

Your REVAMP™ Prescription

A Personalized Guide to
Flourishing in Healthcare

Michelle Roy, PA-C, CAPP
WellMedEd LLC

Welcome

This is not a test. There are no right answers.

This growth plan is a mirror, not a measuring stick. It is designed to help you see where you are thriving, where you are stretched thin, and where small shifts might restore what clinical life has quietly eroded.

The REVAMP™ framework measures six dimensions of professional flourishing: Relationships, Engagement, Vitality, Accomplishment, Meaning, and Positivity. Your scores reflect a moment in time — not a verdict.

Use this guide to:

- Understand what your scores reveal
- Identify your priority growth areas
- Build a personalized 30-day plan
- Create accountability for sustainable change

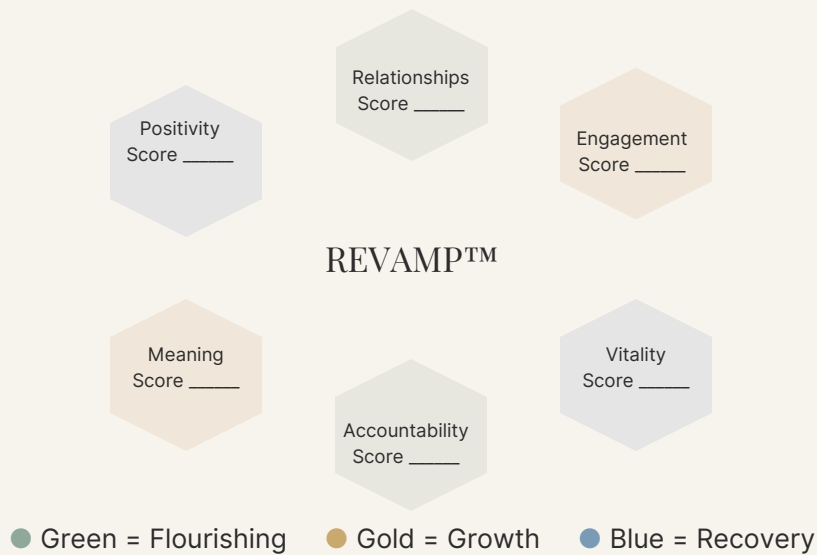
You already have what you need. This guide simply helps you find it.

Your REVAMP™ Prescription

Your assessment results provide a snapshot of where you are today.

The goal is not perfection.

The goal is identifying where small changes could create the greatest improvement in your wellbeing and professional fulfillment.



What Your Scores Mean

Flourishing Zone (8-10)

This domain is currently serving as a source of strength and resilience. Continue investing here.

Growth Zone (5-7)

This domain has room for intentional improvement. Small practices can create meaningful gains.

Recovery Zone (0-4)

This domain may be contributing to stress, frustration, or diminished wellbeing. Consider making this a priority area.

What score surprised you most?

Finding Your Starting Point

Not all low scores require the same response.

Many clinicians assume they should focus on their lowest score first.

Sometimes the most strategic place to begin is elsewhere.

If Vitality Is Low — START HERE

Energy fuels every other domain.

Without recovery, growth becomes difficult.

Suggested Practice: **Five-Minute Reset**

If Relationships Is Low

Focus on support and belonging.

Connection protects against burnout.

Suggested Practice: **Connection Minute**

If Meaning Is Low

Reconnect with purpose.

Purpose fuels resilience.

Suggested Practice: **Meaning Journal**

If Accountability/Achievement Is Low

Start with one small commitment.

Consistency creates confidence.

Suggested Practice: **Weekly Promise**

If Engagement Is Low

Reignite curiosity.

Learning creates momentum.

Suggested Practice: **Meaningful Moment Practice**

If Positivity Is Low

Train attention.

What we notice shapes experience.

Suggested Practice: **Three Good Things**

The REVAMP™ Framework

R — Relationships

The quality of connection and psychological safety in your professional world.

E — Engagement

Your ability to be present, focused, and absorbed in meaningful work.

V — Vitality

Your physical and emotional energy — the fuel that sustains everything else.

A — Accountability/Achievement

Your sense of competence, progress, and professional confidence.

M — Meaning

Your connection to purpose and values in clinical work.

P — Positivity

Your capacity to notice, savor, and build positive emotional experiences.

These six domains are interconnected. Strengthening one often lifts the others.

Relationships

Building connection and psychological safety in your professional world.

When Relationships Are Thriving

You feel seen and supported by colleagues. You can ask for help without shame. Conflict feels manageable because trust exists beneath it.

Common Clinician Traps

- Withdrawing when overwhelmed instead of reaching out
- Assuming others don't want to hear your struggles
- Letting resentment build rather than naming needs
- Confusing professional distance with emotional safety

One Practice: The Connection Minute

Once per shift, pause for 60 seconds of genuine connection with a colleague. Ask how they are — and wait for the real answer. This is not networking. It is witnessing.

Reflection

Who in your professional life makes you feel most seen? What do they do differently?

Your Next Shift Reset

Relationships

What This Looks Like on Your Next Shift

Tomorrow...

- ☐ Learn one new thing about a colleague
- ☐ Thank someone specifically for something they did
- ☐ Pause before responding to a frustrated coworker
- ☐ Make eye contact during a handoff
- ☐ Ask someone how they are — and wait for the real answer

Reflection

What shifted in your interactions when you were intentional about connection?

Engagement

Your ability to be present, focused, and absorbed in meaningful work.

When Engagement Is Thriving

You lose track of time in your work. You feel challenged but capable. Each patient encounter feels like it matters, not like a task to survive.

Common Clinician Traps

- Running on autopilot through patient encounters
- Multitasking as a survival strategy rather than a choice
- Losing curiosity about the work
- Feeling like every day is the same day repeated

One Practice: Meaningful Moment Reflection

At the end of each shift, identify one moment where you felt genuinely present. Name it. Let it register. This trains your attention toward engagement rather than endurance.

Reflection

When was the last time you felt fully absorbed in your work? What conditions made that possible?

Your Next Shift Reset

Engagement

What This Looks Like on Your Next Shift

Tomorrow...

- ☐ Choose one patient encounter to be fully present for
- ☐ Notice when you slip into autopilot — and gently return
- ☐ Learn one new thing about a condition or treatment
- ☐ Find one moment of curiosity during your shift
- ☐ At the end of the day, name one moment you were truly engaged

Reflection

What did it feel like to be fully present, even briefly? What made it possible?

Vitality

Your physical and emotional energy — the fuel that sustains everything else.

When Vitality Is Thriving

You have energy for your life outside of work. Sleep restores you. Movement feels possible. You are not running on fumes by Wednesday.

Common Clinician Traps

- Skipping meals, hydration, and breaks as a badge of honor
- Using caffeine and adrenaline as substitutes for rest
- Ignoring physical warning signs until they become crises
- Believing exhaustion is inevitable rather than addressable

One Practice: The Five-Minute Reset

Set one non-negotiable five-minute reset each shift. Step outside, drink water slowly, stretch, or simply close your eyes. This is not laziness. It is maintenance.

Reflection

What is the first thing you sacrifice when work gets busy? What would it take to protect it?

Your Next Shift Reset

Vitality

What This Looks Like on Your Next Shift

Tomorrow...

- ☐ Drink water before your first coffee
- ☐ Eat something nourishing before noon
- ☐ Take one five-minute break away from screens
- ☐ Stretch or move your body for 60 seconds between tasks
- ☐ Notice one physical sensation without judgment

Reflection

What did protecting your energy — even once — change about your shift?

Accountability/Achievement

Owning your growth, celebrating progress, and building confidence through reflection.

When Accountability/Achievement Is Thriving

You recognize your wins without waiting for external validation. You learn from mistakes without spiraling. You hold yourself to standards that are firm but compassionate.

Common Clinician Traps

- Perfectionism disguised as high standards
- Dismissing accomplishments as "just doing my job"
- Ruminating on errors instead of extracting lessons
- Setting goals without systems to support them

One Practice: The Weekly Promise

Each Monday, make one small promise to yourself. Write it down. At the end of the week, note whether you kept it — and what you learned either way. This builds self-trust.

Reflection

What is one thing you did well this week that you haven't acknowledged yet?

Your Next Shift Reset

Accountability/Achievement

What This Looks Like on Your Next Shift

Tomorrow...

- ☐ Complete one task you have been avoiding
- ☐ Celebrate one small win — out loud or in writing
- ☐ Ask for feedback on something specific
- ☐ Set one realistic intention for the shift
- ☐ Notice when perfectionism is disguising itself as diligence

Reflection

What did it feel like to acknowledge your own progress today?

Meaning

Reconnecting with purpose and values in your clinical work.

When Meaning Is Thriving

You remember why you chose this work. You can connect daily tasks to a larger purpose. Even hard days feel like they matter.

Common Clinician Traps

- Waiting for meaning to arrive rather than cultivating it
- Confusing meaning with constant inspiration
- Letting moral injury erode your sense of purpose
- Believing that if work feels hard, you chose wrong

One Practice: The Meaning Journal

Once a week, write one sentence about a moment that reminded you why this work matters. Over time, these sentences become a map back to your purpose.

Reflection

If you could only keep one reason for doing this work, what would it be?

Your Next Shift Reset

Meaning

What This Looks Like on Your Next Shift

Tomorrow...

- ☐ Pause before a patient encounter and remember why this matters
- ☐ Notice one moment where your presence made a difference
- ☐ Write one sentence about why you chose this work
- ☐ Find one task you can connect to your deeper values
- ☐ At the end of the day, name one moment that mattered

Reflection

What reminded you today that this work is worth doing?

Positivity

Cultivating positive emotions as a clinical skill, not a luxury.

When Positivity Is Thriving

You notice good moments without dismissing them. Gratitude feels natural, not forced. You can hold both the weight and the beauty of this work.

Common Clinician Traps

- Negativity bias overwhelming positive experiences
- Dismissing joy as naive or unprofessional
- Waiting until things are "better" to feel grateful
- Confusing positivity with toxic optimism

One Practice: Three Good Things

After each shift, write down three genuinely good things that happened. They need not be dramatic — a kind word, a task done well, a moment of connection. Let each one register.

Reflection

When did you last stop for something beautiful during a workday? What is that protection costing you?

Your Next Shift Reset

Positivity

What This Looks Like on Your Next Shift

Tomorrow...

- ☐ Notice one genuinely good moment during your shift
- ☐ Thank someone — and mean it
- ☐ Choose to savor something small: a laugh, a sunrise, a good outcome
- ☐ Catch yourself dismissing something positive — and let it in instead
- ☐ Write down three good things before you leave

Reflection

What happened when you let yourself notice what was going well?

Your REVAMP Profile

Which domain felt strongest for you?

Which domain needs the most attention right now?

What surprised you about your results?

Patterns & Insights

What themes do you notice across your domains?

How do your strongest domains support your weaker ones?

What connections do you see between your scores and your daily experience?

Your Flourishing Vision

Imagine yourself six months from now, flourishing in your work. What does that look like? How do you feel at the end of a shift? What has changed?

REVAMP Archetypes

Which pattern sounds most like you right now?

The Exhausted Achiever

High Accountability/Achievement, Low Vitality

You get things done but at a cost to your energy and health.

The Disconnected Healer

High Meaning, Low Relationships

You care deeply but feel isolated from colleagues.

The Running-on-Empty Clinician

High Engagement, Low Vitality

You show up fully but have nothing left at the end of the day.

The Isolated Performer

High Accountability/Achievement, Low Relationships

You excel independently but lack supportive connection.

The Flourishing Builder

Balanced Growth

You are building sustainable practices across all domains.

30-Day REVAMP Plan

Choose three domains to focus on this month. Set one small, specific goal for each.

Domain 1:

My goal:

How I will know it is working:

Domain 2:

My goal:

How I will know it is working:

Domain 3:

My goal:

How I will know it is working:

My REVAMP Commitments

I will start...

I will stop...

I will continue...

Accountability Plan

Who will support me in this?

How will I track my progress?

What obstacles might I face, and how will I respond?

Letter to My Future Self

Write a letter to yourself six months from now. What do you hope will be different? What do you want to remember about this moment?

Your Next Step

Ready to go deeper?

This Growth Plan is your prescription.

The Companion Guide to Staying Human in Healthcare is your treatment manual.

It contains the full framework, deeper practices, scripts for every situation, and weekly worksheets to sustain your growth over time.

[Get the Companion Guide Here](#)

wellmeded.com

You do not need to become a different person.

You do not need to work harder.

You do not need to be perfect.

You simply need the skills that medicine never taught
you.

The goal is not merely surviving healthcare.
The goal is staying human while practicing it.

Michelle Roy, PA-C, CAPP
WellMedEd LLC