

## The roots of resilience Les racines de la résilience

Antonio Yaghy,<sup>1</sup>Dinukie-Chantal Perera<sup>2</sup>

<sup>1</sup>Department of Ophthalmology and Visual Sciences, University of Massachusetts Chan Medical School, Massachusetts, USA; <sup>2</sup>The Robert Larner, M.D. College of Medicine, University of Vermont, Vermont, USA.

Correspondence to: Antonio Yaghy, MD. Email address: [antonioyaghy@gmail.com](mailto:antonioyaghy@gmail.com)

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### Artist statement

Cultivating resilience is essential for medical residents to thrive amidst the challenges of training,<sup>1</sup> yet individual strategies alone are insufficient without a healthy work environment. Just as a tree requires nurturing elements - soil, water, air, light - to flourish, residents need a supportive organizational culture to sustain their growth. The accompanying contrasting images depict this vital interplay between individual and environment. On the right, a well-nourished tree stands tall beside a contemplative resident, symbolizing the resilience that can be cultivated through practices like self-care, reflection, and meaning-making when one's workplace allows room to replenish. The lush grass, birds in flight, and delicate pink blossoms evoke a sense of vitality and potential.<sup>2</sup> In stark contrast, the left image depicts a withering tree and a crouched, burdened resident on barren ground. This

somber scene illustrates how even the most dedicated individual can be depleted by a toxic work environment. The dark, eroding soil represents an organizational culture devoid of the nutrients essential for resilience. These striking images are a reminder that cultivating resilience is a shared endeavor. They call upon healthcare organizations to look beyond individual-level interventions and courageously examine the soil in which they expect their people to grow.<sup>3</sup> By tending to the environmental elements that either nourish or deplete the human spirit—psychological safety, balanced workloads, meaningful work—we can create workplaces where residents don't merely survive, but truly thrive as they grow into the compassionate healers our world needs. The flourishing of our physicians and the patients they serve depends on it.

### Media

“The Roots of Resilience” was created by the generative artificial intelligence software MidJourney.

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