Enough about burnout. Let’s Talk Wellness

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Disclosure

• None to declare
Objectives

At the end of this session participants will be able to:

• Employ strategies to promote physician wellness in the practice setting.
• Describe how reflection and narrative may be used to mitigate physician burnout.
• Integrate wellness interventions into a residency curriculum.
Burnout
Domains of Physician Wellness

Culture of Wellness

Efficiency of Practice

Personal Resilience

Source: Patty Purpur de Vries
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What Are Others Doing?
What are Barriers you’ve encountered?
Interventions in Physician Wellness

- Optimal intervention still unknown
- Multi-faceted and multi-level approach
- Establish a culture where wellness is a shared responsibility

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CULTURE of WELLNESS
Program Strategies to Promote Engagement & Reduce Burnout

• Acknowledge the issue
• Harness Leadership
• Develop & implement interventions
• Cultivate Community at work
• Consider rewards & incentives
• Align values and strengthen culture
• Promote flexibility & work-life integration
• Provide resources for resilience & self care
• Facilitate and fund organizational science
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CULTURE of RESILIENCE
Rationale for a resident wellness curriculum: Resilience

“The set of individual skills, behaviours, and attitudes that contribute to personal physical, emotional, and social well-being – including the prevention of burnout”

• Higher rates of burnout in residents with lower levels of mindfulness and coping skills
• Insight and self-awareness necessary to recognize when one must practice self-care
• More effective to teach these skills, compared to providing unstructured free time

REFLECTION
reflection
REFLECTION

• Reflective thinking
• Reflective practice
• Reflection in medicine and wellness
REFLECTION & WELLNESS

- Peer connection
- Self-compassion, emotional regulation
- Professional identity formation
- Facilitate social inquiry
FOSTERING REFLECTION

• Safe space, confidentiality
• Intention and separation from distractions
• Flexible format
• Clear guidelines
• Assess/evaluate?
NARRATIVE MEDICINE

- Receiving a story (close reading)
- attentive and accurate listening
- teller and listener personally invested
- we can begin to rethink our own stories
- increased meaning in work

(Rita Charron)
REFLECTIVE WRITING

-activates introspection
-Slowing Down
-Critical reflection
-Illuminate 4 of medicine’s central narratives
  – physician and self
  – physician and patient
  – physician and colleagues
  – physicians and society
offers opportunities for nourishing medical care
Write the story of your most memorable (good or bad) clinical experience with a learner.
Share your story
Listen
Rationale for a Wellness Curriculum

• Prevalence of burnout
• Positive impacts: personal/professional/patient care
• Develop skills in wellness and resilience early in career
• Key opportunity for intervention in residency programs at times of transition
• Establishes a culture of wellness
WELLNESS CURRICULUM
Wellness Sessions

• Yoga
• Mindfulness
• Nutrition

Initial feedback:
“Great to have a break in our routine to do an activity I enjoy but don’t often have time to fit into my schedule.”
“Relaxing and peaceful session”
“Really enjoyed the session”
HEART DAY

• Reflecting on the Art of and in Medicine
• Sharing of poems, songs, narratives, art pieces and discussing their connection to physician wellness
• Opportunity for creative expression
• Connecting with colleagues in casual environment

Initial feedback:
Great opportunity for bonding with colleagues
Enjoyed casual atmosphere to connect with colleagues
**Reflection Rounds**

- Longitudinal, small-group, staff physician facilitated
- Sample sessions:
  - Transition
  - What drives us
  - Finding meaning in medicine
  - Medical error
  - Boundaries
  - Vulnerable populations

**Initial feedback:**
“Good to discuss common thoughts”
“Enjoyed hearing that others share my worries/anxieties”
“Open space to discuss the challenges and struggles of residency”
Role modeling
Faculty Connection Session
Staff Retreats
Resident Retreat
QUESTIONS & COMMENTS

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