

Focus on Wellness: Preserving Yourself in a Busy Practice

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Focus on Wellness: Preserving Yourself in a Busy Practice

Course objectives:

- ▶ Understand the importance of physician wellness
- ▶ Identify the elements of wellness that may be out of balance in your life
- ▶ Create a plan to implement wellness strategies into your busy practice



The Scope of the Problem

Medical Students

- ▶ Recent Review of the Prevalence of Depression in Medical Students in JAMA, 2016
- ▶ Included 167 cross-sectional studies including 116,628 participants and 16 longitudinal studies involving 5728 participants from 43 countries.

Rotenstein LS, Ramos MA, Torre M, et al.
JAMA. 2016;316(21):2214-2236.

The Scope of the Problem

Medical Students

- ▶ Depression is 2- to 5-times higher in medical students than similarly aged individuals in the general population
- ▶ Prevalence of depression or depressive symptoms among medical students was 27.2%
- ▶ Prevalence of suicidal ideation was 11.1%

Rotenstein LS, Ramos MA, Torre M, et al.
JAMA. 2016;316(21):2214-2236.

The Scope of the Problem

Residents

- ▶ 25% of residents exhibit depression or depressive symptoms
- ▶ Overall burnout prevalence range of 27-75%

The Scope of the Problem

Residents

- ▶ Internal Medicine Resident shows lower well-being scores on the SF mental health subscore than similarly age matched non-physician responders
- ▶ mean scores 46.57 vs. 50.5 respectively, $P < 0.0001$

Beckman TJ, Reed DA. Shanafelt TD, et al.
J Gen Intern Med. 2012; 27(3):325-330

The Scope of the Problem

Practicing Physicians

- ▶ The American Foundation for Suicide Prevention indicates the frequency of suicide among US physicians as approximately one suicide per day
- ▶ Physicians generally receive little training in recognizing depression in themselves

The Scope of the Problem

Practicing Physicians

- ▶ Satisfaction with work-life balance declined (48.5% vs. 50.9% $p < 0.001$) and burnout increased between 2011 and 2014
- ▶ In contrast to physicians, minimal changes in satisfaction with work-life balance or in burnout were observed between 2011 and 2014 in other working US adults

Shanafelt TD, Hasan O, Dyrbye LN, et.al.
Mayo Clin Proc. 2015; 90(12):1600-1613

Factors contributing to Burnout

- ▶ Burnout
- ▶ Depersonalization
- ▶ Personal Achievement

Maslach Burnout Inventory (MBI)
Maslach C. 1997

Burnout

- ▶ Sometimes referred to as: depressive/anxiety syndrome
- ▶ Testifies to fatigue at the very idea of work
- ▶ Chronic fatigue
- ▶ Trouble sleeping
- ▶ Physical problems

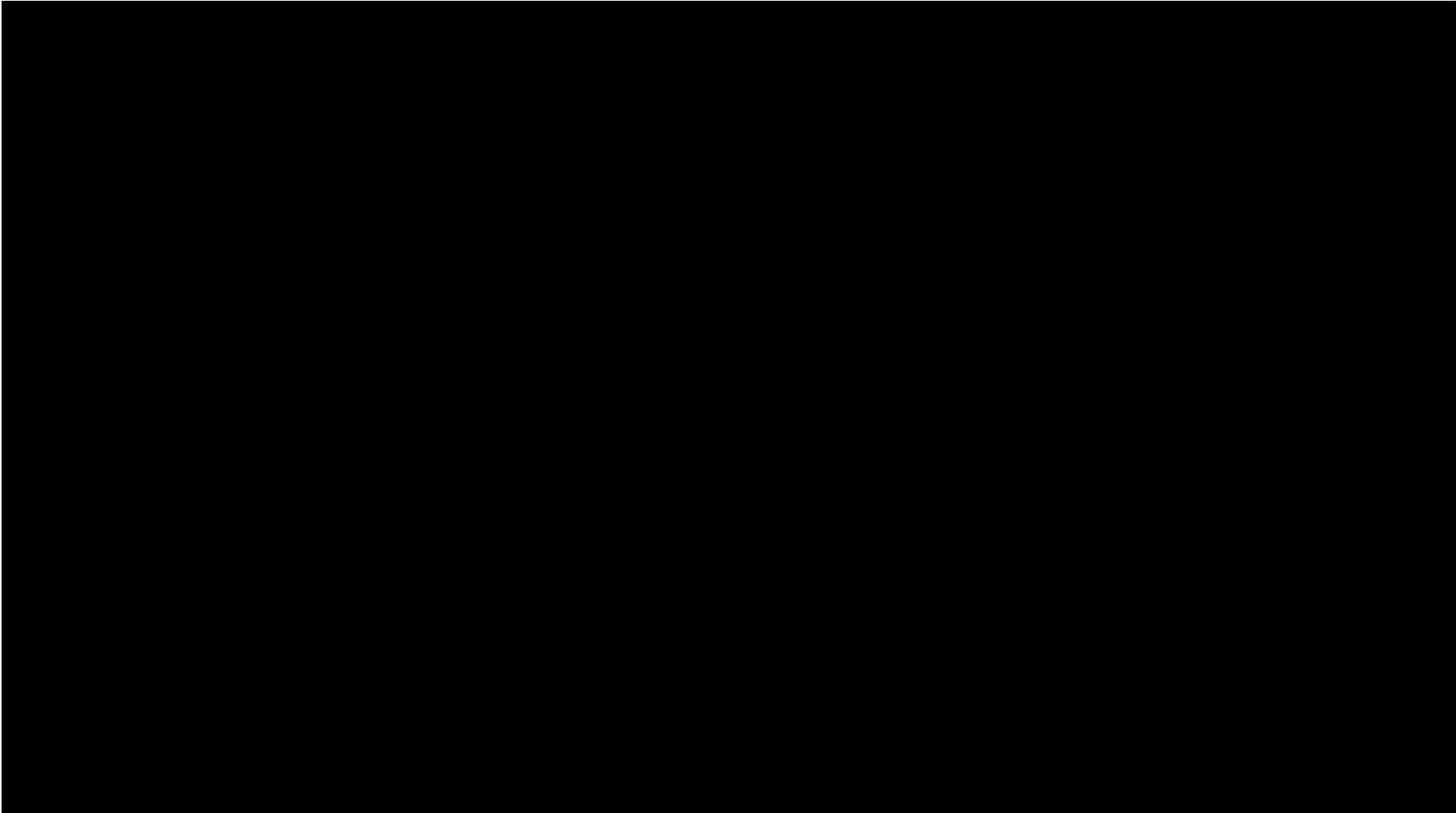


Depersonalization

- ▶ Better referred to as: loss of empathy
- ▶ A “dehumanization” in interpersonal relations
- ▶ This notion of detachment is excessive
 - ▶ leading to cynicism with negative attitudes with regard to patients or colleagues
 - ▶ feelings of guilt
 - ▶ avoidance of social contacts and withdrawing into oneself

Personal Achievement

- ▶ The *reduction* of personal achievement
- ▶ The individual assesses him or her self negatively
- ▶ feels unable to move the situation forward
- ▶ The person begins to doubt their genuine abilities to accomplish things



Some ways to fight burnout

- ▶ Change the system
- ▶ Change yourself
- ▶ Change careers



What does the evidence say?

- ▶ A recent systematic review and meta-analysis of studies of interventions to prevent and reduce physician burnout
- ▶ Found that both individual-focused and structural or organizational strategies can result in clinically meaningful reductions in burnout among physicians
- ▶ Further research is needed to establish which interventions are most effective in specific populations
- ▶ As well as how individual and organizational solutions might be combined to deliver even greater improvements in physician wellbeing

What interventions were studied?

- ▶ Structural Interventions in the work environment:
 - ▶ Shortened attending rotation length
 - ▶ USA duty hour requirements
 - ▶ Practice delivery changes
 - ▶ 33 various modifications to clinical work processes

What interventions were studied?

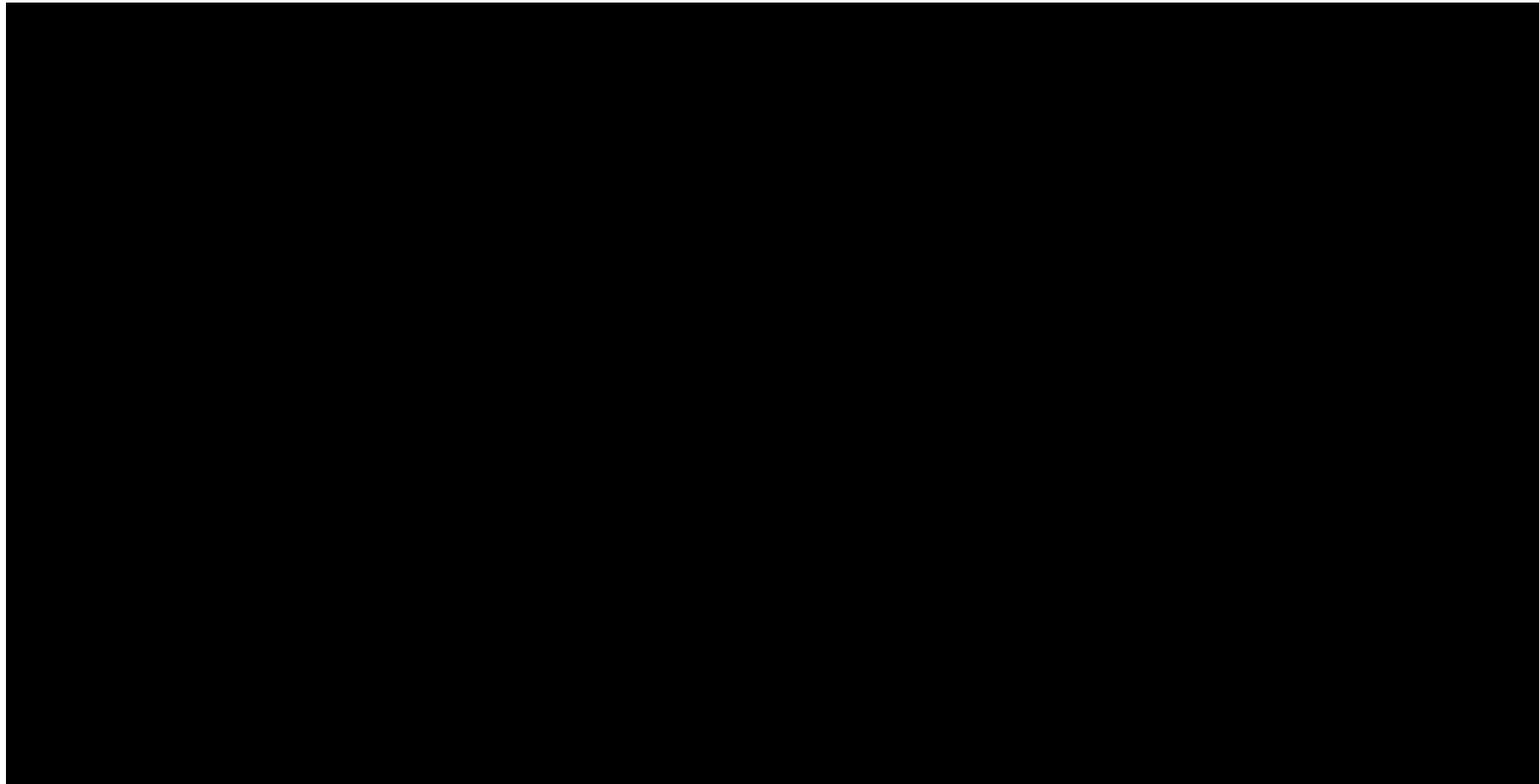
- ▶ Individual Interventions:
 - ▶ facilitated and non-facilitated small group curricula
 - ▶ Stress management
 - ▶ Self-care training
 - ▶ Communication skills training
 - ▶ Mindfulness based approaches
 - ▶ And a so-called “belonging intervention”

Change the system?

Implementing team based care

- ▶ Traditional health care delivery can be a bit lonely
- ▶ Team care forces us to share stories and lean on each other to give the best possible care to each and every patient
- ▶ We challenge ourselves, and we have more ambitious goals than we used to because we work in teams.
- ▶ Our site has seen a steady increase in joy in work and decrease in burnout as we strengthen our teams

Change the system



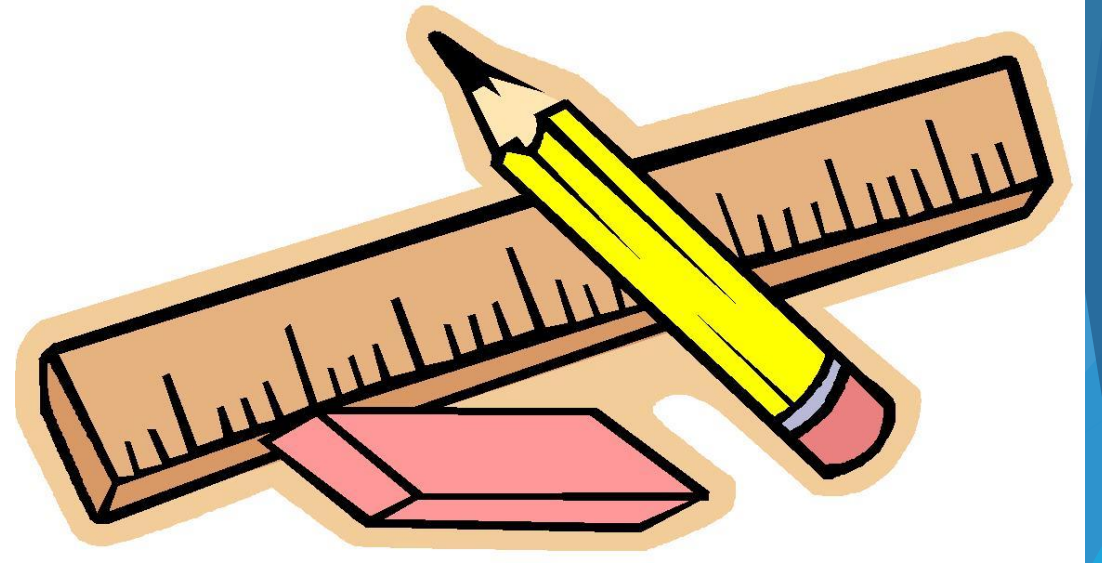
Asaf Bitton MD, MPH, assistant professor of health care policy at the Department of Health Care Policy at Harvard Medical School.

Change yourself?



Wellness Rulers: Are you in Balance?

- ▶ Vocational
- ▶ Intellectual
- ▶ Physical
- ▶ Emotional
- ▶ Social
- ▶ Spiritual



Plans to restore balance

Select one or two areas from the previous slide that had the lowest scores

Spend 5 minutes identifying a strategy that might help you increase your score in those areas

What will you do in the coming week to accomplish your identified strategy?



Change careers?

- ▶ Or change your role within your career
- ▶ Or change the practice setting
- ▶ Or take an extended break
- ▶ Or consider a non-clinical career
- ▶ This may take some serious soul searching
 - ▶ And maybe the help of a counselor, good friend, or significant other

What has worked for me?



References

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- ▶ Meisinger K. Don't Be Lonely: How to Fight Burnout Through Team-Based Care By IHI Multimedia Team | Wednesday, January 18, 2017.
- ▶ Rosenstein LS, Ramos MA, Torre M, et al. Prevalence of depression, depressive symptoms, and suicidal ideation among medical students: a systematic review and meta-analysis. JAMA. 2016;316(21):2214-2236.
- ▶ Rubin R. Recent Suicides Highlight Need to Address Depression in Medical Students and Residents. JAMA. 2014;312(17):1725-1727.
- ▶ Shanafelt TD, Hasan O, Dyrbye LN, et.al. Changes in burnout and satisfaction with work-life balance in physcians and the general US working population between 2011 and 2014. Mayo Clin Proc. 2015; 90(12):1600-1613.
- ▶ West CP, Dyrbye LN, et al. Interventions to prevent and reduce physician burnout: a systematic review and meta-analysis. Thelancet.com. 2016; 388:2272-2281.