The Mindful GME Leader: Strategies for Success

John D Mahan MD
Nationwide Children's Hospital/
The Ohio State University
Hilary McClafferty MD
University of Arizona
By the End of This Session, Participants Will Be Able to:

- Describe Mindfulness and its role in building Resilience
- Define the essential characteristics of mindfulness activities (mindful movement, eating), relaxation techniques, autogenic training and meditation
- Describe methods to learn more about and practice these techniques
Contributors

Kathi Kemper MD MPH; Center for Integrative Health and Wellness and The Ohio State University Wexner Medical Center, Columbus, OH

The Pediatric Resident Burnout – Resilience Study Consortium
“Life moves pretty fast. If you don’t stop and look around once in a while, you could miss it.”

Ferris Beuller
Outline

1. A Story, a Journey
2. Mindfulness and Building Resilience
3. Mindfulness Activities (Mindful Movement, Eating), Relaxation Techniques, Autogenic Training and Meditation
4. Learning Methods [Readings, Courses, Apps]
DILBERT

BY SCOTT ADAMS

TOMORROW IS THE MANDATORY MEETING ON EMPLOYEE HEALTH AND WELL-BEING.

THE MEETING STARTS AT 6 A.M., SO IT WILL INTERFERE WITH YOUR SLEEP AND NOT YOUR WORK.

DOESN'T THAT SEND A MESSAGE THAT WORK IS MORE IMPORTANT THAN HEALTH?

I HOPE SO. THAT'S THE THEME OF THE MEETING.

HEALTHY EMPLOYEES ARE UNPRODUCTIVE.

THEY'RE ALWAYS EXERCISING OR EATING FRUIT WHEN THEY SHOULD BE WORKING.

WE PREFER EMPLOYEES WHO WORK HARD AND DIE BEFORE THEIR PENSIONS START PAYING OUT.

SUDDENLY I FEEL SICK.

RIGHT ON SCHEDULE!
A Story, a Journey
Why Did You Come to This Session?
"To say that this wise, deep book is helpful to those who face the challenges of human crisis would be a vast understatement. It is essential, unique, and, above all, fundamentally healing."

--Donald M. Berwick, MD President emeritus and Senior Fellow, Institute for Health Improvement
Mindfulness

Jon Kabot-Zinn
https://www.youtube.com/watch?v=wPNEmxWSNxg

Richard Davidson
https://www.youtube.com/watch?v=ALjF1yb-VLw
Chinese Proverb [Physician Outcomes]

If we don’t change our direction, we are likely to end up where we are headed!
Resilience
Ability to bounce back after being psychologically challenged
Resilient Physician/GME Leader - Context

Resilience Interventions

- Personal Skills
- Social Resources
- Situational Factors
- System Issues

Resilient Physician/GME Leader
“If you want to be happy, be so.”
Aleksy Konstantinovich Tolstoy
Resilience – Regain Your Drive

“If you can’t live longer, live deeper.”
Italian Proverb

http://movieclips.com/kt7u9-field-of-dreams-movie-doc-saves-karin/
How to Build/Retain Physician Resilience

Insights: Jensen – 17 Family MDs
- Attitudes and perspectives
- Balance and prioritization
- Practice management style
- Supportive relations

Courses: Sood (Mayo) - SMART (Stress Management and Resiliency Training)
1. Identify personal and professional challenges
2. Learn how stress affects the brain
3. Develop personal plans to improve resilience

Epstein (Rochester) - Health Professionals Mindfulness & Meditation Courses
Mindfulness and Building Resilience

“How we spend our days is, of course, how we spend our lives.”
Annie Dillard

Mindfulness: Being Centered on the Present, Being Here
“How can you think and hit at the same time?”
Yogi Berra
Mindfulness Activities and Building Resilience

Mindfulness Activities
- Mindful Movement
- Mindful Eating

Relaxation Techniques
- Autogenic Training
- Meditation
Mindfulness Activities

Mindful Movement

- "It feels very annoying, and very worthwhile." Ed Halliwell on what mindful movement taught him about his patterns of thinking

Mindful Eating

- Engagement of Working Memory & Locus Ceruleus/Noradrenaline Systems

Activities

- Mindful Eating
Relaxation Techniques

- Relaxation Techniques
- NIH supports it: https://nccih.nih.gov/health/stress/relaxation.htm
  https://youtu.be/7FccK9UjuF0
- Regulation of Autonomic Nervous System & CNS Excitation Systems
- Activities
  - Breathe Deep
Autogenic Training

- Autogenic Training
- Restores Balance Between Activity of Sympathetic and Parasympathetic Autonomic Nervous System
- Activity
Meditation

- Meditation
- Meditation Techniques
  - Breathing
  - Loving Kindness
  - Transforming (analytical, placement)
  - Walking, Listening
- Activates Neural Structures Involved in Attention and Control of Autonomic Nervous System
- Activity
Learning Methods

Readings
Presentations
Courses
Apps
Readings

- Mindfulness for the busy professional
  - *10% Happier*, by Dan Harris [ABC newscaster]
- Mindfulness for our nation
  - *A Mindful Nation: How a Simple Practice Can Help Us Reduce Stress, Improve Performance, and Recapture the American Spirit*, by US representative Tim Ryan
- A layman’s primer on meditation
  - *Full Catastrophe Living*, by Jon Kabot-Zinn
Mindfulness TED Talks

- https://www.ted.com/talks/andy_puddicombe_all_it_takes_is_10_mindful_minutes?language=en
- https://www.youtube.com/watch?v=m8rRzTtP7Tc
- https://www.youtube.com/watch?v=JVwLjC5etEQ
- https://www.youtube.com/watch?v=Ze6t34_p-84
Online OSU MB-STREAM

- 12 modules; 1 hour CME for each
- **Topics:** Relaxation Response; Mindfulness; Heart-centered practices (mantram meditation); Guided Imagery

**Format**
- Case
- Self-reflection
- Evidence-based info with hyperlinks
- Link to audio/video **guided practice**
- Clinical tips & **Tools** for teaching patients
- Self-reflection
- Resources
Online Mind Body Skills Training: (MBST) Acute Effects

- 513 dietitians, nurses, physicians, social workers, trainees, researchers enrolled and engaged with 1 or more 1-hour modules of MB-STREAM [Mind-Body Skills Training for Resilience, Effectiveness, and Mindfulness]

- Intro Stress (N=261), Autogenic Training (n=250), Guided Imagery (N=112), Intro Mindfulness (N=112); Mindfulness Daily Life (N=102)

- Pre/post single module changes (self-assessments)
  - Less Stress (PSS, P<0.001)
  - More Mindfulness (CAMS-R, MAAS, P<0.001)
  - More Empathy (ECS, P=0.01)
  - More Resilience (Smith’s BRS, P<0.01)

https://mind-bodyhealth.osu.edu/

Kemper, Khirallah. JEBCAM 2015
University of Arizona Center for Integrative Medicine: ‘Wellness in Training’ Interactive Online Course

- Foundations and background
- Self assessments
- Stress physiology
- Resilience
- Gratitude
- Mindfulness
- Buffet of mindfulness interventions
- Resources
FREE Online Recordings (For Patients)

- Guided Imagery
  http://go.osu.edu/guidedimagerypractices
- Mindfulness
  http://go.osu.edu/mindfulness
- Heart-Centered Practices
  http://go.osu.edu/heartpractices
- Relaxation Response
  http://go.osu.edu/relaxationresponse
Mindfulness Apps

Apps for Mindfulness

- Headspace
- The Mindfulness App
- Stop, Breathe & Think
- Mindfulness Training App
- Mindfulness Coach
- Breath 2 Relax
- Calm
- Happify
- *Eat Right Now®*
Mindfulness Practice
Add a Few Simple Skills
Practice Each Day

Add mindfulness to your day
in only 10-15 minutes

Here are 4 ways to add mindfulness to your schedule, each way only takes 10-15 minutes of your time:

*Remember, consistency is key.

Created and presented by Harvard Health Publications.
References

- Maslach C, Jackson SE, Leiter MP, Maslach Burnout Inventory Manual; CPP Inc; 1996
- Rosen IM, Gimotty PA, Shea JA, Bellini LM. Evolution of sleep quantity, sleep deprivation, mood disturbances, empathy and burnout among interns. Acad Med. 2006; 81:82-85
- Maguire P. Five strategies for physicians to overcome burnout. ACP Internist; 2001
- Raymond PL, Raymond RA. Don’t Jettison Medicine. Carthage Publications. 2003
Summary

1. Resilience – the ability to bounce back after being psychologically challenged – is important and can be measured and developed in faculty and GME leaders

2. Mindfulness and mindfulness techniques can be important in building resilience in faculty and GME leaders

3. Mindfulness activities (mindful movement, eating), relaxation techniques, autogenic training and meditation can be learned and practiced through a variety of different learning and reinforcement methods

4. Commit to 1 or 2 mindfulness activities, it might actually help you – and as Yogi said – “It ain’t over till it’s over.”
Thank you!
Extra stuff
Prevention

Measurement - MBI; Brief Resilience Score

Don’t Jettison Medicine

- **Exercises**
  - Help trainees/faculty remember why they chose medicine
  - Help them to understand and manage sources of stress, e.g. how they start their day influences their mood when arriving at work
  - Sleep log and record of happiness level
  - Generate “bucket list” of positive activities

[www.youtube.com/watch?v=zjEPnN9f8w4](http://www.youtube.com/watch?v=zjEPnN9f8w4)
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 (MB-STREAM) program]**
  1. Relaxation Response
  2. Body Scan
  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 3rd yr Med-Peds resident (Laura Romcevich)**

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
Outcomes: Last Up to 6 Months!

- Online Modules well-regarded
- In-person training added value
- Residents would recommend to peers
- Long-lasting benefits in stress, burnout, resilience

* = p < 0.05 vrs pre (baseline)
Group Online Mindfulness: Proof of Concept

- 6 medical students + Family Medicine intern
- Online [http://Palouse.com](http://Palouse.com) mindfulness course, done in a group weekly for 8 weeks
- 6/7 completed at least 4 sessions
- Positive effects on Stress, Mindfulness, Resilience, and Confidence in Providing Calm, Compassionate Care

Kemper K, Yun J. JEBCAM 2015
Online MBST Effects Over 12 Weeks

- 103 who completed pre/post training online questionnaires; entering medical school; residency, graduate school in nursing, public health, social work, dietetics. Preference trial

- 63 MBST similar to 40 HDS or neither by profession, gender, PSS, CAMS-R, resilience, compassion at baseline

- MBST - engaged with median of 3 modules (bimodal)

- Significant improvements with MBST (vs. not) for
  - Stress
  - Mindfulness
  - CCCS

**MBST:** Mind-Body Skills Training for Resilience, Effectiveness, and Mindfulness ([http://mind-bodyhealth.osu.edu](http://mind-bodyhealth.osu.edu))

Kemper, Lynn, Mahan. *JEBCAM* 2015