



HEART course learning outcomes

Week 1 | Professional well-being and identity

The course begins by establishing a shared understanding of professional well-being in rural medicine. You'll explore what well-being truly means in the context of Rural Generalist practice — beyond self-care checklists — and examine how professional identity shapes your experience of work. Through guided reflection, you'll build self-awareness and begin identifying the personal and systemic factors influencing your well-being.

Week 2 | Systems, culture and human factors

Rural medicine doesn't exist in isolation — it operates within complex systems. In Week 2, you'll step back to examine the broader healthcare environment and how workplace culture is formed and sustained. Drawing on systems theory and human factors thinking, you'll compare Safety I and Safety II approaches and consider how these frameworks influence performance, error, learning and well-being in rural settings.

Week 3 | Teams, relationships and psychological safety

Well-being is deeply relational. This module focuses on how teamwork, communication and professional relationships impact both performance and sustainability in practice. You'll explore strategies to foster psychological safety within small rural teams, strengthen communication under pressure, and develop practical approaches to supporting colleagues — particularly following critical incidents.

Week 4 | Personal resources, boundaries and growth

The final week turns inward, focusing on strengthening your internal resources. You'll examine burnout and compassion fatigue through a nuanced lens, develop emotional literacy, and explore the protective role of boundaries. This module also reframes mistakes and setbacks as opportunities for learning and professional growth — supporting a sustainable, long-term career in rural medicine.

