Reflections on Well-Being

Dena Hofkosh, MD, MEd
APPD President
Well-Being

- Why well being matters
- Approaches to promote well-being
- What can we do together?
Threats to physician well-being

Cultural
- Selflessness
- Sacrifice

Work Flow
- Erosion of autonomy
- Productivity pressures
- Limited time with patients

Self-Care
- Aequanimitas
- Stigma

Personal
- Sense of intense responsibility
- The perfect doctor
- Shame

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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

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 medicine1,3

- 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
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
“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

Wu, 2000
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

Jones, 1988; Dmatteo, 1993; Halbesleben, 2008; Fortney, 2013
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

Anthony Suchman:
The influence of healthcare organizations on well-being
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

- Self awareness
- Attentive listening
- Recognition of bias
- Deal with strong emotions
- Make difficult decisions
- Act with clarity and insight
Intervention studies

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

Amit Sood, MD, MSc,² 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 Luchtefeld, MSSW² Larissa Zaleschuk, MA³ Aleksandra Zgierska, MD, PhD³ Jacob Reikel, MD³

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 Healy, 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.

Elie Wiesel

"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

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*

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

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**

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

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**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.

**Improving physician resiliency**

Foster stress hardiness and protect against physician burnout.

**Preventing physician burnout**

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

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https://www.stepsforward.org/modules
Symposium on Physician Well-Being
November 17-18, 2015
Summary and Proposal to the ACGME Board of Directors
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
Resilience in the Face of Grief and Loss

General Introduction
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.
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)
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
Time to process after critical events

Mentoring and peer support

Programs to cultivate mindfulness

Attention to workflow

Leadership development

Communicating value

Influence of Healthcare Organizations on Well-Being. Suchman, 2001
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
THANK YOU TO APPD!!