

# Confidential advisors

- Who are we?
  - Attending physicians outside the GME system
- What do we do?
  - Listen, support, and advocate for you! All discussions are confidential
- Situations we can help with:
  - Interpersonal conflicts (resident-resident, resident-attending, etc.)
  - Intrapersonal conflicts (with another department, with leadership)
  - Concerns for unfair/unjust treatment
  - Navigating the GME system
  - Anything and everything!

# Situations we have helped with

- **Academic issues**

- Resources to improve clinical performance, test taking, navigate through academic challenges

- **Personal challenges that affect performance**

- Involving friends, family and associates outside of Loma Linda, adjusting to residency
  - Medical or legal issues
  - Anxiety, stress, depression

- **Interpersonal interactions at Loma Linda**

- Bullying, sexual harassment, interactions that cause a hostile work environment
  - Unprofessional communications or interactions

- **Conflict resolution**

- With chief residents, other residents, medical students, fellows, attendings, or any Loma Linda staff- nurses, RCP's, etc.

# A resident's story:

- A resident was having multiple issues of a personal nature
  - Relationship, financial, isolation
- These issues grew and led to anxiety, depression, and feelings of failure
- The resident's performance was affected
  - Feedback on rotations from attendings led to feelings of failure
  - The resident became afraid to make decisions
  - The resident started having anxiety and panic attacks
  - Rotation evaluations showed "not meeting expectations"
- The resident developed a crisis at work → he then sought help

# Common reasons residents have for not reaching out for help

- They thought they could handle the situation themselves
- They thought they could ignore the situation
- They were worried it would not remain confidential
- They feared retaliation
- They didn't know what the confidential advisor did
- They didn't know how to get in contact with the confidential advisor
- Ultimately, we often hear they wish they had sought help sooner

# How to get in touch with us

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Remember, even if you don't know where to start, just ask!