

# Wellness



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# What is Burn-Out?

- Emotional exhaustion
- Depersonalization
- Decreased feelings of personal accomplishment

# Why such a problem?

- Social isolation
- Self-blame for negative outcomes
- Lack of attention to emotional needs
- Inadequate medical care
- Strong emotional responses to the care of complex patients

Eckleberry-Hunt J et al. An exploratory study of resident burnout and wellness. *Academic Medicine* 2009, Vol. 84:2

# Goals of the Study

- To identify which self-reported stressors are associated with the actual presence of burnout
- To identify which resident self-reported protective factors are associated with the absence of burnout, as a proxy measure to wellness

# Factors Related to Burnout

- Perfectionism
- Lack of coping skills
- Personal bad habits(smoking and recreational drug use)
- Lack of control over office processes
- Lack of control over schedule
- Poor relationships with Colleagues
- Lack of time for self-care

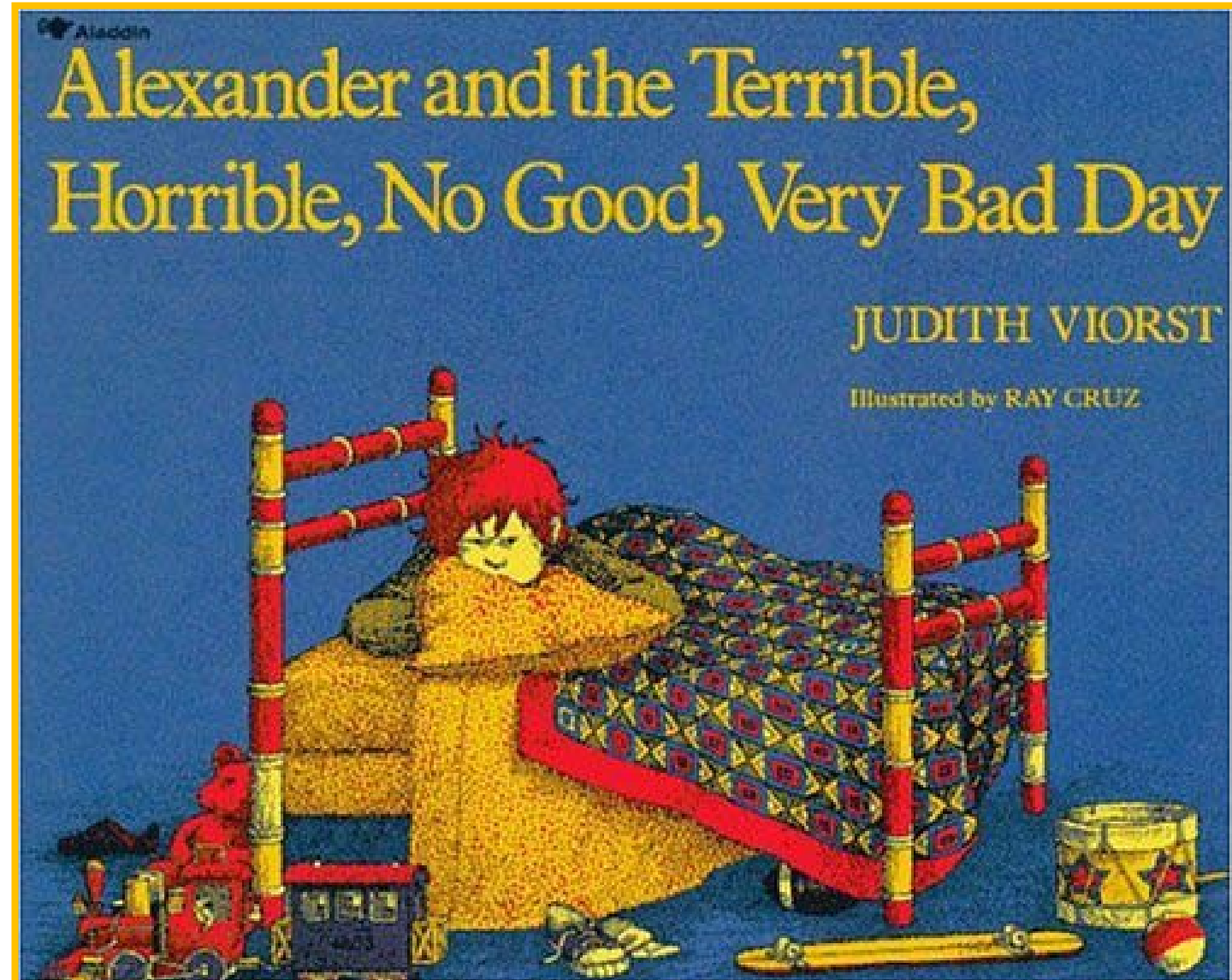
# Factors Related to Burnout

- Difficult and complicated patients
- Not enough time in the day
- Excessive paperwork
- Regret over chosen career

Eckleberry-Hunt J et al. An exploratory study of resident burnout and wellness. *Academic Medicine* 2009, Vol. 84:2

# Strongest Factor Association

- Pessimism !!



# Factors Related to Lower Burnout: Protective Factors

- Use of Meditation, relaxation, massage or other alternatives
- Use of a support group for physicians
- Talking about feelings
- Use of professional counseling
- Feeling like one has a say in the training program
- Having a plan for the future



# Factors Related to Lower Burnout: Protective Factors

- Having enough money
- Having a supportive work environment
- Feeling like one has some control over one's schedule
- Feeling connected to and compassionate toward patients
- Having good coping skills
- Being very happy with childcare

# Burned Out Residents?

- 220 Residents from three large pediatric residencies
- Maslach Burnout Inventory
- Measures:
  - Emotional exhaustion
  - Depersonalization
  - Personal Achievement
- Decreased from 75% to 57% with duty hour change

Landrigan CP, et al. Effects of the ACGME duty hour limits on sleep, work, hours and safety. *Pediatrics* 2008; 122;250.

# Depressed Residents?

- 220 Residents
- Harvard Department of Psychiatry National Depression Screening Day Scale
- 19.6% of residents screened positive for Depression
- No significant change with work hour changes

Landrigan CP, et al. Effects of the ACGME duty hour limits on sleep, work, hours and safety. *Pediatrics* 2008; 122;250.

# Personal & Professional Development

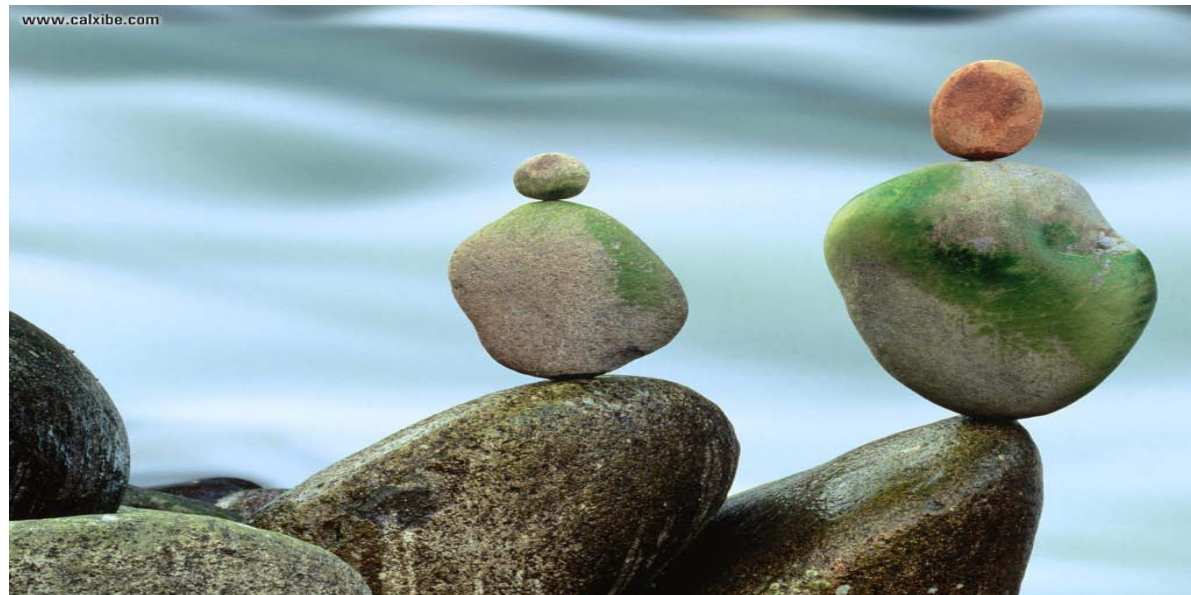
2. Use healthy coping mechanisms to respond to stress
  - Three dimensions of burnout (Maslach)
  - Early, intermediate and advanced professional identity

# Wellness

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Being challenged, thriving in both personal and professional life

Goes beyond absence of distress





# Need to nourish ourselves to maintain our resilience



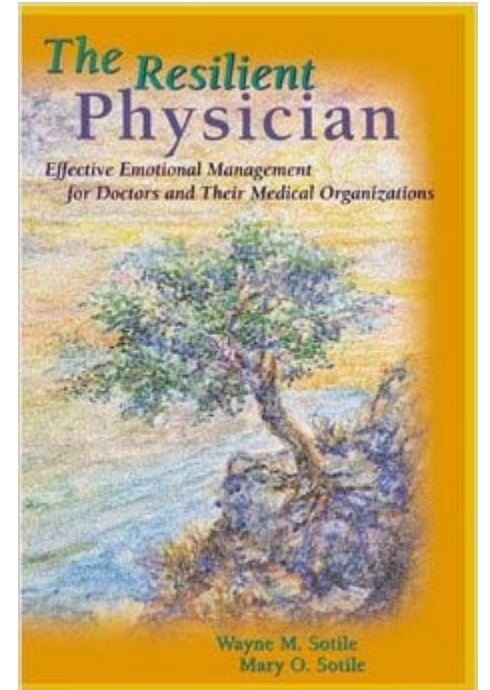
# Burnout Prevention in Faculty and Trainees

- Wellness and Resiliency Retreat for Interns
  - Assessments of Wellness and Burnout
  - Professional Identity and Wellness
  - Time Management and Organization
    - Time Payoff Matrix
    - The Daily Plan
    - Inbox Zero
  - Individualized Wellness Plan
  - Social event afterward, funded by Faculty-Resident Social Committee

*The secret of the care of the patient is caring for oneself while caring for the patient.  
Cadib, 1995*

# Burnout Prevention in Faculty and Trainees

- Consultant for Wellness, Dr. Wayne Sotile
  - Quarterly interactive sessions for faculty
    - From Burnout to Resilience
    - Physicians and Medical Families: New Challenges, New Solutions
    - Getting the Best Out of People: Deepening Team Engagement and Resilience
  - Individual coaching
  - Resilience at the group level (divisions)
  - New program series for trainees as well
- Cultivating Relationships and Having Fun
  - Faculty Resident Social Committee





## Stanford Wellness Menu

### Intellectual

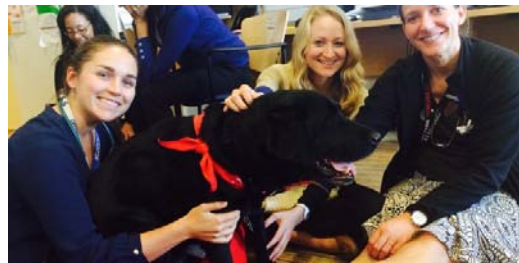
- Complex mentoring system: Career mentors, coaches, life mentors
- Access to resources for residents struggling with learning difficulties

### Financial

- Bi-annual financial planning lectures
- "How to Negotiate" educational seminar
- 6 Career Development Evenings

### Emotional

- Monthly Humanism Lectures
- Dedicated Wellness Days
- Pet Therapy Days
- Ice Cream Delivery
- Golden Ticket Awards



### Our Wellness Mission

We recognize that wellness may take many different, sometimes overlapping forms for each individual. Some residents find wholeness by meditating in solitude, others by socializing with their classmates. One resident's 5 mile run is another's book and a blanket. We hope that by offering many different opportunities to experience wellness here, that we meet each resident's specific need to find meaning in medicine, and joy in their lives.

### Occupational

- Fatigue modules
- Anonymous mistreatment surveys
- PIMR Study with Arizona
- Intern Bootcamp

### Social

- Annual Ice Cream Tasting
- Annual Mather's Classic Softball
- Annual Bowling Tournament
- Retreats, by Level
- **Physician dinners**
- Lunch outdoors
- Massage Therapy Noon Conferences twice a year
- Extended gym hours to accommodate resident schedules
- Wellness Hikes
- 7-Minute Work outs

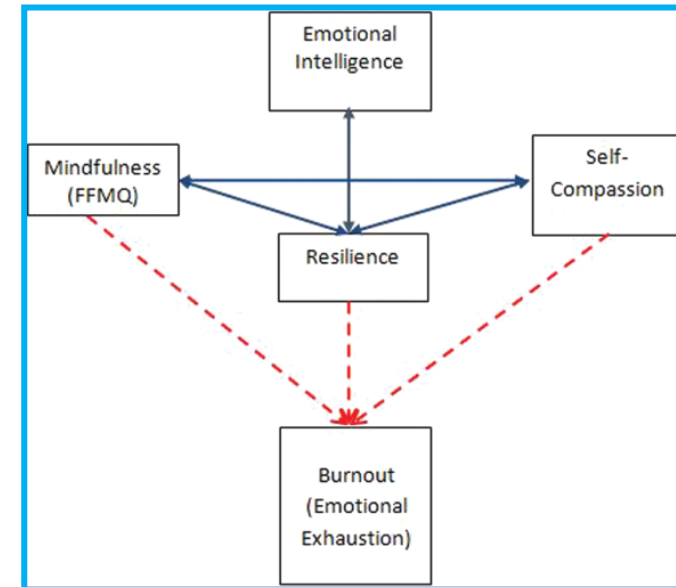
### Spiritual

- Debriefing with our Palliative Care faculty after deaths on the wards

# Nationwide Children's Hospital/OSU COM

## *Pediatric Resident Resilience Program*

- 45 1<sup>st</sup> yr residents – 40% burnout
- Burnout (MBI)
- EI (Hay)
- Brief Resilience Scale
- JSP Empathy
- 5 Facet Mindfulness
- Self-Compassion Scale



Rx: Presentations, Workshops, Group Support,  
Counseling, Focused Interventions

Olson K, Kemper KJ, Mahan JD. *J Evid Compl Alt Med*. 2015

# Nationwide Children's Hospital/OSU COM

## *Short Course Mind-Body Skills Training*

- Four 1.5 hr workshops complemented by online MBS training (12 modules); **N = 12**
  - *[Mind-Body Skills Training for Resilience, Effectiveness, and Mindfulness (STREAM) program]*
    1. Relaxation Response
    2. Body Awareness
    3. Mindful Meditation
    4. Heart-Centered Practices
    5. Yoga
    6. Ongoing Practice
- Suggestions**
- Booster dose: Monthly group meetings/activities; Access to MB STREAM modules
  - Pre/Post surveys (*MBI, PSS, Resilience, 5 Facet Mindfulness, Self-Compassion*)
  - **\*\*Led by 3<sup>rd</sup> yr Med-Peds resident (Laura Romceovich)**

### Early Outcomes: ***Course worth it!***

- Online Modules useful = 77%
- In-person training useful = 88%
- Time investment worth it = 88%

### Early Outcomes: ***Mind/Body Effects***

- Stress (Cohen) 19.9-15.4\*
- Resilience (BRS) 19.3-23.0\*
- Burnout (1 item) 2.7-2.3

**\* = p < 0.05**

# Chinese Proverb [Resident Outcomes]

- If we don't change our direction,
- we are likely to end up where we are headed!





# Chinese Proverb [Resident Outcomes]

- But if we do know where we are headed, and work hard in that direction, we are likely to end up there!



# Animal Assisted Therapy..... not just for our patients anymore?!?

- AAT spreading beyond the patient domain
- Limited but intriguing data, especially for acutely stressful situations
- Could potentially benefit:
  - Physicians / students
  - Coordinators / admin
  - Nurses / medical staff



# Animal Assisted Therapy for Trainees

## Pros /Opportunities

- Established programs in place already for patients
- Low to no effort or cost to extend to trainees
- Improved morale
- Adaptable to multiple stressful scenarios

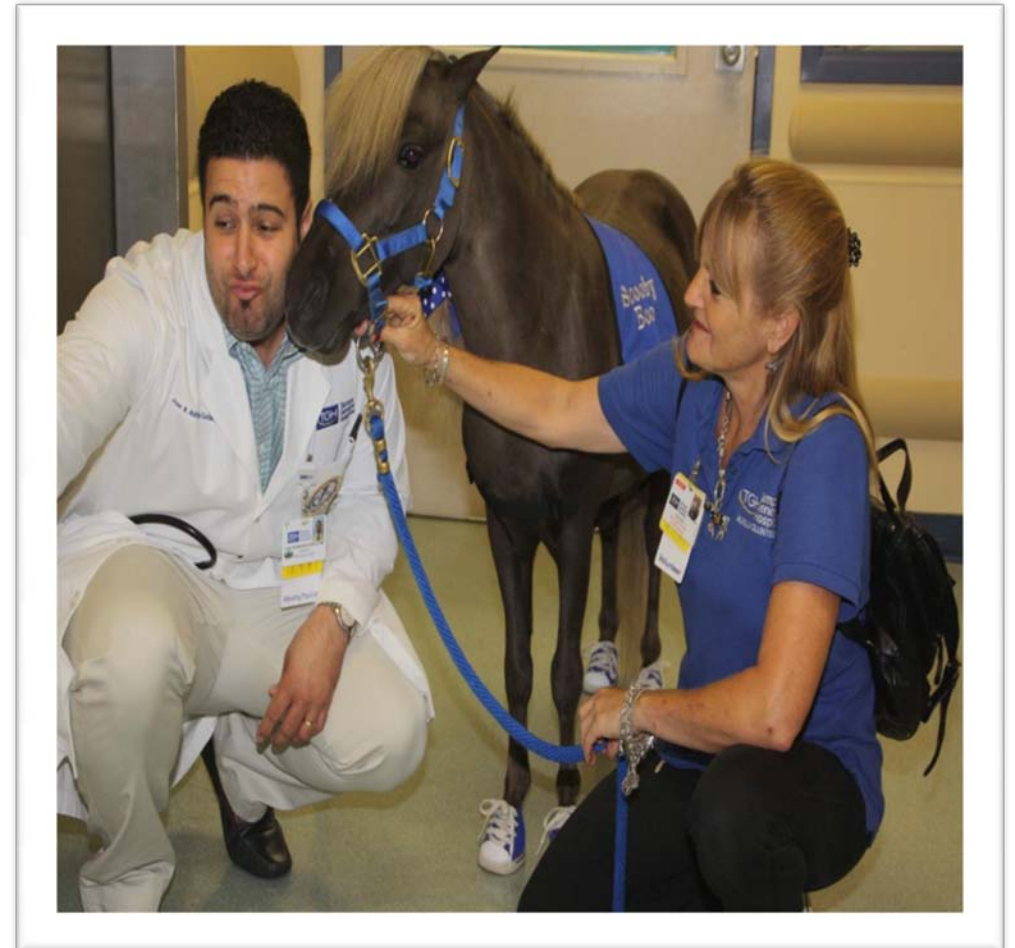


## Barriers / Threats

- How /what to measure
- Potential negative effects (efficiency?)
- Safety / sanitation
- Unpredictable response from others
- Cost of training animal and handler if no established program

# Resources

- Brodie S et.al. An exploration of the potential risks associated with using pet therapy in healthcare settings. *Journal of Clinical Nursing* 2002: 11, 444–456
- Fine A. Handbook on Animal Assisted Therapy: Theoretical Foundations and Guidelines for Clinical Practice. 3<sup>rd</sup> Edition, Elsevier Press. 2010
- Morrison M. Health Benefits of Animal-Assisted Interventions. *Complementary Health Practice Review* 2007 12: 51





Collaborating on Wellness  
...across programs, across institutions

# University of Utah

- GME Committee created to identify existing wellness programs and resources within the University and at other academic health centers
- Describe a model GME Wellness Program
- Propose a Program leveraging existing resources and addressing identified gaps

# Collaborating for Improvement

- Taking advantage of others' experience
  - Family Medicine, Pediatrics, and Surgery

# Collaborating for Improvement

- Taking advantage of others' experience

## VIEWPOINT

### Promoting Balance in the Lives of Resident Physicians A Call to Action

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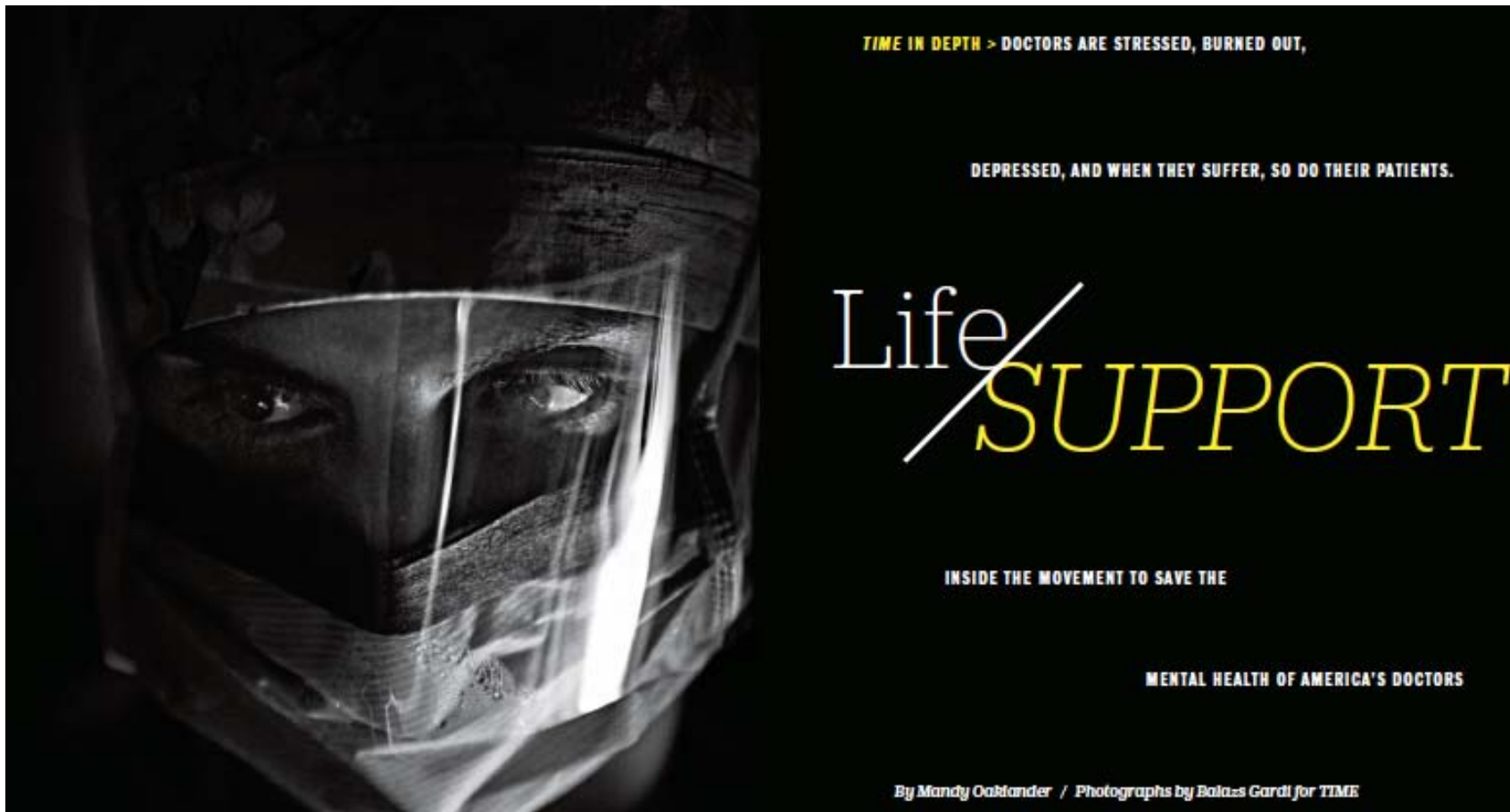
Arghavan Salles, MD,  
PhD  
Department of Surgery,  
Stanford University  
School of Medicine,  
Stanford, California.

**As physicians, we spend** a significant amount of time counseling our patients on how to live healthier lives. Ironically, as trainees and practicing physicians, we often do not prioritize our own physical and psychological health. Most residents go to work despite significant physical im-

The Balance in Life program also builds on a preexisting leadership curriculum in our department that includes sessions on leadership styles and teamwork. We expanded this program to include an annual outdoor ropes course focused on leadership, mutual support, and

# Collaborating for Improvement

- Taking advantage of others' experience



# Collaborating for Improvement

- Taking advantage of others' experience
- Creation of multi-center collaboration (U of U, Stanford, University of Washington, University of Kansas, and University of Minnesota/Hennepin Co)
- Opportunities for program improvements and innovation
- Opportunities for research collaboration

# Collaborating for Improvement

- Other collaborations with Pediatric Programs
- Other centers

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# TABLE WORK #1

- Discuss Activities you are doing in your own program: Share with your table



Now....

- Move to a table to work on a Personal OR Professional

Masterpiece

## TABLE WORK #2

- Use the Palette to create your own:

Masterpiece of Wellness

