

Flourishing Practices in Residency Training

Connecting and Reconnecting to Self and Others



KERN NATIONAL NETWORK
FOR FLOURISHING IN HEALTH
Character. Caring. Practical Wisdom.

Today's Speakers



Andrew Sy, MD

Attending Physician, Pediatric Palliative Care Team
Nicklaus Children's Pediatric Specialists



Sarah Ozurumba

GME Program Manager

KNN (Kern National Network for Flourishing in Health)

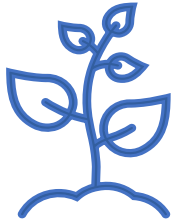
Today's Session Topics



Everyone is encouraged to take a rest break at any time as needed.



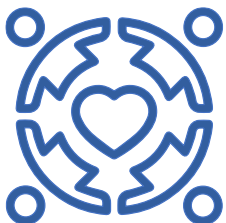
Distinguishing Between Well-being and Flourishing



Character, Practical Wisdom, and Caring as a Framework for Flourishing



Exploring Flourishing Practices in Residency Training

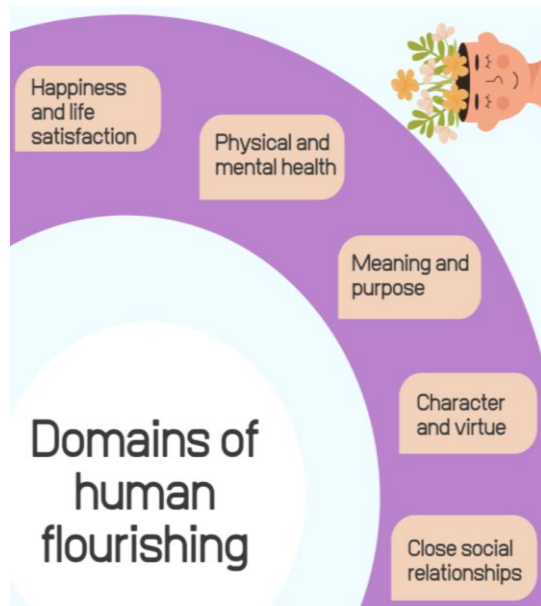


Getting Started: Bringing Flourishing Practices Back to Local Context



What is Flourishing?

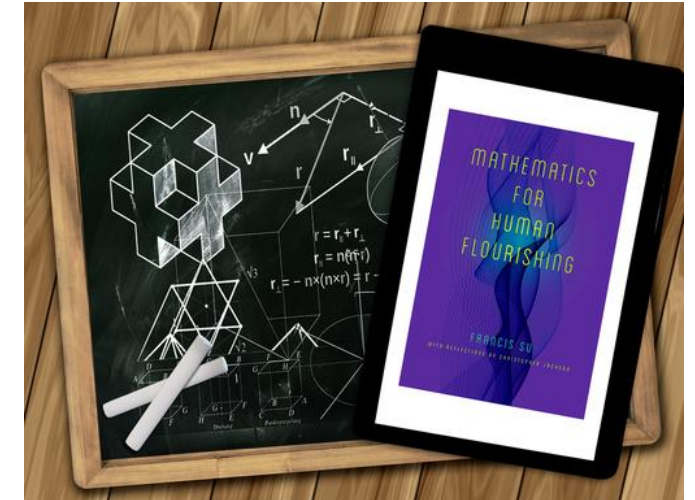
Distinguishing Between Wellbeing and Flourishing



VanderWeele, Tyler (2017). On the promotion of human flourishing. *PNAS* 114(31):8148-8156
Image: Melissa Guerra (2024)

Era of distress	Well-being 1.0	Well-being 2.0
 <ul style="list-style-type: none"> • Deity-like qualities • Perfection • No limits on work • Self-care • Isolation • Performance 	 <ul style="list-style-type: none"> • Hero-like qualities • Wellness • Work-life balance • Resilience • Connection • Frustration 	 <ul style="list-style-type: none"> • Human qualities • Vulnerability & growth mindset • Work-life integration • Self-compassion • Community • Meaning and purpose

Physician Well-being 2.0: Where Are We and Where Are We Going?
Shanafelt, Tait D.
Mayo Clinic Proceedings, Volume 96, Issue 10, 2682 - 2693 (2021)



Su, Francis (2020). *Mathematics for Human Flourishing*. New Haven: Yale University Press. Edited by Christopher Jackson.

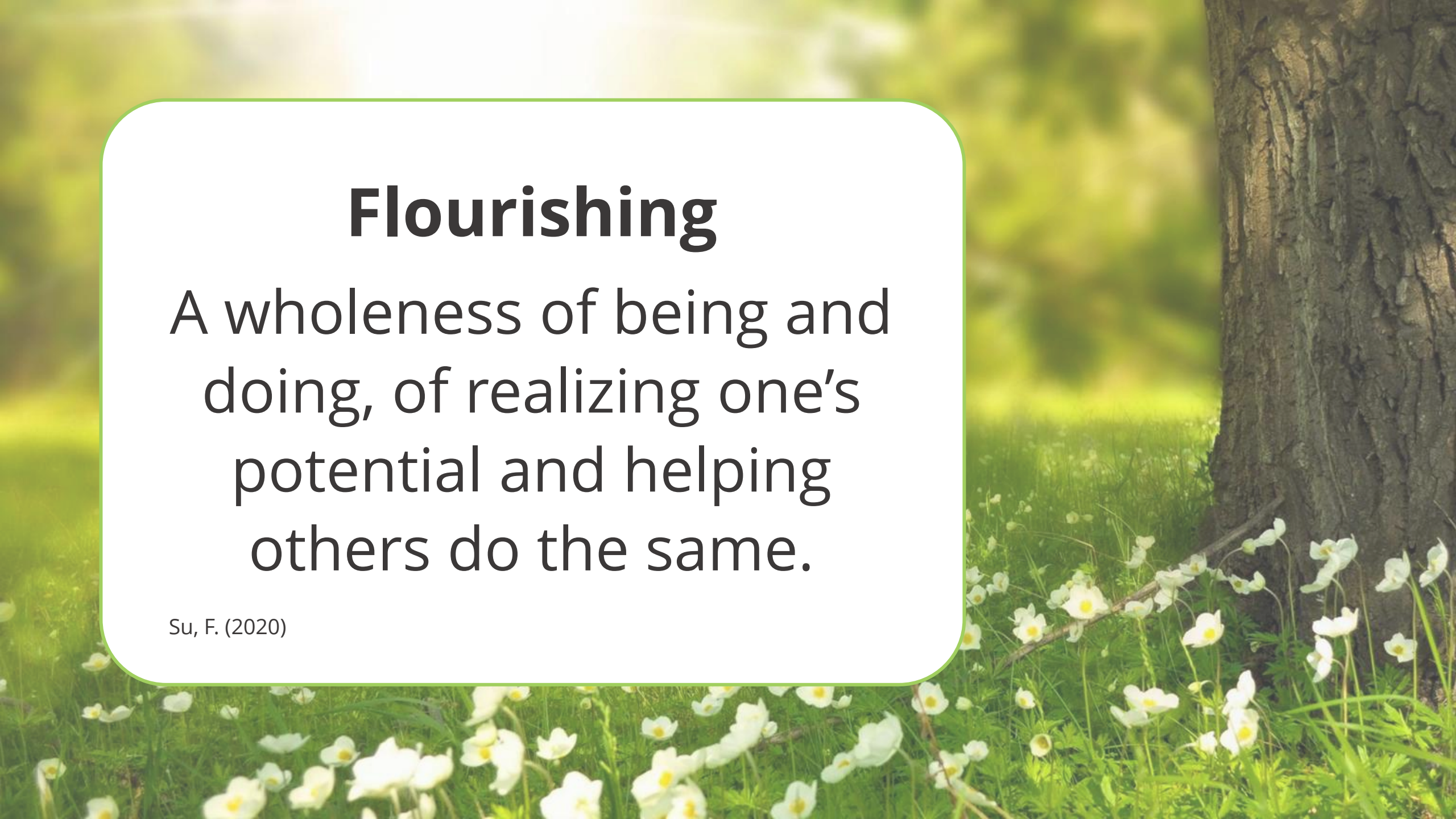


**What does
flourishing look
like or feel like
to you?**

Flourishing

A wholeness of being and doing, of realizing one's potential and helping others do the same.

Su, F. (2020)



A Growing Movement Toward Flourishing in Health

The KNN is a movement focused on integrating a **framework** of four foundational elements across the health ecosystem to ignite positive culture change:

Character.

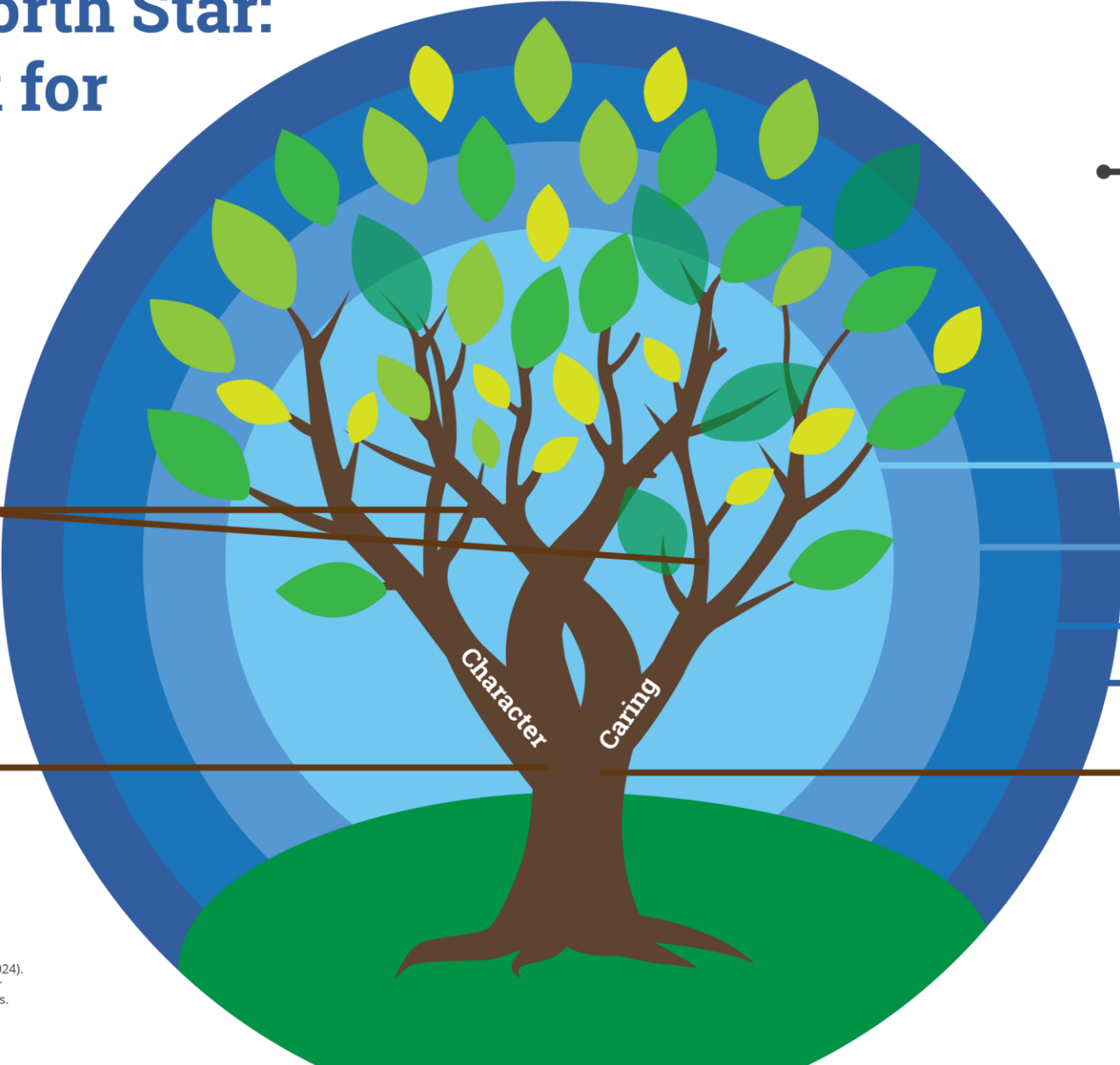
Caring.

Practical Wisdom.

Flourishing.



The KNN's North Star: A Framework for Flourishing



Practical Wisdom

Using acquired experience to discern the right way to do the right thing in a particular circumstance, with a particular person, at a particular time.²

Character

A constellation of characteristics—moral, civic, intellectual and performance—formed over time and manifest in dispositions and practices.³

Flourishing

Flourishing refers to a wholeness—of being and doing, of realizing one's potential and helping others do the same.¹

- Individuals
- Medical and Other Health Professions Education
- Health Systems and Other Practice Environments
- Society

Caring

A blend of practices, dispositions and motivations—attentiveness, responsibility, competency, responsiveness and engagement/citizenship—all aimed at ensuring that individuals and populations grow, develop and flourish as best they can.⁴

Maurana, C.A., Fritz, J.D., Witten, A.A., Williams, S.E., & Ellefson, K.A. (2024). Advancing flourishing as the north star of medical education: A call for personal and professional development as key to becoming physicians. *Medical Teacher*, 46(12), 1539–1543.

Rev. 9/2025. For permission to use, please contact knn@mcw.edu

What are Flourishing Practices?



Activities, habits, practices that are strengths-based while acknowledging challenge

- Simple, repeatable activities
- Low-cost and adaptable
- For individuals or groups
- Evidence-based
- Demonstrating improvements to work and life
- Not one-size-fits all

Come from Arts & Humanities, Positive Psychology, Narrative Medicine, Character Education, Social and Emotional Learning and Intelligence

What are Flourishing Practices?

Cognitive

- Gratitude
- Savoring
- Envisioning

Behavioral

- Use of character strengths
- Acts of Kindness

Relational

- Building community
- Meaning and Purpose in work

Creative

- Reflection
- Processing
- Imagining

Common Aims & Connecting with Purpose

Flourishing Practices and Application of the Framework for Flourishing can support and enhance GME competencies and program requirements.

- *Character*
- *Caring*
- *Practical Wisdom*
- *Flourishing*



- *Professionalism*
- *Interpersonal and Communication Skills*
- *Practice-Based Learning and Improvement*

Exploring Flourishing Practices in Residency Training



Purpose — Community Building — Growth



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Lessons Learned in Training

- Reflect on your why
- Be satisfied in the work, not the outcomes
- Be yourself



TGLP Residents at Annual KNN Conference



The Good Listening Project

- Started with an Idea
- Remembrance Lectures
 - Reflective Reading
 - Reading of Names
 - Reflective Closing
- Partnership with TGLP
- Resident Recruitment
- Preliminary Results

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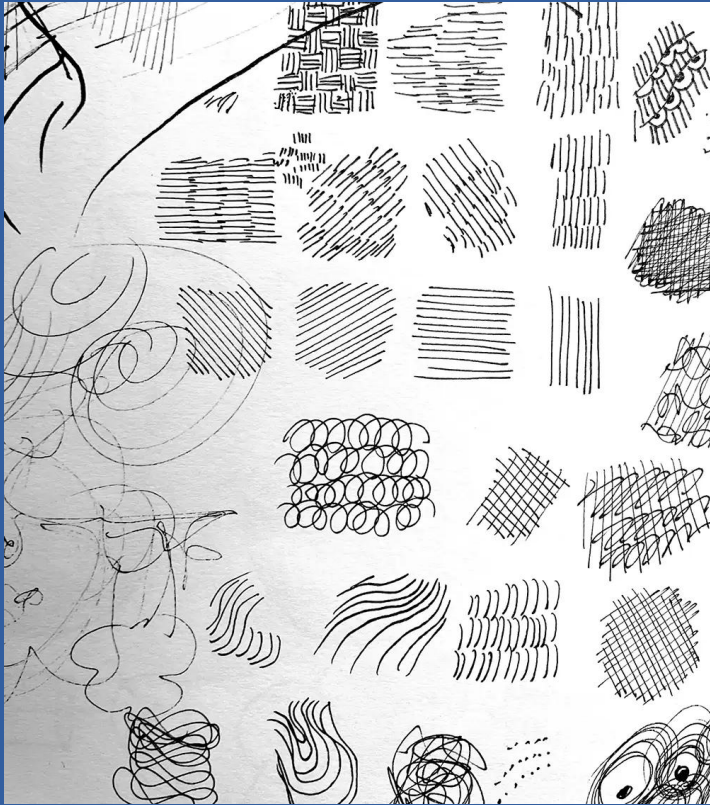
Deep Listening Activity

Practice Active Listening

1. Partner with someone nearby
2. Think about a significant point/event in your life that led you to a career in medicine
3. Each partner will have three minutes to be a storyteller and a listener.
 - The Listener will just listen. No questions, no comments, just listen.
 - The Storyteller will share their story.
4. Switch roles and repeat.
 - Remember no comments, questions, just listen.
5. Debrief



Creative Practices



**Writing, Drawing,
Music and more**

Provide space for reflection and contemplation on values, virtues, identity

- Character + Practical Wisdom

Connect inner experience with outward expression-build confidence and curiosity in voice and perspective

- Flourishing

Healthy outlets for stress and emotional processing; explore moral or emotional dilemmas

- Caring

Opportunities to connect with others and build community

- Caring

6

6-Word Stories 😊

Sticky notes

Six little words.
One big message.

Padlet wall

→ as introductions
→ as team building exercises
→ to capture learning
→ as reflections
→ as writing prompts

Shared Google Slides

Think. Write. Share. Browse. Connect. Repeat.

1 2 3 4 5 6

6

In 6 words write a story about:

- Someone who inspires you
- A memorable patient
- Your best self
- A challenging situation
- A thriving team
- The ideal workplace
- A proud moment
- An everyday object
- To sum up a shift

- <http://www.sixwordstories.net/>
- <https://www.sixwordmemoirs.com/>



Cognitive Practice



Gratitude

Strengthen Wholeness of Being through emotional balance, resilience, perspective

- Flourishing

Aligns behavior with values, moral clarity—reflection on what matters most

- Character

Enhances relationships with increased empathy, strengthened trust

- Caring

Supports sense of meaning, purpose, and belonging

- Caring and Character

Behavioral Practice



Elena Resko

Use of Character Strengths

+

Acts of Kindness

Anchor individuals to core virtues during stress or moral uncertainty

- Character + Practical Wisdom

Create conditions where others feel safe to learn, contribute, and develop

- Caring

Support personal and collective growth

- Flourishing

COMPASSION
for others begins with
KINDNESS
to ourselves
-Pema Chödrön

Care Inventory
&
Reset Reminder

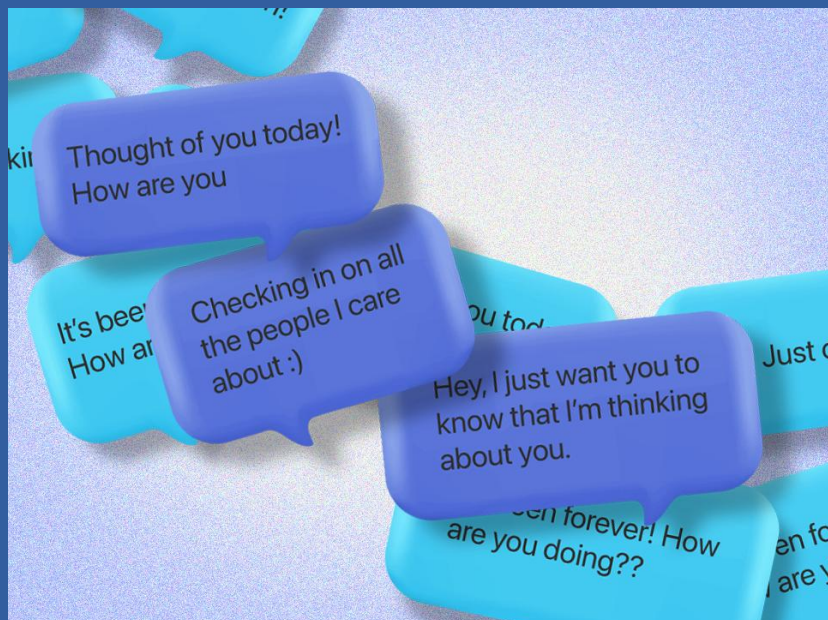
What are the ways I care
with and for others?

- Active listening

What are the ways I accept
care for and with myself?

- Getting a hug

Relational Practice



Shutterstock/Wondermind

Flourishing Check-Ins

Create conditions where others feel safe to learn, contribute, and develop

- Caring

Teamwork and partnership require honesty, trust, patience, humility, discernment...

- Character + Practical Wisdom

Support Personal and Collective Growth and alignment of mission or outcomes

- Flourishing

Make a list of check-in questions that engage *Character, Practical Wisdom, Caring, and/or Flourishing.*

- Lead by example
- Choose according to time available
- Passing is allowed

Examples:

- What's one small win—personal or professional—that mattered to you recently?
- What's one quality you're trying to practice more intentionally right now?
- What's one way we've helped one another as a team lately?

Bringing Flourishing Practices Back to Local Context

What kinds of flourishing practices can you envision integrating for yourself, your team, your program?

- *Character*
- *Caring*
- *Practical Wisdom*
- *Flourishing*



- *Cognitive*
- *Behavioral*
- *Relational*
- *Creative*

Bringing Flourishing Practices Back to Local Context:

Strengths-Based Inventory



Using the KNN definitions for character, practical wisdom, caring, and flourishing, what are your strengths for yourself, your team, your program and/or institution?

- *Character*
- *Practical Wisdom*
- *Caring*
- *Flourishing*



What questions do you have?

What flourishing practices are you implementing in your program already?

Share a takeaway or idea you would like to bring back to your program.

Invitation to Engage: KNN & The Good Listening Project



Share your experience in residency and receive a poem as part of an anthology from trainees across the country.

Sign up for a 15-20-minute **Listener Poet** conversation and receive an origin story and poem to keep. Use the code to sign up for a session; flexible schedule options are available.

Build your network of peers in a virtual small group, facilitated conversation to share poems and experiences grounded in the KNN Framework for Flourishing.

Participants with The Good Listening Project are eligible for financial support to attend the annual KNN Conference.



Contact Us

Email: sozurumba@mcw.edu

Learner Membership:

<https://knncarescharactermedicine.org/KNN/Initiatives/LearnerNetwork.htm>



Scan to sign up for email updates and to learn more about the KNN.

The
Good Listening
Project

Acknowledgments

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