



EPA COURSE TITLE	Fostering resilience, grit, emotional intelligence and leading change: building personal qualities for effectively managing your professional and personal development
COURSE DIRECTOR	Grigore Radu, Canada
COURSE CO-DIRECTORS	N/A
COURSE LEVEL	Basic
EDUCATIONAL INTENTIONS/ COURSE OUTCOMES	<ul style="list-style-type: none">- Develop insight into challenges in managing own professional and personal development- Develop a deeper understanding of resilience, grit, emotional intelligence and change leadership and how to apply them in practice- Develop a professional/personal development plan Achieve self-insight gained through self-development tools and feedback
COURSE DESCRIPTION	<p>Junior doctors typically encounter many professional changes and stress factors throughout their training and personal lives. They should focus on managing professional and personal challenges to maintain their own well-being and to maximize their ability to provide quality care to their patients while also furthering their careers and leading fulfilling personal lives. Management is about planning, providing stability and order (doing things right) whereas leadership is about change, setting direction and adaptability (doing the right things). The leadership and positive psychology literature identifies several personal traits and qualities of successful professionals. Among them, resilience, grit, emotional intelligence and the ability to manage change encompass the majority of personal qualities needed to effectively manage professional and personal development. Resilience is the ability to 'bounce back' from adversity or challenge. Emotional intelligence comprises a combination of self-awareness, empathy, social skills, self-motivation and self-regulation (Goleman 2000). 'Grit' is a combination of passion, hard work, perseverance, determination and direction (Duckworth 2016). Leading change is both an art and a science to be developed and better understood.</p> <p>This course has been designed by highly experienced faculty to meet the needs of those who are in training and work in clinical and academic environments, and who feel they would like to learn some theory and skills to improve their professional and personal development . The course runs in a highly interactive fashion on different topics, models and approaches to well-being, enhancement of peak-performance, psychotherapy and management relevant to contemporary professional and personal development education.</p>
PREREQUISITE KNOWLEDGE	N/A
COURSE METHODS AND MATERIAL	Small group discussions - Debate - Slides - Handouts
TARGET AUDIENCE	N/A
RECOMMENDED READINGS	CZIKZENTMIHALYI, M. (1990). Flow: The Psychology of Optimal Experience. Harper. New York DUCKWORTH, A (2016). Grit: The Power of Passion and Perseverance. Scribner GOLEMAN, D. (2000). Emotional intelligence: why it can matter more than IQ. New York, Bantam Books KEYES, C.L. & HAIDT, J. (2003). Flourishing: Positive Psychology and the Life Well-Lived. American Psychological Association. Washington, D.C KOTTER, J.P. (2014). Leading Change. Harvard Business Review Press.
LANGUAGE(S)	English