Not Another Yoga Class:
Wellness Initiatives of Residency Programs
Not Another Yoga Class: Wellness Initiatives for EM Residency Programs

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Disclosure: I actually like yoga
I do not have any financial conflicts of interest

*Not actually me
Self-actualization
- morality, creativity, spontaneity, problem solving, lack of prejudice, acceptance of facts

Esteem
- self-esteem, confidence, achievement, respect of others, respect by others

Love/Belonging
- friendship, family, sexual intimacy

Safety
- security of body, of employment, of resources, of morality, of the family, of health, of property

Physiological
- breathing, food, water, sex, sleep, homeostasis, excretion
Beyond Burnout: A Physician Wellness Hierarchy Designed to Prioritize Interventions at the Systems Level

Title

Level

Key factors at level

Start here

Basics

I’m hydrated, have access to food, and time to eat
I’ve had enough sleep
I have access to bathrooms
I have no depression or anxiety
I am free of substance use
I do not have suicidal thoughts
I have time and space to breastfeed

Safety

I’m physically safe
My patients are safe
My job is secure & future predictable

Respect

I am noticed and appreciated
I am connected
My compensation reflects appreciation
There is a basic level of mutual respect and inclusion
My family time is respected
I am not hassled by IT, the EHR, or bureaucracy
Objects and processes work
Cultural violations are addressed

Appreciation

I have time, autonomy and resources to heal patients
I have time to think and contribute

Heal Patients and Contribute

I have noticed and appreciated
I am connected
My compensation reflects appreciation

I am noticed and appreciated
I am connected
My compensation reflects appreciation
Every wellness issue =
personal resilience + physician efficiency
+ culture of wellness component
Most of wellness is boring
Residency = Loss of Control
THINGS YOU CAN CONTROL

- Your Sleep Routine
- How You Speak to Yourself
- What You Eat
- The Boundaries You Set
- Who You Follow

When You Ask for Help
Best wellness programs in residency give control back to residents
The personal resilience component of physician wellness is small. Not non-existent. But small.
Physiologic needs in residency
SLEEP
Coffee is a substitute for sleep
Sleep and depression
Food
ME BEFORE FOOD

ME AFTER FOOD

Hangry.
Breaks
It’s OK to (eat) and drink in the ED
Vacations are good
Mini-vacations are too
Driving
1. Be safe after night shifts
2. Figure out your commute
Thank you
How to Recognize and Come Back from Burnout

Christina Shenvi, MD PhD
University of North Carolina
@clshenvi
WHO SAYS WORKING IN THE ER IS STRESSFUL?

I'M 32 AND I FEEL FINE.
How to Spot Burnout in Yourself and Others

Maslach Burnout Inventory
How to Spot Burnout in Yourself and Others

- Personality Changes
  - Anger, resentment, learned helplessness, hopelessness
- Behavioral Changes (e.g., being late, calling in sick repeatedly, not completing assignments)
- Withdrawal
- Stopping previously fun activities
- Frustration at small things
How to Spot Burnout in Yourself or Others

- Physical fatigue
- Mental fatigue
- Compassion fatigue
How to Spot Burnout in Yourself and Others

Unhealthy coping strategies
How to Come Back from Burnout

1. Recognize and admit
2. Get help and support
3. Identify stressors/triggers
4. Rediscover the things you love
5. Identify small wins
6. Reclaim your agency
7. Identify your thought patterns
8. Manage your mind
9. Work to change yourself
10. Work to change the system
How Do We “Teach” Wellness
Use of a Flipped Classroom Curriculum

Melissa Parsons, MD
University of Florida - Jacksonville
@MEParsonsMD
disclosure
The Flipped Classroom

In Class

During
Students practice applying key concepts with feedback

Out of Class

Before
Students prepare to participate in class activities

Out of Class

After
Students check their understanding and extend their learning
Reading Assignments (III):

1. Watch this video on Positive Psychology.

2. Let’s take a look at some research on Positive Psychology Interventions.

3. Read this study on the use of Three Good Things in healthcare workers.
Discussion Questions for Conference:

1. How would you define Positive Psychology? What are its goals?

2. What are examples of positive psychology interventions?

3. What are ways that you do/could apply positive psychology in your daily life?

4. How can positive psychology be applied in the ED? Or to improve our experience during residency?
The Cost of Resident Burnout

Kathleen Li, MD
Mount Sinai Hospital
No financial disclosures
## Individual costs

<table>
<thead>
<tr>
<th>Cost</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Post-bacc program</td>
<td>varies</td>
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<tr>
<td>MCAT</td>
<td>$315 +</td>
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<tr>
<td>Med school application fees</td>
<td>$3000</td>
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<td>Med school interviews</td>
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<tr>
<td>Residency interviews</td>
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<tr>
<td><strong>Estimated average personal medical training costs</strong></td>
<td><strong>$266,000 +</strong></td>
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Systemic costs

\[
\frac{\text{\$15 billion DGME costs}}{135,326 \text{ residents}} = \text{\$110,850 per resident per year}
\]

Actual costs estimated to be \$180,000 to \$200,000

ACGME Data Resource Book Academic Year 2017-2018
Effects on patient care

Decreased productivity
Suboptimal patient care practices
  - Lowered standard of care
  - Perceived quality of care
Doubled risk of medical error
17% increased odds of being named in a medical malpractice suit
Increased turnover
Employee burnout can jeopardize the success of Triple Aim.
Solutions

• Team documentation
• Scribes
• Circadian shift scheduling
• Beverage stations
• Healthy food options on shift
Facing Imposter Syndrome

Jacqueline Tin, MD
Mount Sinai Hospital
Disclosures

No financial or non-financial disclosures to report.
"I must not fail"
"I feel like a fake"
"I just got lucky"
OVERCOMING IMPOSTER SYNDROME

No need to fake it, you’ve made it!
Status Comparicus

stop comparing yourself to others.

“smarter”
“funnier”

awesome

“prettier”
“kinder”

also awesome
SHOULD-ing Yourself

I need to get all the things on my to-do list done before I can relax!

I need to have little rests between things on the list to keep me going!

I neither rest nor progress but rather flit between a state of inaction & panic, getting nothing done and falling even deeper into despair.

HeckIFIknowcomics.com
What are ANTs?

Automatic Negative Thoughts

- I'm worthless
- No one understands me
- I hate myself
- Nobody could love me

- I'm a failure
- I'll never succeed
- Life is meaningless
- I'm so stupid

- Something is wrong with me
- They all hate me
- I would be better off dead
- I'm so ugly

Crazyhead Comics
If you want something, SAY something.
You will never be perfect.
Balance is Key
References


Idea Share