



CASE STUDY

BUILDING A TRANSITION TO RESIDENCY PROGRAM

Training graduating students at a major medical school to perform under pressure and manage stress.



**MISSION CRITICAL
TEAM INSTITUTE**

CHALLENGE

Every July, medical students graduate and join hospitals for their specialty training as resident physicians. As they do this, they leave the structured and mostly safe world of medical schools for the chaos, complexity, and high stakes of real patient care.

Successfully transitioning to residency is very hard. **New doctors are thrust into situations for which they may not be prepared and by which they are frequently overwhelmed, and they often lack the context or resources to make sense and meaning out of their experiences.**

To help new doctors hit the ground running, **some medical schools have started to build transition to residency (TTR) programs** -- these range from single lectures to multi-day trainings. Typically TTR programs focus on the structural or technical components of medical work, such as how to manage a particular instrument, or on the logistics of being a resident, like how to get your medical license and practice insurance. **But, how do medical schools train graduating students to handle the stress and pressure of operating in their new lives?**

in 2022, a top US medical school reached out to MCTI's Chief Medical Officer, Dan Dworkis MD PhD, to design and deliver the section of their TTR program focused on performing under pressure.

APPROACH

Initially run for a pilot group of 21 graduating medical students, Dr. Dworkis built a 3-hour performance under pressure workshop focused on understanding and learning to modulate the human stress response designed specifically for the clinical environment.

The session started with an inward focus, training students to manage themselves by developing their "internal radars" to track the connection between stress and ability.

Next, it turned outward to the problems they would soon be facing by exploring The Emergency Mind Project's Prepare, Perform, Recover, Evolve cycle and studying the principles of high-pressure teamwork and communication

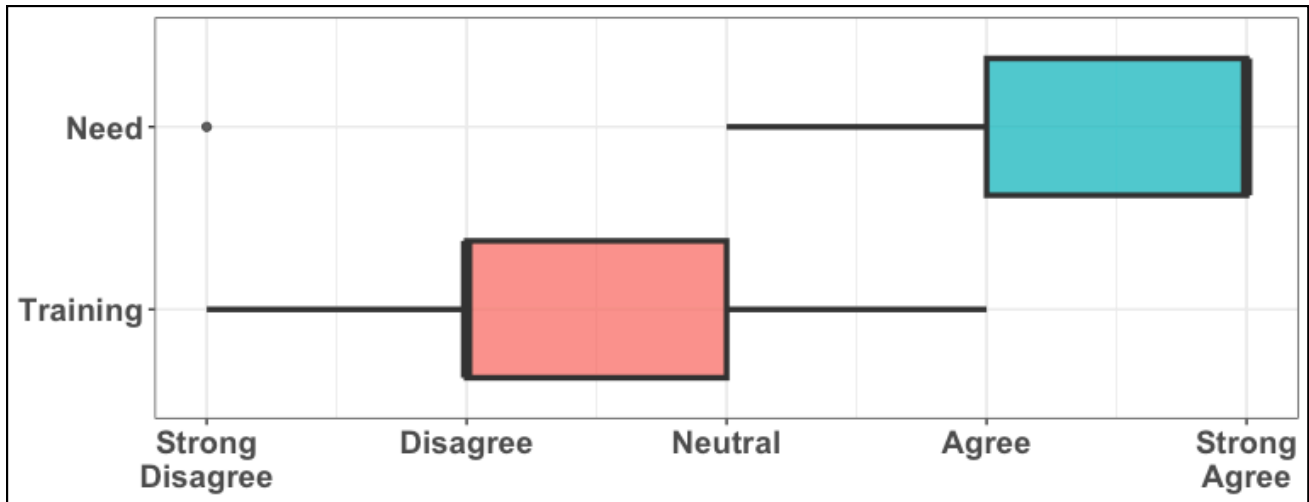
To test the pilot, the medical school gave participants anonymous pre- and post-course surveys.



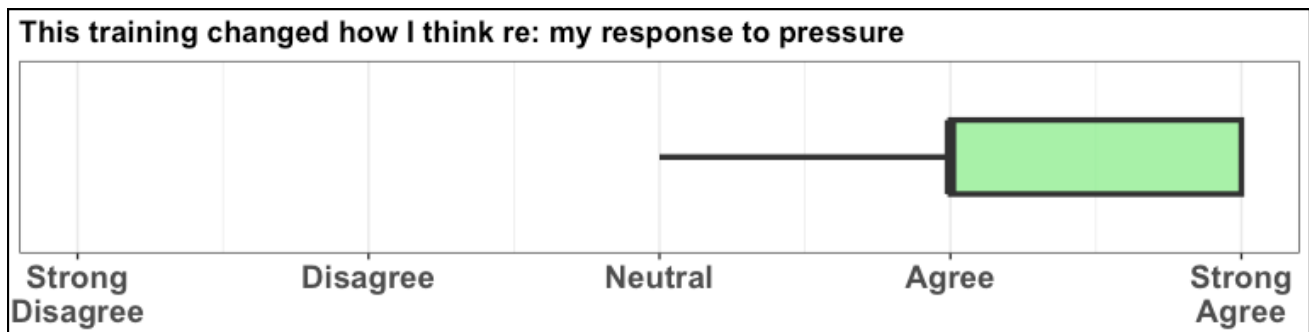
IMPACT

MCTI validated the need for including specific performance under pressure training as part of a TTR program and changed how students think about their personal response to the pressure and stress they will face as junior doctors.

Participants in the pilot group **strongly agreed that they may need to respond to emergencies** as a junior doctor ("Need" below), but **disagreed that they had enough training** in medical school on handling emergencies ("Training" below), highlighting the need for this MCTI style training in TTR.



Participants felt that the workshop **markedly changed their thoughts about how they can perform** under pressure (below).



After this successful pilot, **the MCTI Performance Under Pressure workshop was made a more permanent part of the medical school's TTR program**, running successfully for all graduating students in 2023, 2024, and 2025. The quotes below are selected from participants in 2024.

- "I came out of it feeling like I had a tangible plan in place for the inevitable moments of panic"
- "imparted me with tools that I actually think I could use...especially as someone going into a surgical specialty who sometimes gets really anxious."
- "super helpful and interactive and gave me lots of practical tools I plan to use during residency"
- "one of the most poignant, engaging, and actionable lectures I have had in medical school...gave us useful coping strategies to deal with high-pressure situations that were individual to us."

ABOUT MCTI

WWW.MISSIONCTI.COM

The Mission Critical Team Institute is an applied research organization focused on the success, survivability, and sustainability of mission critical teams. Lead by CEO Preston Cline, EdD, MCTI was founded in 2016 at the Wharton School at the University of Pennsylvania at the request of specific teams within the U.S. Joint Special Operations Command and the Federal Bureau of Investigation to help better understand how to transition their most elite operators into their most exceptional instructors.

MCTI works in partnership with select groups within Military Special Operations (FVEY), Tactical Law Enforcement, Urban and Wilderness Fire, Emergency and Trauma Medicine, and NASA.

Mission Critical Teams are small (4-12 agents) integrated groups of indigenously trained and educated experts that leverage tools and technology to resolve complex adaptive problems in immersive but constrained (5 minutes or less) temporal environments where the consequence of failure can be catastrophic.

MISSION CRITICAL MEDICINE

The division of Mission Critical Medicine (MCM) works to improve the success, survivability, and sustainability both of medical teams operating in mission critical environments and of mission critical teams operating in medical capacities.

Lead by MCTI's Chief Medical Officer, Dan Dworkis MD PhD, the MCM division works with teams across the MCTI universe with a particular focus on medical aspects of complex problem sets and rapidly changing, life-or-death crises.

MCM provides custom built training, facilitates collaborative inquiry, and partners with elite groups on research and thought leadership.

Want to bring MCM to your organization?
Reach out to Dan@MissionCTI.com.



THE MISSION CRITICAL TEAM INSTUTE
1011 BAY RIDGE AVE, STE 221
ANNAPOLIS, MD 21403

WWW.MISSIONCTI.COM