

Reflections on Well-Being

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APPD President



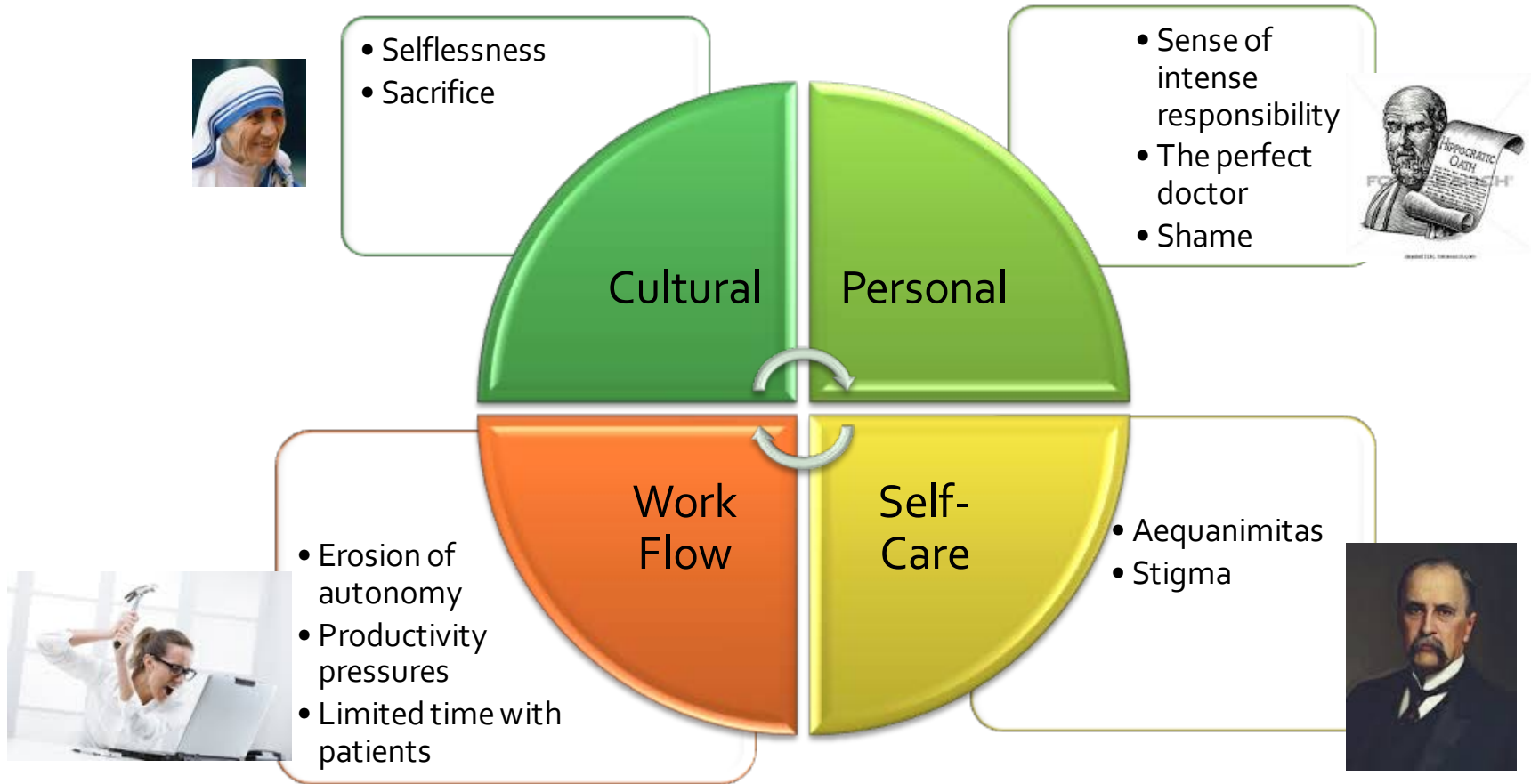
Well-Being

Why well being
matters

Approaches to
promote well-being

What can we do
together?

Threats to physician well-being



Physician Suicide

The New York Times

The Opinion Pages | OP-ED CONTRIBUTOR

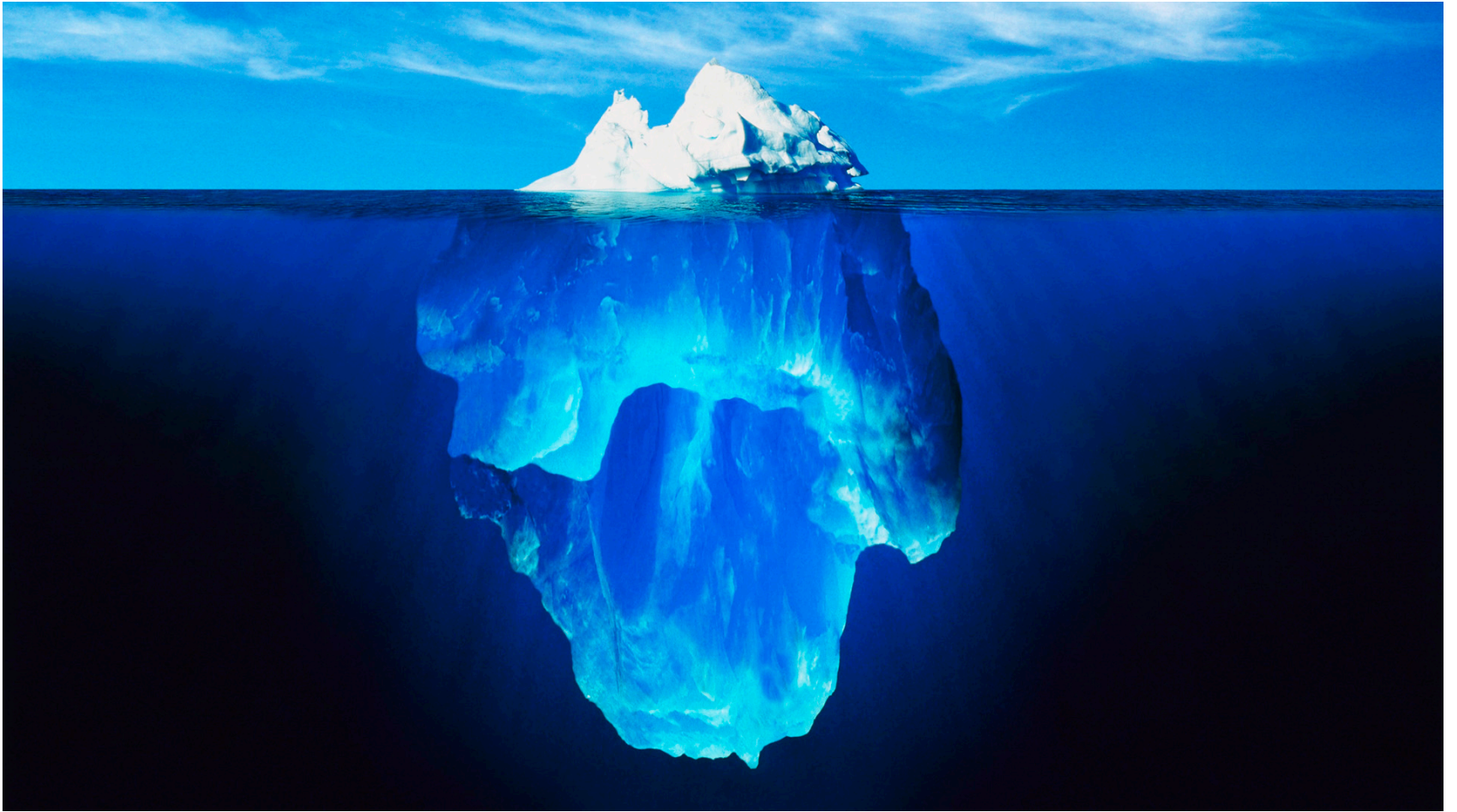
Why Do Doctors Commit Suicide?

By PRANAY SINHA SEPT. 4, 2014

Two medical residents, from different programs, jumped to their deaths in separate incidents

Physician Suicide

- 400 each year in US
- Deaths among 25-39 year olds
 - 11% vs. 26 %
- Male physicians: 40% higher
- Female physicians: 130% higher
- Higher completion rate
- Postmortem toxicology data-low rates of medication treatment for depression



Physician Depression

- Similar rates to general population
- Higher among medical students and residents
- Minority obtain mental health services



Depression and Medication Errors

BMJ

Rates of medication errors among depressed and burnt out residents: prospective cohort study

Amy M Fahrenkopf, instructor of paediatrics,¹ Theodore C Sectish, associate professor of paediatrics,² Laura K Barger, research fellow,³ Paul J Sharek, assistant professor of paediatrics,² Daniel Lewin, assistant professor of psychiatry and paediatrics,⁴ Vincent W Chiang, assistant professor of paediatrics,¹ Sarah Edwards, project coordinator,³ Bernhard L Wiedermann, associate professor of paediatrics,⁴ Christopher P Landrigan, assistant professor of paediatrics and medicine^{1,3}

- 20% depression rate among peds residents
 - No association with demographics, sleep or work hours
 - Significant association with errors (6X)
- Half of the residents who were depressed reported being unaware
- Very few were receiving treatment

Self-Care: Health of the Faculty

- Exercise more
- Less likely to be obese
- Less likely to smoke

- More stressed
- More likely to abuse prescription drugs
- Less likely to have a PCP
- Less likely to seek care

- 3rd year resident in Emergency Medicine
- Switching from Nights to Days
- Found dead in bed
- Non-toxic level of self-prescribed Adderall
- Abnormal EKG, had not seen a physician

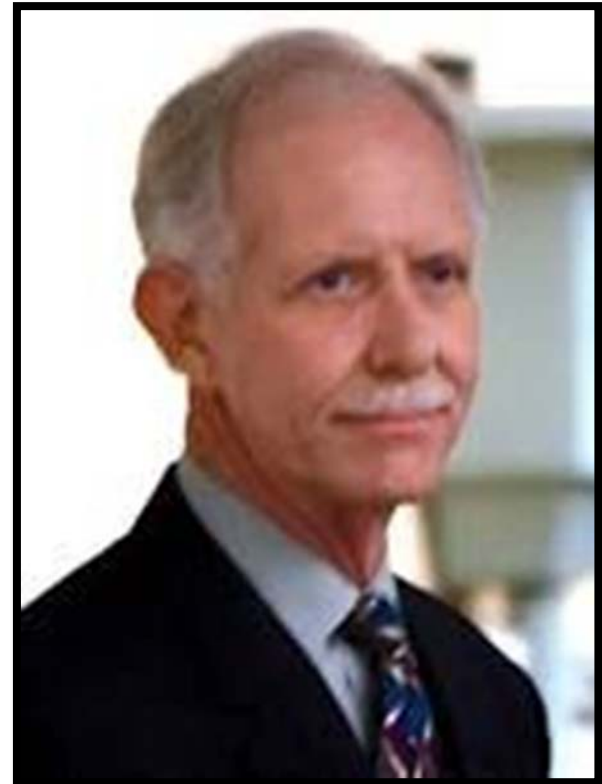
- Parents want her story told

Miracle on the Hudson

US AIRWAYS FLIGHT 1549



CAPTAIN CHESLEY (SULLY)
SULLENBERGER III



A perfect team response to disaster

- All crew had PTSD for several months
 - Poor sleep, hypertension, tachycardia
 - Air traffic controller removed from duty for a month
 - 1 crew member never returned to work
- No one went back to work immediately



Medical Errors: The Second Victim

“Virtually every practitioner knows the sickening feeling of making a bad mistake. You feel singled out and exposed... You agonize about what to do, whether to tell anyone, what to say...”

~ Wu, 2000

Shame

Secrecy
Silence
Judgement



Burnout

- Emotional Exhaustion
- Depersonalization
- Reduced Personal Accomplishment



Christina Maslach,
The Maslach Burnout Inventory

Impact of burnout

On physicians

- Decreased attention and concentration
- Substance abuse
- Poorer decision making skills

On patients

- Decreased satisfaction
- Decreased treatment adherence
- Lengthened recovery time after discharge

On the health care system

- Attrition and turnover
- Reduced productivity and efficiency
- Medical errors

Changing the conversation from burnout to well-being



Well-being

- A quality **beyond** physical and physiologic integrity
- Reflects the degree to which one
 - is oneself fully and authentically
 - experiences connection with others and the world
 - finds meaning in life and work

Mindfulness: *the antidote to frenzy*

- The **self-regulation of attention**
- Allows for **increased awareness** of mental events in the present moment
- Characterized by **curiosity**, openness and acceptance toward one's own experiences, as they occur

Mindful Practice

Mindfulness is integral to the professional identity of physicians

Epstein 1999



Intervention studies



Stress Management and Resilience Training Among Department of Medicine Faculty: A Pilot Randomized Clinical Trial

Amit Sood, MD., MSc.¹, Kavita Prasad, MD.¹, Darrell Schroeder, MS.², and Prathibha Varkey, MBBS³



Abbreviated Mindfulness Intervention for Job Satisfaction, Quality of Life, and Compassion in Primary Care Clinicians: A Pilot Study

*Luke Fortney, MD¹
Charlene Luchterband, MSSW²
Larissa Zakletskaia, MA²
Aleksandra Zgierska, MD, PhD²
David Rakel, MD²*

JAMA Internal Medicine

Formerly Archives of Internal Medicine

Intervention to Promote Physician Well-being, Job Satisfaction, and Professionalism A Randomized Clinical Trial

Colin P. West, MD, PhD; Liselotte N. Dyrbye, MD, MHPE; Jeff T. Rabatin, MD, MSc; Tim G. Call, MD;
John H. Davidson, MD; Adamarie Multari, MD; Susan A. Romanski, MD; Joan M. Henriksen Hellyer, RN, PhD;
Jeff A. Sloan, PhD; Tait D. Shanafelt, MD

Things to do for ourselves in the moment



What they said...

- Short-term meditation induces white matter changes in the anterior cingulate



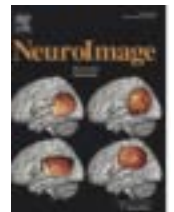
- Meditation associated with altered brain structure



- Mindfulness practice leads to increases in regional brain gray matter density



- Impact of mindfulness-based stress reduction training on intrinsic brain connectivity



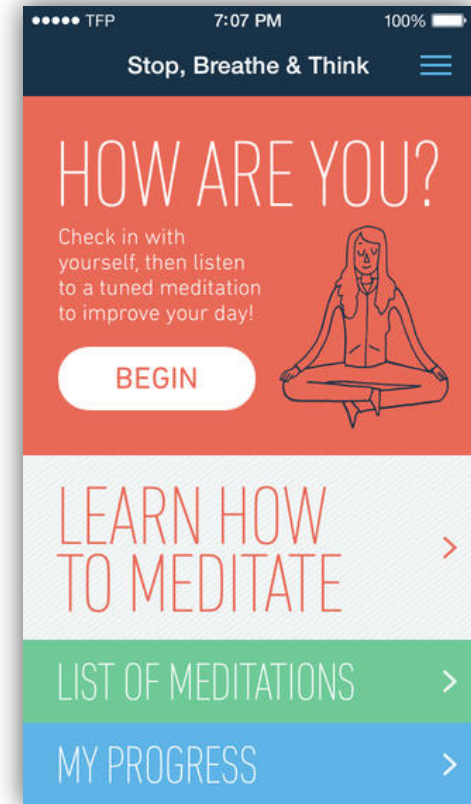
- Brain Mechanisms Supporting the Modulation of Pain by Mindfulness Meditation

A mindful pause



There's an App for that: brief mindfulness exercises

- 1 minute breathing
- A mindful pause
- Brief compassion meditation
- <http://palousemindfulness.com/selfguidedMBSR.html>



Gratitude

For me, every hour is grace. And I feel gratitude in my heart each time I can meet someone and look at his or her smile.

Elle Wiesel

PICTURE QUOTES . COM



"When you practice gratefulness, there is a sense of respect toward others."
- Dalai Lama



Wear gratitude like a cloak
and it will feed
every corner of your life.

Rumi

© PhotoBoutique.com

Piglet noticed that even though he had a very small heart, it could hold a rather large amount of gratitude.



A. A. Milne. Winnie-the-Pooh

Can gratitude promote well-being?



Studies of gratitude practice

- Randomized assignment
 - Gratitude
 - Hassles
 - Neutral
- Daily or weekly recording of affect, coping, health, symptoms, overall life appraisal



Emmons and McCullough, 2003

Gratitude practice: results

- Gratitude groups
 - Felt better about life as a whole
 - Fewer physical complaints
 - More time spent exercising
 - More optimistic
 - Improved sleep amount and quality
- Gratitude as a deliberate cognitive strategy can promote well-being

Physician,
heal thyself
Luke 4:23

SELF CARE

*That physician will
hardly be thought
very careful of the
health of his
patients if he
neglects his own.*

~ Galen 130-
200 A.D.



Physician Self-care

- "... the secret of the care of the patient is in **caring for the patient.**"

~ Peabody, 1925

- "The secret of the care of the patient is **caring for oneself** while caring for the patient."

~ Candib, 1995



Peer Support



The American Balint Society
We exist to make good care better

<http://americanbalintsociety.org>

A Project Of The Institute for the Study of Health & Illness

Finding Meaning in Medicine Discussions

<http://www.ishiprograms.org/programs/all-healthcare-professionals/>

Wisdom in Medicine: What helps physicians after a medical error?

Physicians describe their paths following a medical error

- What helped?
 - Talking about it
 - Disclosure and apology
 - Changing work relationships-working with teams
 - Becoming an expert
 - Increased compassion and humility
 - New narrative of the good but imperfect doctor

Where are we as a medical community?

A shared responsibility

A Tipping Point

AMA: Steps Forward



STEPS*forward*

HOME

MODULES

LIVE EVENTS

HOW IT WORKS

CATEGORIES

- All (27)
- Patient care (6)
- Workflow (10)
- Leading change (3)
- Professional well-being (3)
- Technology (3)
- Finance (2)



Physician wellness: preventing resident and fellow burnout

This module is just for trainees. Clinical educators are involved in the process, but we're not focused on reducing their burnout here.

CME AVAILABLE

In progress



Improving physician resiliency

Foster stress hardiness and protect against physician burnout.

CME AVAILABLE

In progress



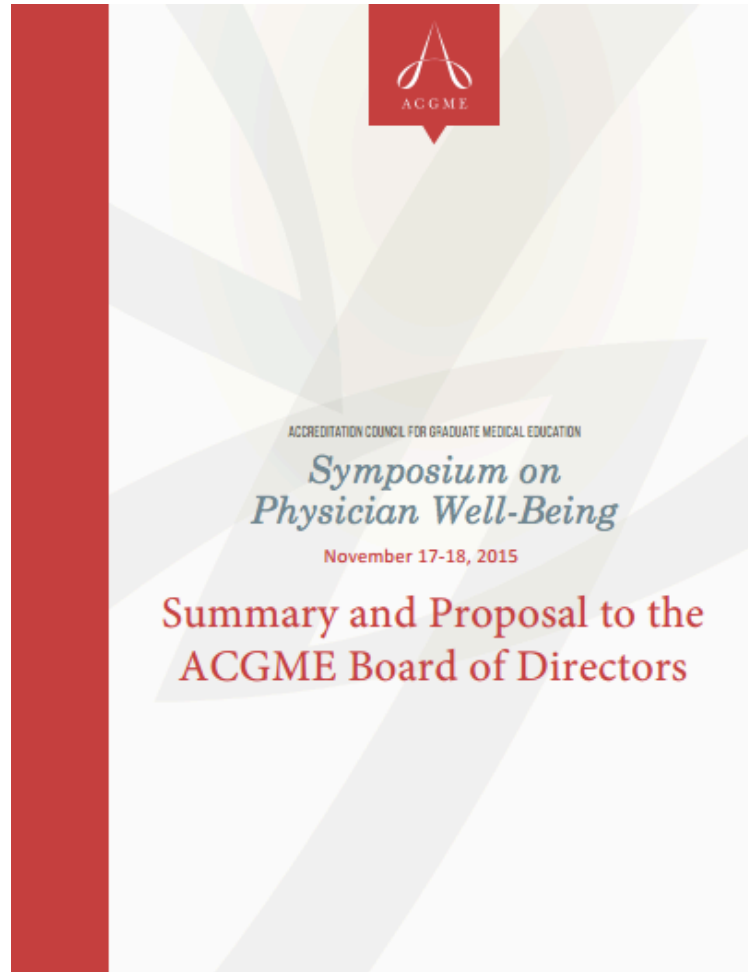
Preventing physician burnout

Improve patient satisfaction, quality outcomes and provider recruitment and retention.

CME AVAILABLE

In progress

ACGME Well-Being Symposium



Well-being as a physician competency

Demonstrate a commitment to physician health and well-being to foster optimal patient care:

- Mindful and reflective approach to practice
- Resilience for sustainable practice
- Responsibility to self, including personal care, in order to serve others

AAP-Resilience Curriculum

Jan Serwint

Sue Bostwick, Ann Burke, Annie Church, Bina Gogo, Dena Hofkosh,
Marta King, Jenni Linebarger, Margaret Moon, Amanda Osta,
Deborah Rana, OJ Sahler, Keely Smith
Florence Rivera, Connie Baldwin



Section on Hospice and Palliative Medicine



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RESILIENCE IN THE FACE OF GRIEF AND LOSS

[General Introduction](#)

APPD LEARN

- Pediatric Resident Burnout - Resilience Study Consortium
 - John Mahan, Maneesh Batra
 - Today 5-7pm 4th floor Balcony L

ACGME Working and Learning Environment Congress

- Way beyond Duty Hours
- Value and balance patient safety, resident learning and preparedness for practice **and** authentic well-being.

ACGME Common Program Requirements- adequate to assure well-being?

- VI.E.1. The program director must have the authority and responsibility to **set appropriate clinical responsibilities** for each resident based on the PGY level, patient safety, resident education, severity and complexity of patient illness/condition and available support services. (Core)
- VI.E.2. Residents must be responsible for an **appropriate patient load**. Insufficient patient experiences do not meet educational needs; an excessive patient load suggests an inappropriate reliance on residents for service obligations, which may jeopardize the educational experience. (Core)

APPD Testimony to ACGME (Pediatric Milestones)

- **Focus explicitly** on support of physician well-being as an indicator of quality
- Shift the emphasis to a socialization process that embraces acknowledgement of uncertainty, **encourages asking for help** and **reduces the stigma associated with help-seeking and self-care**
- Promote the adoption and integration of strategies that demonstrate **healthy responses to stress and resilience**
- Promote the development of **self-awareness, self-monitoring and reflective and mindful practice**

Organizational support for well-being: *a proposed model*

Physician wellness: a missing quality indicator

Lancet 2009; 374: 1714-21

Jean E Wallace, Jane B Lemaire, William A Ghali

Time to process
after critical
events

Mentoring and
peer support

Programs to
cultivate
mindfulness

Attention to
workflow

Leadership
development

Communicating
value

We need to be well

- We are physicians with the responsibility to care for patients
- We are a faculty with the responsibility to create an environment that fosters learning and growth in our students and trainees
- We are a community of colleagues

Gratitude

- THANK YOU TO APPD!!