

# Slaying the Three-Headed Monster, Part 2: Physician Well-Being

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# Objectives

1. Describe the prevalence of burnout, depression, suicide & other symptoms related to residency
2. Discover elements to change the culture & promote resident wellness
3. Identify steps & solutions to creating resident well-being within your department

# Why now?

*Increasing* rates of suicide, depression, burnout and decreasing personal and professional satisfaction emphasize **the importance of creating a wellness culture** with GME programs.



## Section VI of the ACGME's Common Program Requirements

The requirements emphasize that *psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician.*



# Make the Difference: Preventing Medical Trainee Suicide (Mayo Clinic)

<https://www.youtube.com/watch?v=I9GRxF9qEBA>

We have a systemic problem...  
But we also have solutions.



# Objective 1

Describe the prevalence of burnout, depression, suicide & other symptoms related to residency



# Occupational Hazards!

- Medical students enter medical school with mental health on par or better than peers
  - Burnout
  - Depression
  - Suicide
  - Other issues...





# Physician Burnout



- Depersonalization
- Emotional exhaustion
- ↓ personal achievement
- Lack of empathy

## 3 Types of Burnout:

1. Personal
2. Work-related
3. Patient-related



# Why Burnout Matters

- ↑ clinician errors
- ↓ empathy for patients
- ↓ patient satisfaction
- ↓ patient adherence to treatment recommendations
- ↑ physician intent to leave the practice
- Other negative impacts...





# Burnout Causes

## AMA “Big 4”:

1. Lack of control over work conditions.
2. Time pressure.
3. Chaotic workplaces.
4. Lack of alignment of values (around mission, purpose and compensation) between providers and their leaders.

## Others:

1. Too many bureaucratic tasks
2. Too many hours at work
3. Feeling like a “cog in the wheel”
4. Increase computerization of practice



# Depression & Suicide

## ➤ Depression:

➤ 22-35% (vs. 17% general public)

## ➤ Physician Suicide:

➤ ~400 annually

➤ Male = 40% higher

➤ Female = 130% higher



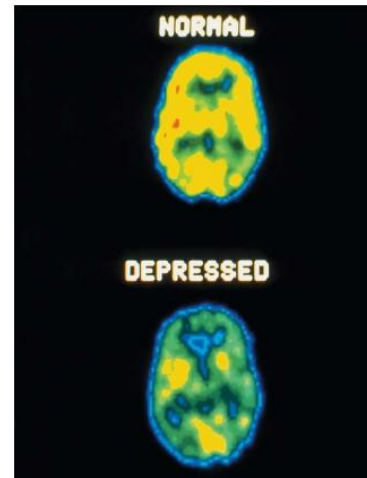
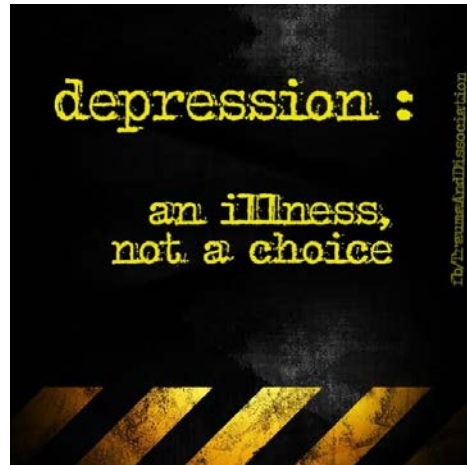
# Recognize...



- Increased substance (alcohol or drug) use
  - Feeling or expressing that there is no reason for living; no sense of purpose in life
  - Anxiety, agitation, difficulty sleeping, or sleeping all the time
  - Hopelessness
  - Withdrawal from friends, family and society
  - Rage, uncontrolled anger, seeking revenge
  - Acting reckless or engaging in risky activities, seemingly without thinking
  - Mood changes
- 
- Threatening to hurt or kill oneself or talking about wanting to hurt or kill oneself
  - Looking for ways to kill oneself by seeking access to firearms, pills or other means
  - Talking or writing about death, dying or suicide when these actions are unusual for the person

# Name it...

- Need to strip away the stigma



- Do NOT make your residents feel guilty
- Acknowledge and help them take steps

# What Helps Burnout & Depression?



## 1. Cognitive-behavioral training:

- learning to think about things differently

## 2. Mental & physical relaxation

## 3. Massage, meditation

## 4. The practice of mindfulness

All about  
equally effective  
in reducing  
symptoms in  
studies

# Objective 2

Identify the elements to changing the culture





# A Broken Culture

## ➤ Culture of residency...

- Little sleep
- Poor health
- Long hours
- Hard family/personal life balance
- “Suck it up”
- Life & death work
- Isolating
- Debt





- Medical students face enormous stress  
...and are afraid to seek help for fear of retaliation or discrimination
  
- “We need a medical culture that supports emotional health, that normalizes our need for comfort & non-punitive help when in pain.”  
(Wible, 2016, p. 166)

Faculty &  
Residents

Patients



Optimal Health

# Change the Culture



- ACGME is promoting wellness & mental health amongst residents
  - Council of Review Committee Residents (CRCR)
- 1. Increasing awareness of the risk of depression during training & destigmatizing it
- 2. Building systems to confidentially identify & treat depression in trainees
- 3. Establishing a more formal system of peer & faculty mentoring
- 4. Promoting a supportive culture during training
- 5. Fostering efforts to learn more about resident wellness

# Objective 3

Identify steps & solutions to creating resident well-being within your department



# ACGME 2016 Inventory



Resource/Intervention	Check-In Question
<b>1. Institutional Resources</b>	<ul style="list-style-type: none"><li>• Does your institution's Wellbeing programs address residents?</li><li>• Do your residents use your Workforce Health and Safety or EAP services?</li><li>• Does your institution require each department to develop a well-being plan?</li></ul>
<b>2. Departmental Culture &amp; Leadership</b>	<ul style="list-style-type: none"><li>• Is your departmental culture supportive of physician wellbeing?</li><li>• Does the chairman articulate support of faculty and resident well-being?</li></ul>
<b>3. Departmental/ Program Model of Well-being</b>	<ul style="list-style-type: none"><li>• Do you have a group of faculty and residents to shape this view?</li></ul>



Resource/Intervention	Check-In Question
<b>4. Departmental Orientation</b>	<ul style="list-style-type: none"> <li>• Do you describe institutional and program specific resources and policies related to resident wellbeing?</li> <li>• Do you address residents' well-being explicitly?</li> </ul>
<b>5. Written Policies</b> 5.1. Duty Hour 5.2. Fatigue Management 5.3. Sick Call/Health Care 5.4. Supervision 5.5. Maternity/Paternity leave	<ul style="list-style-type: none"> <li>• Do you have written policies which are known by both residents and faculty?</li> </ul>
<b>6. Program Elements</b> 6.1. Small group sessions 6.2. Professionalism Case Discussions	<ul style="list-style-type: none"> <li>• Have you included sessions in your formal curriculum which explicitly address resident well-being?</li> <li>• Can you make time for these?</li> </ul>

Resource/Intervention	Check-In Question
<b>7. Clinical Care Challenges</b>	<ul style="list-style-type: none"> <li>• Are trainees encouraged to discuss work flow issues?</li> <li>• How do you get feedback on this?</li> <li>• Have you identified supervision vulnerabilities?</li> </ul>
<b>8. Mentorship/Advising</b> <b>8.1. Peer Buddy Systems</b> <b>8.2. Coaching</b>	<ul style="list-style-type: none"> <li>• Have trainees been assigned to mentors and advisors?</li> <li>• Have mentors and mentees been oriented to expectations?</li> </ul>
<b>9. Faculty Development</b> <b>9.1. Identifying trainee Burn Out/Mental Health Issues</b> <b>9.2. Learning Environment, Assessment, Feedback</b> <b>9.3. Faculty Well-Being</b>	<ul style="list-style-type: none"> <li>• Do you have faculty development sessions? Are they attended?</li> <li>• Are sessions focused on improving training?</li> <li>• Are sessions directed to improving faculty wellbeing?</li> </ul>

# Department Solutions & Steps

- Take the ACGME Inventory
- Identify a group or team of trainees & faculty members who can serve as wellness champions
- Secure leadership support
- Survey
- Wellness Activities



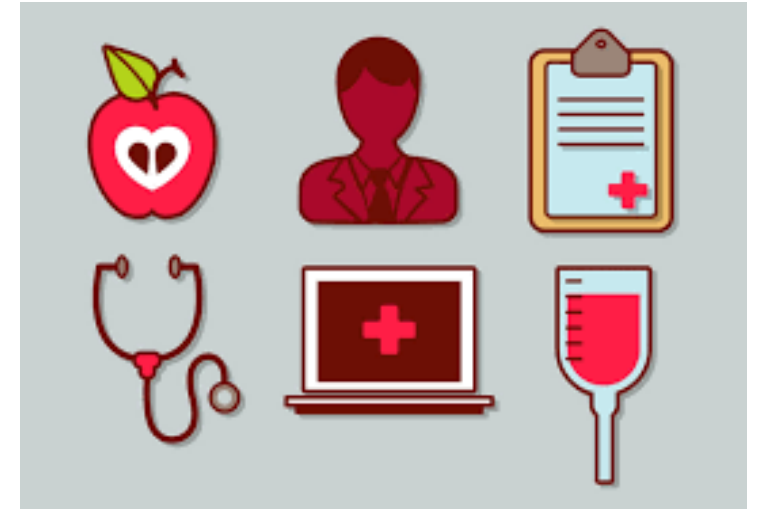
# Resident Well-Being

1. Nutrition:
  - Healthful food options & scheduled time to eat
2. Fitness
3. Emotional health
4. Preventive care
  - Dental care, provisions to see a PCP
5. Financial health
  - Debt management, retirement planning & emergency fund support
6. Mindset and behavior adaptability



# How to Help a Resident

1. Assess & Monitor
2. Connect
3. Validate
4. Offer support
5. Refer
6. Follow-up!



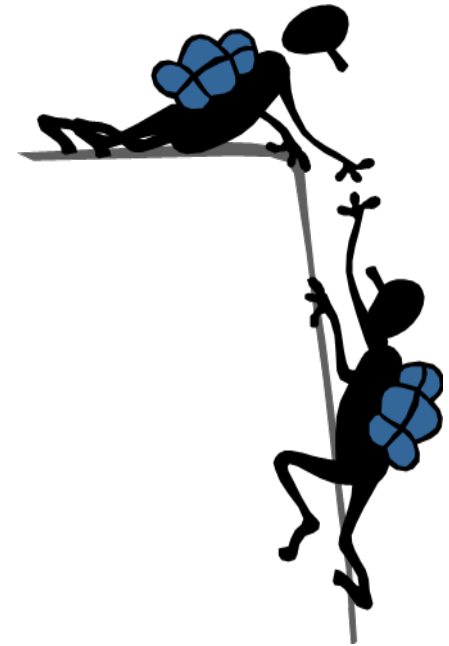
# Role of the Faculty:

Create Culture of Care & Well-Being... Everyday

## ➤ You be the Mentor!

- Balance support & intense learning
- Be available
- Support a balanced work & personal life
- Normalize experiences & give advice

## ➤ Be good role models!





# ACGME Tools & Resources for Resident & Faculty Member Well-Being

- <https://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being/Resources>
- Identifying & Addressing Burnout
- Promote Well-Being
- Assessing & Addressing Emotional & Psychological Distress/Depression/Suicide
- Improving the Learning & Working Environment
- Coping with Tragedy

# THANK YOU