There is no failure. Only feedback.

As the temperatures start to cool off, preceptor feedback may start to heat up. You are trying to please multiple supervisors right now, and it is easy to focus on the negative aspects of feedback. It is important to remember that feedback is meant to be constructive to promote improvement or development. Try to assume positive intent with your preceptors. Their willingness to precept means they care about your development and want you to see you succeed both in your residency and beyond.

### ● Monthly Challenge

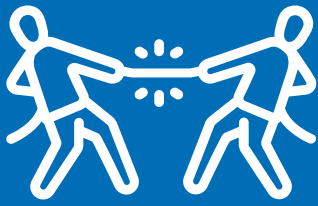
- Identify a residency mentor, trusted professor, or colleague to serve as your feedback “sounding board.” This person should be someone you trust, who cares about you, and who can listen and provide an objective viewpoint. Utilize this person when you receive feedback you are struggling to integrate/ process in your practice.

### ● How Your Program Can Support Your Residents

- Set up regular social media blasts to recognize the residents for accomplishments or achievements. Programs could pursue having an Instagram page or perhaps post to their organization’s page through LinkedIn or their social media department. For organizations where posting to social media is not possible, departmental emails or kudos recognizing the residents can be sent out or highlighted on a regular cadence.

### ● Resource

- [AJHP: Conflict resolution strategies between preceptor and resident - A case-based scenario](#)



# November

## *Competing Priorities*

### ● Pause, Plan, and Prioritize

The month of November presents a unique set of challenges, as project deadlines and important career decisions start to come into greater focus. The holiday season often requires us to balance professional demands with personal commitments. You can use this time mindfully by intentionally pausing to reflect on strategies for effective planning. Knowing when to say no to optional opportunities can help maintain personal balance. Seeking guidance from trusted program directors, preceptors, and mentors to assist in establishing priorities demonstrates professional maturity and can ensure alignment with program expectations. Additionally, dedicating time to reassess long-term goals can serve as a valuable exercise to realign priorities and sustain motivation.

### ● Monthly Challenges

- Allocate 30 minutes weekly to outline upcoming deadlines, evaluate progress toward long-term objectives, and identify areas requiring additional support.
- Strengthen professional relationships by scheduling monthly check-ins with a colleague or mentor to discuss challenges or goals.

### ● How Your Program Can Support Your Residents

- Model resilience with residents by acknowledging when you feel stressed/overwhelmed or need a break from work.
- Organize a “Friendsgiving” Thanksgiving dinner for residents who cannot travel home.
- Practice gratitude as a team by participating in a community service event such as participating in a local toy or clothing drive or volunteering at a local soup kitchen or homeless shelter.

### ● Resources

- [ASHP Resource Guide for Well-Being and Resilience in Residency Training](#)
- [National Academy of Medicine: Resource Compendium for Health Care Worker Well-Being](#)



# December

*Building Confidence*

## ● Preparation for the Next Career Step

December marks a pivotal time in the residency year to prepare for interviews, navigate the Midyear meeting, and plan for career next steps. Whether you are considering job opportunities, a PGY2 residency, a fellowship, or evaluating long-term career goals, this month is an opportunity to focus on both preparation as well as self-reflection. Use this time to strengthen your professional network. Activities such as refining your CV, letter of intent, and practicing for interviews can increase your preparedness for future career opportunities. Leveraging feedback from trusted mentors and peers can provide valuable insights as you approach this critical phase. Additionally, staying organized and maintaining a balanced mindset will ensure you put your best foot forward while helping you manage the demands of the season.

## ● Monthly Challenges

- Engage in a peer-to-peer professional growth challenge! This month, exchange your CV with a trusted peer for constructive feedback.
- For even more impact: pair the CV review exercise above with a "mock virtual interview" activity. Reconnect with a colleague or classmate or ask a fellow resident to participate in a virtual interview practice session where you take turns providing feedback on communication, confidence, and clarity.

## ● How Your Program Can Support Your Residents

- Schedule time to review residents' CVs and letters of intent, providing targeted feedback for improvement.
- Provide opportunities to practice interviews and provide constructive feedback to build confidence and preparedness.
- Facilitate networking by establishing an onsite mentorship plan for ASHP Midyear. For example, the resident could spend a portion of the meeting attending sessions with a preceptor practicing in the resident's future career area.

## ● Resource

- [ASHP: Preparing and Interviewing Professional Pearl: Writing a Pharmacy Residency Letter of Intent](#)  
[CV Pearls for New Practitioners: The Do's and Don'ts](#)



# January

*Putting It All Together*

## ● New Year, Updated Goals

The turn of the year marks the halfway mark of your residency year. You have undoubtedly grown in your clinical skills as well as your ability to triage tasks, solve problems, and successfully juggle multiple competing priorities. As you embark on a new year, you will continue to grow and evolve professionally. Ask yourself: What skills do you need to learn between now and the end of residency to set yourself up for success in the future? Going one step further: What do you need from your residency program to get there?

As you reflect on the previous year and look forward to the year ahead, consider also reflecting on your values and beliefs and what matters most to you. Not only will this improve your self-awareness, but also it will help you find more joy at work.

## ● Monthly Challenge

- Take time to evaluate your core beliefs and values. Ask yourself- what are the values that I wish to live my life by? Take a sheet of paper and separate it into two columns. List your core values and beliefs in the left column and anything you've done or said recently that you aren't proud of in the right column. Is what you value in alignment with the manner in which you conduct yourself? If not, consider alternatives to what you said and did that would have made the columns align. Repeating this exercise at regular intervals will help boost self-awareness and self-assessment skills essential for growth.

\*Excerpt from: Bradberry T, Greaves J. *Self-Awareness Strategies*. In: *Emotional Intelligence 2.0*. San Diego, CA: TalentSmart, 2009: 87.

## ● How Your Program Can Support Your Residents

- Hold a wellness challenge this month: One suggestion might be to make this challenge fitness, sleep, or nutrition related (e.g. have teams of people count their steps, minutes exercised, hours slept, etc.).
- Consider having a mini resident retreat this month—could be used as an opportunity to get offsite for a day or half a day to do some team building, meditation, and/or self- reflection.

## ● Resource

- ["What Matters to You?" Conversation Guide for Improving Joy in Work | Institute for Healthcare Improvement](#)





# February

## *Managing Stress*

### ● Practice Self-Compassion

Tasks continue to build for residency and by now you are likely in the thick of interviewing for your next position. It is easy to feel stuck in times of stress. Use the links provided below as tools to help you interview successfully. In the meantime, take some time to consider what fills your bucket and brings you joy or what activities help you to relax and find peace. Perhaps you, like many other residents at this point in your residency, are looking for “glimmers” of light as you get closer to completing this step in your career journey. In psychological terms, “glimmers” are small, positive experiences or sensations that activate our nervous system’s sense of safety and connection. They are opposite of triggers. Instead of setting off our flight-or-flight response, glimmers help us feel grounded, present, and at ease. What “glimmers” can you identify which help illuminate and center your sense of well-being? How can you channel these calming influences into your everyday tasks?

### ● Monthly Challenge

- Create your own “glimmer” menu: Make a list of three objects that activate each of your five senses: things you can see, scents you can smell, things you can hear, food you can taste, and items you can hold. When you feel stressed, refer to your glimmer menu and choose one item to bring you back to a state of calm and peace.

### ● How Your Program Can Support Your Residents

- Host a gratitude event: One suggestion might be to purchase candy bars, heart shaped cookies, or carnations for Valentines’ Day and allow residents to write notes of gratitude to be delivered to preceptors or staff who have contributed positively to their growth and development.
- Get moving/Get outside: Suggestions for this activity might be to schedule walking wellness checks with residents, consider having topic discussions outside, or sponsoring “sunlight seminars”

### ● Resources

- [ASHP Virtual Interview Dos and Don'ts](#)
- [Tips for Creating an Effective Presentation](#)
- [ASHP Navigating the Residency Rank Process](#)
- [ASHP Tips for Managing Interviews with a Busy Schedule](#)



# March

## *Mindfulness in the Chaos*

### ● Living in the Present

The end of residency is in sight (almost!). The month of March can feel like you are standing in the eye of the storm with your past, present and future all vying for your attention. Thoughts of past mistakes may haunt you while thoughts of an uncertain future may bring a tempest of unease related to career changing decisions, deadlines, and responsibilities. While learning from the past and preparing for the future are both important, you should also aim to live in the present moment as much as possible. Living in the present does not mean that you should neglect the past and future but instead acknowledge these feelings and experiences without letting them consume you.

### ● Monthly Challenge

- Practice meditating to pause, take a breath, and find joy in simple pleasures. This can be a short, 5-10 minutes in a quiet area. Focus on your breathing and let thoughts flow in and out of your head as you breathe.

### ● How Your Program Can Support Your Residents

- Provide emotional support for residents going through the Match. Encourage honest, open dialogue.
- Provide dedicated time to prepare for the application and interview process for residents that are applying to Phase 2 of the match or applying for jobs.
- Encourage residents to take breaks and allow time for them to meditate/take a breather when things are stressful.

### ● Resources

- [ASHP Post-Match - What Happens Next?](#)
- [Rx ReRoute: Navigating Setbacks on Your Pharmacist Career Journey - ASHP](#)
- [Phase II and Scramble Candidate Reflection Discussion Guide](#)
- [ASHP New Practitioners Forum Residency Guide: Preparation for Phase II of the Match](#)



# April

## Self-Worth

### ● Be Kind to Yourself

Residency is a period of time in your life in which you will likely have more deadlines, expectations, and feedback than you have experienced in the past or may receive in the future. Every step you take is assessed and measured, and it is inevitable that sometimes you will feel as though you are not quite measuring up to your personal standard of perfection or to some flawless state of being. Stumbles and falls along the way are bound to happen, but we should not tie our self-worth or identity to how well we perform in a residency (or any job). Your self-worth is understanding you are valuable as a person no matter what you have accomplished in your career and what you are doing to help others is valuable. Everyone deserves to be treated with respect and compassion, even when one makes mistakes. Try and remember that everyone makes mistakes, and our mistakes do not define us. You are so much more than what you do, have done, or will do.

### ● Monthly Challenge

- Designate a few minutes each day to celebrate your progress/ recognize your growth and reflect on the people (by name) that you were able to help that day.

### ● How Your Program Can Support Your Residents

- Support and normalize vulnerability within the residency program. Be a role model of how to accept and learn from mistakes.
- Highlight the value that residents bring to the team outside of their work product and productivity by recognizing their growth and celebrating their hobbies and accomplishments in departmental emails during meetings, or on social media, as appropriate.

### ● Resources

- [ASHP MCM 2022: It's Okay If You're Not Okay: Supporting Well-Being and Resilience](#)
- [Individual Strategies to Promote Well-Being – Clinician Well-Being Knowledge Hub](#)



# May

## *Finishing Strong*

### ● Leaning on Friends

In professional cycling, who do you think wins the most races: People who pedal the most or people who pedal the least? Seems like a trick question, right? Surely people who are in outstanding athletic shape, who can outperform the rest of the pack by sheer effort, must claim the most victories? But what may surprise you is—it is people who pedal the least who win—they know when to hold back and rest and draft off the peloton in order to finish strong. The people who go out hard never win—top athletes know they must conserve their energy and pedal less to be successful at what they do. In pharmacy, we can apply this lesson when times are challenging by leaning on our mentors and colleagues to help us reach the finish line. Being resilient can be exhausting, but we can be successful by working smarter (not harder!) and leaning on a few good friends to finish strong.

### ● Monthly Challenge

- The end of the year is a busy time with presentations and tying up residency loose ends. Practice the “three good things” exercise every day (this only takes a few minutes). At the end of each day, think of three things that made you happy or you are grateful for that day. The things you identify don’t have to be work or pharmacy related—just things that made you smile, brought you joy, or lightened your load during the day.

### ● How Your Program Can Support Your Residents

- Circulate an inspirational book for preceptors and mentors to sign at end of year who have worked with each resident as a keepsake of encouragement as well as a memento of time spent together
- Create an alumni list of residents (or an alumni page) so residents can stay in touch with one another and with preceptors/mentors as new practitioners and beyond.

### ● Resources

- [ASHP Presentation Skills Self-Assessment](#)
- [ASHP Tips for Creating an Effective Presentation](#)



# June

## *Transitions and Transformation*

### ● Your Wings are Ready

We often describe transformation in terms of struggle. When we think about the metamorphosis of a butterfly, we instinctively appreciate that work had to be done to “earn those wings.” What is less well known, perhaps, is while in the chrysalis, the entirety of the caterpillar is dissolved into a liquid goo which is remade into a butterfly in a process that is secret, gentle, and quiet. This is not at all what we have come to associate transformation within life (e.g. overcoming adversity, obstacles, or pain). And it begs the question, “Are we somehow programmed by our culture or experiences to think or feel that growth or change must be painful?” As we approach the last month of residency, what if instead of focusing on the difficulty and personal hardship associated with change, we altered our perspective to see transformation as a necessary part of our development and evolution? What if we got excited about the possibility of transformative change even if we didn’t know what was waiting for us on the other side? Would this make change easier and our ability to adapt less painful?

### ● Monthly Challenge

- Take the time to say thank you to friends, mentors, and colleagues. Writing notes and expressing gratitude can go a long way to help boost resilience and help forge deep and meaningful connections post-residency. Aim for at least one formal or informal thank you each day this month.

### ● How Your Program Can Support Your Residents

- Schedule an end of the year party to celebrate resident accomplishments
- Put together an end of the year slideshow with photos of residents to celebrate their evolution as new practitioners over the course of the year. This slideshow could be shared during the end of the year celebration or at departmental meetings/huddles as appropriate.
- Send a newsletter out to pharmacy and hospital partners on what the residents have been up to during the year and where their next steps will take them.

### ● Resources

- [ASHP New Practitioner Forum \(NPF\) Post-Residency Survival Tips](#)
- [ASHP NPF Residency Guide: Transitioning from Residency to Workforce](#)
- [ASHP NPF Residency Guide: Transitioning from PGY1 to PGY2](#)