**Addressing workplace challenges**

• **Problem-solving sessions**: Use real or hypothetical workplace challenges to brainstorm and evaluate possible solutions with mentors. Encourage group problem-solving formats like fishbowl discussions or structured decision trees to enhance critical thinking.

• **Conflict resolution role-play**: Practice handling interpersonal conflicts with coworkers or patients through role-playing scenarios such as receiving critical feedback, resolving scheduling issues, or navigating team disagreements.

• **Stress management techniques**: Participate in sessions on managing stress and maintaining wellbeing in high-pressure environments. This could include mindfulness, breathing exercises, journaling, or time-out strategies tailored to busy dental settings.

• **Workplace culture analysis**: Reflect on and discuss ways to positively contribute to or improve workplace culture. Topics might include promoting inclusivity, psychological safety, open communication, or creating rituals that build team cohesion.

• **Ethics roundtables**: Facilitate discussions around ethical dilemmas in dental settings, such as informed consent, over-treatment pressures, or witnessing unprofessional behavior. Use these sessions to explore values-based leadership and ethical reasoning.

• **Anonymous feedback exercises**: Invite anonymous questions or concerns from team members, then address them constructively in group discussions to encourage open dialogue and psychological safety.

• **Boundary setting workshops**: Explore scenarios where boundaries are tested—whether with colleagues, patients, or supervisors—and practice assertive communication techniques to uphold professional limits.

• **Scenario mapping**: Break down complex workplace issues (e.g. burnout, gossip, patient complaints) by mapping root causes and identifying actionable strategies for prevention or resolution.

• **Interprofessional communication skills**: Host training sessions focused on improving communication with other healthcare professionals, including managing hierarchy, advocating for patients, and clarifying roles.

• **Resilience-building activities**: Incorporate group exercises or journaling prompts that build self-awareness, adaptability, and confidence in navigating workplace uncertainty and change.