

# 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.*



**What is Flourishing? Distinguishing Between Well-being and Flourishing**



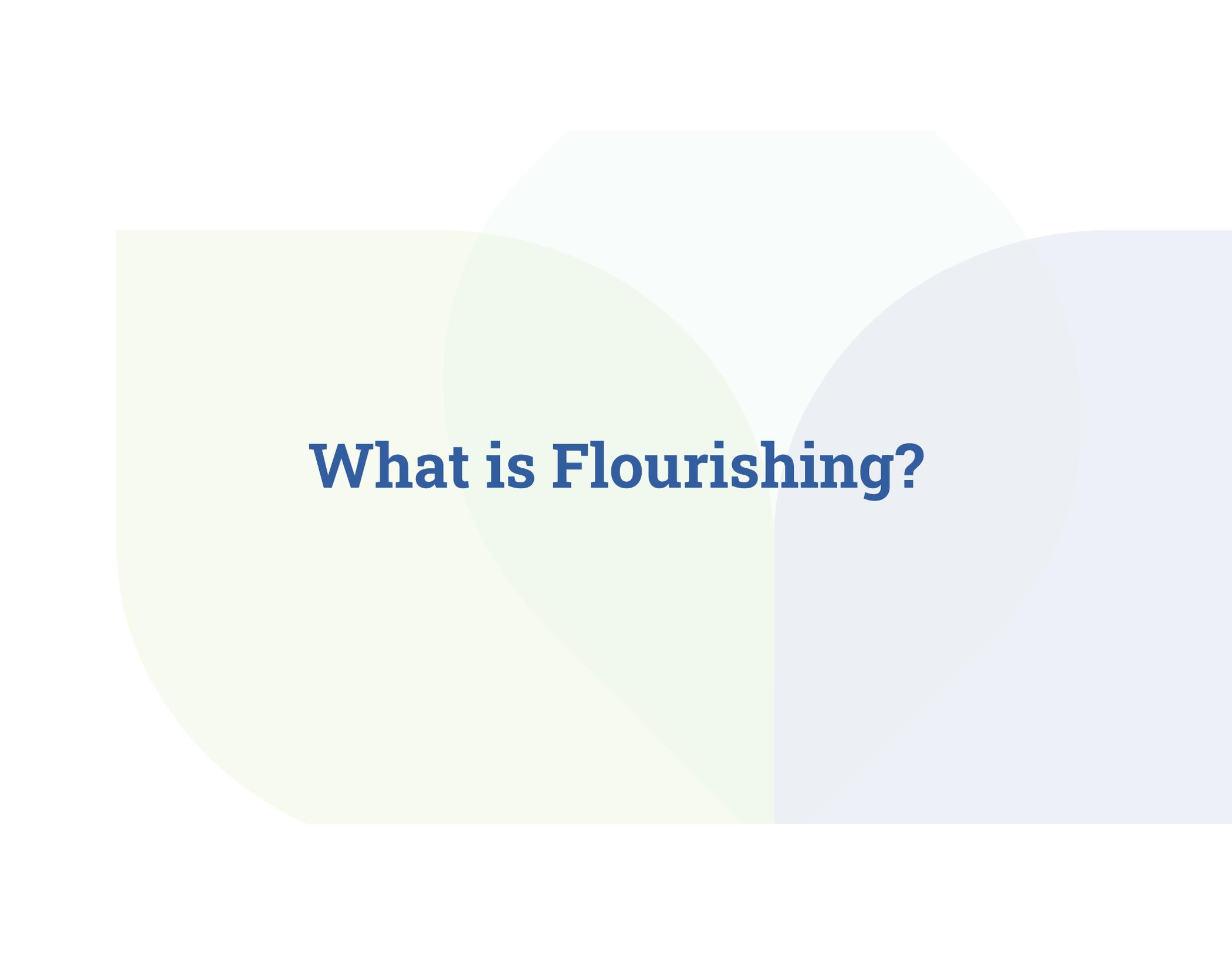
**Character, Practical Wisdom, and Caring as a Framework for Flourishing and Flourishing Practices**



**Exploring Flourishing Practices in Residency Training**

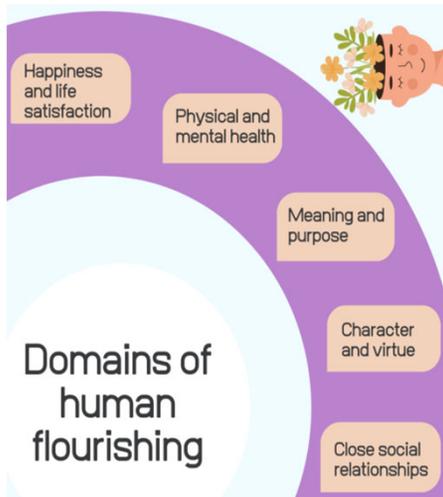


**Getting Started: Bringing Flourishing Practices Back to Local Context**



# **What is Flourishing?**

# Distinguishing Between Wellbeing and Flourishing



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

## Era of distress



- Deity-like qualities
- Perfection
- No limits on work
- Self-care
- Isolation
- Performance

## Well-being 1.0



- Hero-like qualities
- Wellness
- Work-life balance
- Resilience
- Connection
- Frustration

## Well-being 2.0



- 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?**

The background of the slide is a vibrant, natural scene. On the right side, a thick, dark brown tree trunk stands vertically. The foreground and middle ground are filled with a dense field of small, white flowers with yellow centers, likely buttercups, growing in a lush green field. The background is a soft, out-of-focus green, suggesting a sunlit forest or meadow. The overall atmosphere is bright and positive.

# 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.*

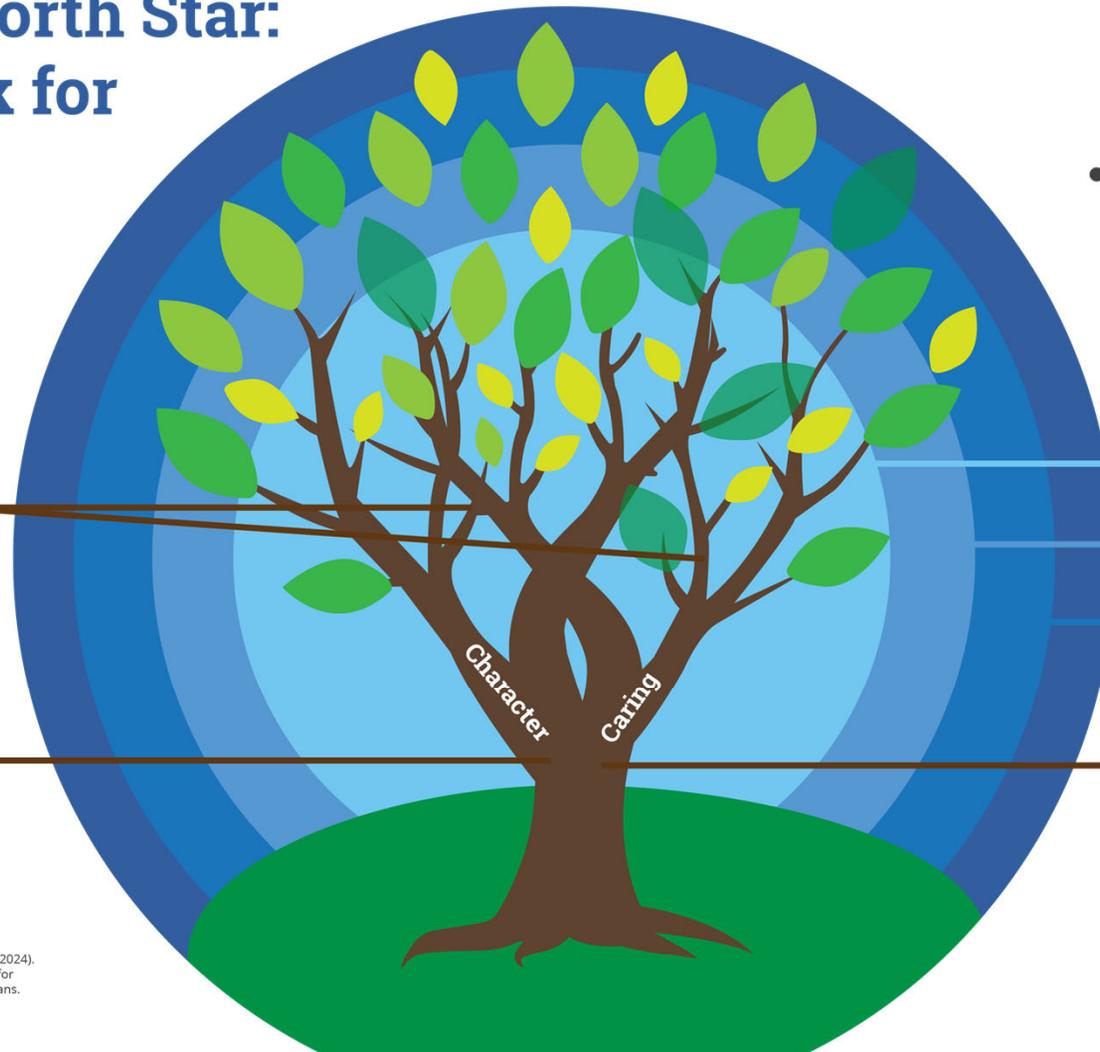
*Caring.*

*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.<sup>2</sup>

## Character

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

## Flourishing

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

## 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.<sup>4</sup>

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](mailto:knn@mcw.edu)

# What are Flourishing Practices?



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

SR1

- 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

## Slide 10

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**SR1** Wondering if we might want to use the word "challenge" instead of "distress" - it may be more encompassing to a number of types of challenges, including distress.

Sanford, Rachael, 2026-03-16T22:09:46.119

# 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 competencies and 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



The Photo by PhotoAuthor is licensed under CCYISA.

# 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



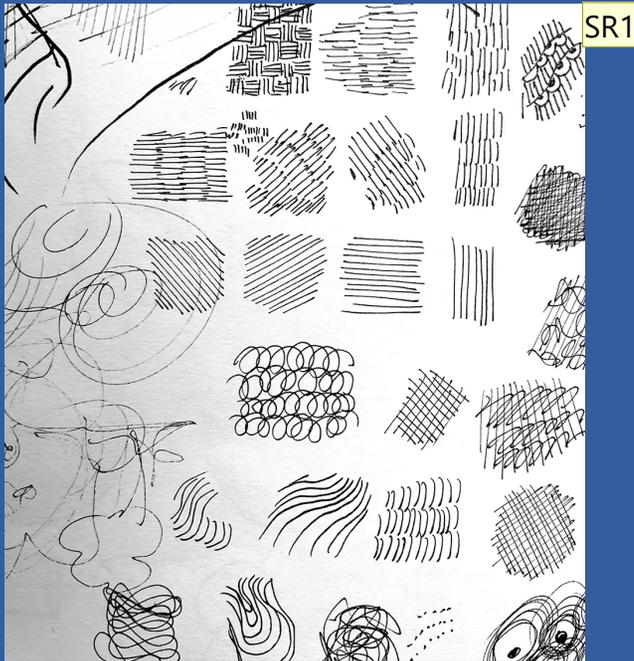
# Deep Listening Activity

## 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

## Slide 18

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**SR1** Wondering if this is a SO drawing or authorized stock? If not, we may need to give photo credit or find an alternative.

Sanford, Rachael, 2026-03-16T22:24:07.915

# 6-Word Stories 😊

Six little words.  
One big message.

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

Sticky  
notes

Podlet  
wall

} Shared  
 } Google  
 } Slides

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

<https://www.thecoachingsketchnotebook.com/>

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

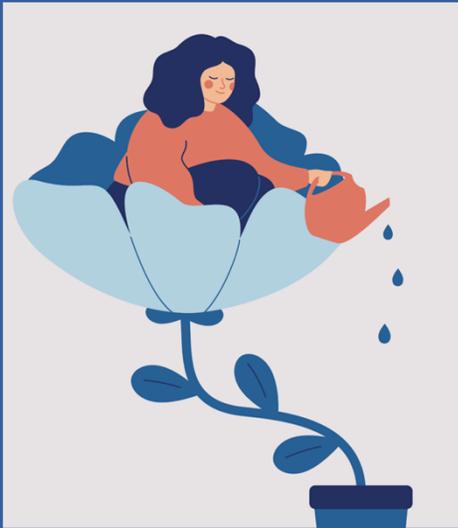
- Caring

Supports sense of meaning, purpose, and belonging

- Caring and Character

Citation Text If Needed

# Behavioral Practice



Elena Resko

**Use of Character Strengths**

**+**

**Acts of Kindness**

Anchor individuals to core virtues during stress or moral uncertainty

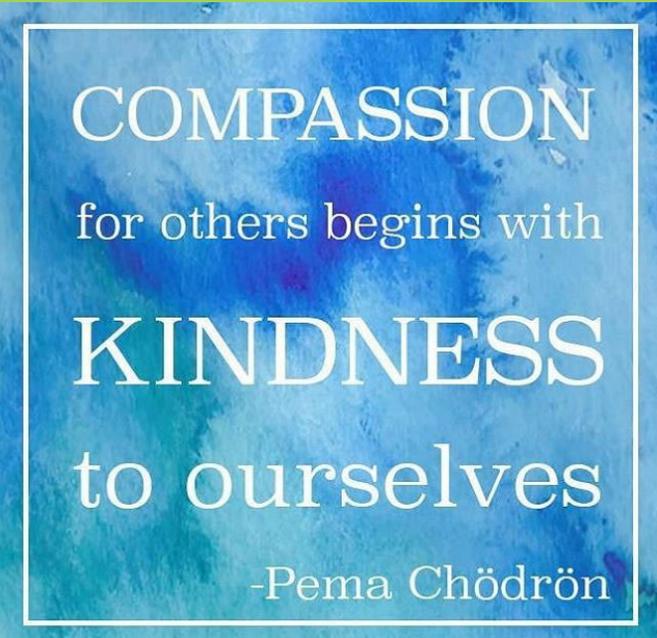
- Character + Practical Wisdom

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

- Caring

Support personal and collective growth

- Flourishing



Care Inventory  
&  
Reset Reminder

What are the ways I care with and for others?	What are the ways I accept care for and with myself?
<ul style="list-style-type: none"><li>• Active listening</li></ul>	<ul style="list-style-type: none"><li>• Getting a hug</li></ul>

# 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?

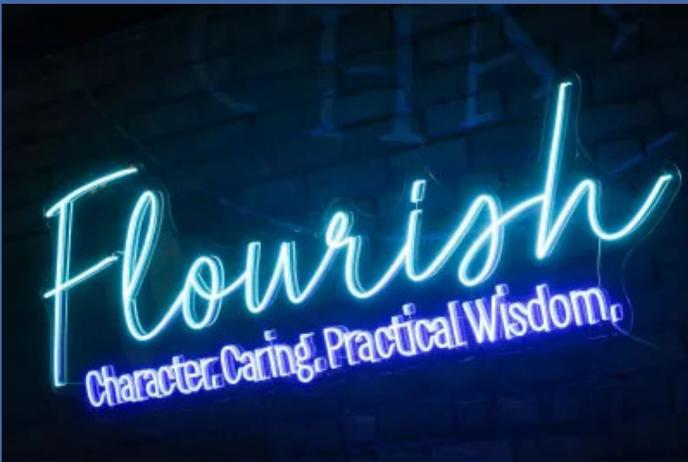
- *Character*
- *Caring*
- *Practical Wisdom*
- *Flourishing*



- *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 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](mailto:sozurumba@mcw.edu)  
**Learner Membership:**  
<https://knncaringcharactermedicine.org/KNN/Initiatives/LearnerNetwork.htm>



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

The  
Good Listening  
Project

### Acknowledgments

Funding for the KNN is provided through a generous investment from the Kern Family Foundation.

## Slide 28

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**SR1**      [@Ozurumba, Sarah] This old Constant Contact form no longer works. I would recommend routing through the membership form and then adding into Insightly as GME contacts (who will then be automatically pulled into our email list). Do you need help replacing the QR code to route to the Qualtrics membership form?

Sanford, Rachael, 2025-12-10T21:24:28.265

**OS1 0**    [@Sanford, Rachael] Yes, help replacing the QR code would be great or if you can direct me where to find it.  
Thank you!

Ozurumba, Sarah, 2025-12-10T21:41:56.874

# Thank You

## Contact Us

**Phone:** 414-955-4210

**Email:** [knn@mcw.edu](mailto:knn@mcw.edu)

**Twitter:** @KernNetwork

**Web:** [knncaringcharactermedicine.org](http://knncaringcharactermedicine.org)



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for email updates*



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FOR FLOURISHING IN HEALTH  
*Character. Caring. Practical Wisdom.*

## Acknowledgments

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## Slide 29

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**SR1** Delete this slide with the prior slide including SO contact info?  
Sanford, Rachael, 2026-03-16T22:34:59.869

## This Work That I Love

I chose this place with no numbers  
**a place of understanding**

with no address

The things I do aren't quantifiable

And yet, **I know how to get here,**

It's on the corner of

**Truth and Presence**

This destination I know

This journey I take with a family

It is an honor to be invited

into a **sacred space**

Is it a sad place?

With families on their knees

Asking, **no BEGGING,** for hope

a little more time

in the most difficult time

Not many people get to see

how people are

in their worst possible moment

Yet here is where we meet

with a reaching hand

an **open heart**

welcoming all the pain

and the hope

Here in the meat of meaning

so overwhelming

This grief and mystery of life

Where we are together

Where **we need to be**

Where I want to be

In this work that I love

To me, it **feels like home**

30

- Elizabeth Pringle

## Slide 30

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- an1** I need to rework this. It is the Poem from TGLP they did for me  
Feel free to edit and let me know if we should omit this part  
andrew.a.l.sy@gmail.com, 2026-03-13T16:57:51.208
- an1 0** I think what we can do is I can read my Poem but maybe not have it on the slide. It just looks busy  
andrew.a.l.sy@gmail.com, 2026-03-13T16:58:52.380
- OS1 1** I agree with you, but I can easily add it to the handouts, if that's okay with you. I think I have just the image in  
mind for this slide.  
Ozurumba, Sarah, 2026-03-13T20:08:35.167
- an1 2** perfect  
andrew.a.l.sy@gmail.com, 2026-03-16T13:05:09.186