

Additional Tools and Approaches for Health-Promoting Culture

Health-promoting culture is strengthened through both systems-level change and everyday interactions. Consider which tools, supports, or practices already exist within your environment, and where there may be opportunities to strengthen psychological safety, inclusion, teamwork, reflection, and wellbeing.

Supporting Psychological Safety

- Team check-ins
- Reflective debriefing approaches
- Team agreements or behavioural expectations
- Name-based introductions and inclusive communication practices

Supporting Learning and Teaching

- Coaching-based feedback approaches
- Trauma-informed teaching practices
- Inclusive communication tools
- Reflective learning activities

Access additional reliable health and wellness resources selected and reviewed by experts through the [CMA Physician Wellness Hub](#)

Supporting Wellbeing and Inclusion

- Peer mentorship or peer-support initiatives
- Quiet rooms, lactation spaces, and rest areas
- Access to mental health and occupational health supports
- Small grants or funding opportunities for wellbeing initiatives

Strengthening Organizational Systems

- Mistreatment reporting pathways
- Learning environment or culture audits
- Pulse surveys and feedback tools
- Equity and wellbeing policy review tools
- Recognition programs for inclusive teaching, mentorship, or leadership practices

Leadership Development and Culture Change

The [CMA Physician Leadership Institute \(PLI\)](#) offers leadership development programs for physicians and healthcare teams across a range of topics relevant to health-promoting culture, including leadership and change management, communication and conflict resolution, team and systems leadership, inclusive leadership, and physician wellbeing.

Trauma and Violence-Informed Care Training

For individuals or teams interested in additional learning, [Alberta Health Services' Trauma and Violence-Informed Care \(TVIC\) eLearning Series](#) provides free self-paced modules focused on trauma and violence-informed approaches across healthcare, education, and related sectors.