



# FOUNDATIONS OF WELL-BEING FACILITATOR GUIDE

## WELL-BEING INFLUENCERS SURVEY FOR HEALTHCARE (WISH)

- Reflecting on the 8 domains:
  1. Which areas do you feel are working well in your lab/institution?
  2. Which area(s) do you feel need more attention or culture change to improve?

## CASE STUDY 1: JEREMY'S DILEMMA

*Jeremy has taken on too many new projects and has no time for other activities outside of his research*

- What questions could a program director ask to help Jeremy?
  - Prioritize his projects?
  - Delegate parts of the work?
  - Say “no” in a way that won’t harm his relationships?
    - Who can’t he say “no” to? [e.g., his supervisor, other department leadership, projects he has committed to leading]
    - In those situations, what should he do?
- What could a mentor do to make it feel safer for students to come ask for help when they are struggling?

## CASE STUDY 2: CAROLINE'S PREDICAMENT

*Caroline's supervisor suggests she add a co-author who hasn't been involved in any of the work*

- What institutional offices would have resources related to authorship disputes and other interpersonal topics? [Office of the Ombudsperson; Office of Graduate Studies; Other resources at your institution; ICMJE Author guidelines: <https://www.icmje.org/recommendations/browse/roles-and-responsibilities/defining-the-role-of-authors-and-contributors.html>]
- What are some examples of times you have experienced authorship practices that didn't feel right? What factors contributed to the outcomes?
- How would you choose to lead conversations around authorship if you were leading a lab?

## STRATEGIES FOR CULTIVATING PSYCHOLOGICAL SAFETY

- What practices have you seen others do that made it feel safer to raise concerns or share candid struggles?
- What would you like to see modeled by leaders that would make it feel safe to be more vulnerable?
- What are the unspoken cultural norms in this [lab/institution]? Which do you appreciate most? Which do you wish were different?

This facilitator guide is part of the Training to Enhance Researcher Resilience and Adaptability program funded by the National Institute of General Medical Sciences of the National Institutes of Health under grant R25GM153811. The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health.

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