W3 – Workshop

Resident health and well-being: Building resilience

Ramezay, Saturday, October 27, 2012 (11 am-12:30 pm)
Resident Health and Wellbeing: Building Resilience

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International Conference on Physician Health
Montréal, October 27, 2012
Potential conflict of interest

WE HAVE NO POTENTIAL CONFLICT OF INTEREST TO DECLARE
Learning objectives

- Recognize physician health issues, factors associated with stress in physicians and burnout in residents
- Practice and integrate reflection as a tool to build resilience
- Specify steps towards building resilience.
Recognize physician health issues, factors associated with stress in physicians and burnout in residents
<table>
<thead>
<tr>
<th>Mental Health Issues</th>
<th>Suicide</th>
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<td>Mental Health Issues</td>
<td>Suicide</td>
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<td>Similar rates of:</td>
<td>Physicians</td>
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<tr>
<td>- Depression</td>
<td>- Men:</td>
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<tr>
<td>- Anxiety disorders</td>
<td>- 26% higher risk</td>
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<td>- Alcohol and Substance use disorders</td>
<td>- Women:</td>
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<td>Higher rates of:</td>
<td>- 146% higher risk</td>
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Barriers to consultation

Personal barriers
- Denial
- Rationalization
- Minimization

Systemic barriers
- Stigma in the house of medicine
External stress factors

- Working night shifts/ being on call
- Dealing with suffering and death
- Adverse events, mistakes, complications
- Emergencies
- Challenging ethical issues
- High level of professional responsibilities
The “Medical” Personality

I am not obsessive
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The up side…

Advantages of Perfectionism
The “Compulsive Triad”

- Chronic self-doubt
- Guilt feelings
- Exaggerated sense of responsibility
When you become staff...

“The Beat Goes On”...

- Desire to establish and maintain reputation
- Feeling the need to “cover up” with a veneer of competence and the illusion of control
- Sense of personal failure when confronted with “difficult patients”, bad outcomes, adverse events and patient death
4 Dysfunctional beliefs:

- Altruism, even to the point of self-denial is good
- Professionalism means keeping feelings, emotions and uncertainty to oneself
- Ultimate responsibility for patients is the physician’s alone
- Lack of knowledge is a personal failure
Perils of perfectionism

“The desire to excel must be differentiated from the desire to be perfect”

Myers M and Gabbard G
Definition of burnout

A deteriorating or unsuccessful response to repeated and prolonged occupational stress

3 dimensions:
- Emotional exhaustion (loss of enthusiasm for work)
- Depersonalization (cynicism)
- Low sense of personal accomplishment
Prevalence of burnout in residents

- Rates are high
- Residents from various specialties, internationally, experience burnout
- No relation to gender
- Associated with intensity of workday and extent of interference with resident home-life
- First year of residency worse?
Work characteristics

- Time demands
- Heavy work load
- Lack of control
- Inherently difficult job situations
- Interpersonal relationship conflict
- Autonomy

- Uncertainty about future
- Feeling personal needs to be unimportant
- Increasing work hours
- Anxiety about clinical competence
- Work/home life conflict
- Financial burden
Impact on performance

- Higher self perceived medical error
- Unprofessional conduct
- Less altruistic professional values
- Effect on empathy
Impact on personal life

**Burnout is associated with:**

- Major depression, anxiety
- Alcohol and substance abuse
- Damaged personal relationships
- Physical symptoms and poor health outcomes
Practice and integrate reflection as a tool to build resilience
Taking care of ourselves: Reflection

- What worked for you in this module?
- What would you have done differently?
Specify steps towards building resilience
What is resilience?

“Resilience is a dynamic capability which can allow people to thrive on challenges given appropriate social and personal contexts”

Howe A, Smajdor A, and Stockl, A
Dimensions of resilience

- Self-efficacy
- Self-control
- Ability to engage support and help
- Learning from difficulties
- Persistence despite blocks to progress
Individual resilience

Self-care

- Regular exercise
- Adequate sleep
- Adopt a healthy lifestyle
- Have your own personal physician
Individual resilience

Self-awareness

Take time to pause and reflect...
Finding balance

- Put aside time for family and friends
- Avoid the “psychology of postponement”
- Influence your own happiness through honouring your personal values
Community resilience

Healthy community

- Mentoring
- Regular retreats
- Team building activities
- Resident wellness programs
Community resilience

Healthy community

- Recognize and accept imperfection and fallibility in oneself, others and medicine
- Develop an important skill set:
  - Empathic communication
  - Giving and receiving feedback
  - Setting healthy boundaries
  - Learning to say “I do not know”
Conclusion

- Resilience is about adaptability rather than hardness
- Healthy self-interest is not to be confused with selfishness
- Resilience is both an individual and community property
Conclusion

“The real voyage of discovery consists not of seeking new landscapes, but in having new eyes...”

Marcel Proust
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• Elliot L, Tan J, Norris S. The Mental Health of Doctors: A Systematic Literature Review August 2010


Bibliography

Bibliography

- Dyrbye LN, Massie FS Jr, Eacker A et al. Relationship between Burnout and Professional Conduct and Attitudes Among US Medical Students. *JAMA* September 15, 2010 - Vol 304, No.11
- Shanafelt, TD, West C, Zhao X. et al. Relationship between increased personal well-being and enhanced empathy among internal medicine residents. *J Gen Intern Med*, 2005 Jul; 20(7)


• Eckleberry-Hunt J, Dyke AV, Lick D. Changing the Conversation From Burnout to Wellness: Physician Well-being in Residency Training Programs. *Journal of Graduate Medical Education* December 2009
Reference books

- *Staying Human during Residency Training*
  - Allan D. Peterkin, MD

- *IRONDOC*
  - Mamta Gautam MD, FRCPC, MOT
Reference books

how to Survive in Medicine
personally and professionally

Jenny Firth-Cozens
With Jamie Harrison

The Resilient Physician
Effective Emotional Management for Doctors and Their Medical Organizations

Wayne M. Sotile
Mary O. Sotile
“Changing the Conversation from Burnout to Wellness...”

- Develop a shared definition of physician wellness
- Determine interventional strategies to bolster physician wellness
  - The Wellness Toolbox
- Benefits of cultural change
  - Providing a more positive educational environment for residents and faculty
  - Raising awareness about burnout and its symptoms
  - Decreasing stigma associated with admitting burnout symptoms
  - Enabling the development of prevention strategies