Resident Wellness Program
Michelle Lall, MD, MHS, FACEP

Graduate Medical Education

Stress Management

Resident Wellness Program
Michelle Lall, MD, MHS, FACEP
Disclosures - none
Residents’ Wellness Program

Curriculum Modules include:

- Overview of the Wellness Program
- Managing Change & Transition
- **Stress Management**
- Time Management
- Sleep Hygiene
- Conflict Resolution
- Panel Discussion
Objectives

• Identify stressors in residency
• Recognize stress reduction techniques
• Identify a personal goal to improve your personal health
• Discuss techniques for implementing stress management
• Discuss techniques for improving mindfulness and resiliency
Definitions

- **Stress**: a state of mental or emotional strain or tension resulting from adverse or very demanding circumstances

- **Burnout**: physical or mental collapse caused by overwork and stress
  - 3 domains: emotional exhaustion, depersonalization and lack of personal accomplishment

- **Mindfulness**: the quality or state of being conscious or aware of something

- **Resilience**: the capacity to recover quickly from difficulties

- **Reflection**: serious thought or consideration
Stress, Performance & Burnout

Human Performance Curve

- Optimal performance
- Aim to keep employees at this performance level
- Fatigue
- Exhaustion
- Ill Health
- Breakdown & Burnout

Performance

- Seeing improvement
- Focused
- Work feels effortless

CALM

- Bored

STRESS

DISTRESS
Stress vs Burnout

Stress ➞ sense of urgency that impels individuals to actively engage to meet a challenge

Burnout ➞ arises when stress becomes so severe relative to one’s own emotional, cognitive, and/or physical resources that one loses motivation to perform and has a sense of hopelessness that leads to disengagement
2 Item MBI

- I feel burned out from my work
  - Emotional exhaustion

- I have become more callous toward people since I took this job
  - Depersonalization
Which Physicians Are Most Burned Out?

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Burnout Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Care</td>
<td>48%</td>
</tr>
<tr>
<td>Neurology</td>
<td>48%</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>47%</td>
</tr>
<tr>
<td>Ob/Gyn</td>
<td>46%</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>46%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>45%</td>
</tr>
<tr>
<td>Radiology</td>
<td>45%</td>
</tr>
<tr>
<td>Physical Medicine &amp; Rehabilitation</td>
<td>44%</td>
</tr>
<tr>
<td>Urology</td>
<td>44%</td>
</tr>
<tr>
<td>Allergy &amp; Immunology</td>
<td>44%</td>
</tr>
<tr>
<td>Surgery, General</td>
<td>43%</td>
</tr>
<tr>
<td>Cardiology</td>
<td>43%</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>42%</td>
</tr>
<tr>
<td>Pulmonary Medicine</td>
<td>41%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>41%</td>
</tr>
<tr>
<td>Infectious Diseases</td>
<td>40%</td>
</tr>
<tr>
<td>Nephrology</td>
<td>40%</td>
</tr>
<tr>
<td>Oncology</td>
<td>39%</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>38%</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>38%</td>
</tr>
<tr>
<td>Rheumatology</td>
<td>38%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>36%</td>
</tr>
<tr>
<td>Public Health &amp; Preventive Medicine</td>
<td>36%</td>
</tr>
<tr>
<td>Diabetes &amp; Endocrinology</td>
<td>35%</td>
</tr>
<tr>
<td>Orthopedics</td>
<td>34%</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td>33%</td>
</tr>
<tr>
<td>Pathology</td>
<td>32%</td>
</tr>
<tr>
<td>Dermatology</td>
<td>32%</td>
</tr>
<tr>
<td>Plastic Surgery</td>
<td>23%</td>
</tr>
</tbody>
</table>
Development of Burnout in the Work Environment

Lack of Resources

- Diminished:
  - Control Coping
  - Social Support
  - Autonomy
  - Decision Involvement

Demands

- Work Overload
- Personal Conflict

Burnout

- Cynicism
- Exhaustion → Depersonalization
- Diminished Accomplishment & Efficacy

Costs

- Diminished Organizational Commitment
- Turnover & Absenteeism
- Physical Illness
How do you cope with stress?

"STRESS"

The confusion created when one's mind overrides the body's basic desire to choke the living daylights out of somebody who desperately needs it!
Stress Reduction Techniques

- Combat tactical breathing
- Laughing out loud
- Listening to music
Getting Personal . . .

JANUARY 2019

Sun  Mon  Tue  Wed  Thu  Fri  Sat
30   31   1    2    3    4    5
6    7    8    9    10   11   12
13   14   15   16   17   18   19
20   21   22   23   24   25   26
27   28   29   30   31   1    2
Mindfulness Coping Techniques

- Deep Breathing
- Meditation
- Reflective Writing
- Self-Compassion
- Gratitude Practice
There’s an app for that

- TalkSpace
- Stigma Mood Tracker & Journal
- HeadSpace
- Breath2Relax
- Happify
- Pacifica
Resilience Research Centre

The capacity of individuals to navigate their way to the psychological, social, cultural, and physical resources that

- Sustain their well-being
- Capacity individually and collectively to negotiate for these resources
## Developing Physician Resilience

<table>
<thead>
<tr>
<th>Positive value</th>
<th>Negative potential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service</td>
<td>Deprivation</td>
</tr>
<tr>
<td>Excellence</td>
<td>Invincibility</td>
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<td>Curative competence</td>
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<tr>
<td>Compassion</td>
<td>Isolation</td>
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## Developing Physician Resilience

### FRAMEWORK FOR LINKING CULTURAL NORMS IN MEDICINE WITH BURNOUT FACTORS AND POTENTIAL INTERVENTIONS

<table>
<thead>
<tr>
<th>Positive value</th>
<th>Negative potential</th>
<th>Burnout factor(s)</th>
<th>Potential mental training interventions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service</td>
<td>Deprivation</td>
<td>Compassion fatigue Entitlement</td>
<td>Reframing Appreciation and gratitude</td>
</tr>
<tr>
<td>Excellence</td>
<td>Invincibility</td>
<td>Emotional exhaustion</td>
<td>Mindful self-compassion Inner critic awareness</td>
</tr>
<tr>
<td>Curative competence</td>
<td>Omnipotence</td>
<td>Ineffectiveness Cynicism</td>
<td>Self-awareness Generous listening</td>
</tr>
<tr>
<td>Compassion</td>
<td>Isolation</td>
<td>Depersonalization</td>
<td>Connection and community Silence as energizing</td>
</tr>
</tbody>
</table>
Reflect to Increase Resilience

DIAGNOSTIC QUESTIONS FOR SELF-REFLECTION, SELF-CARE, AND ALIGNMENT TO VALUES

How can I take care of myself so that I can be of service to others?

How can I strive for excellence and at the same time have compassion for myself when I don’t have all the answers or I make a mistake?

How can I offer my expertise in order to cure illness and at the same time stay open to what my patients have to teach me about their own healing?

How can I maintain an empathetic connection with my patients and at the same time protect myself?
Summary

- Recognize common wellness issues related to stress
- Implement techniques for diminishing stress and improving resiliency and mindfulness
- Develop a personal goal to improve your personal health
Questions
Thank you to the original creators of this module

Jennifer Rothkopf

Beki Wurster, MD

Tiffany Sanders, MD