



AAN Resident-Fellow Wellness Module Introduction

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Residency program wellness toolkit workgroup members

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Overview

- ▶ Background
- ▶ Introduction to burnout & wellness
- ▶ Purpose
- ▶ Specific resources
- ▶ Dropbox files
- ▶ Worksheets for residents/fellows and PDs
- ▶ Specific wellness endeavor ideas

Background

- ▶ Neurology is the sole specialty with highest rates of burnout as well as lowest rates of work-life balance
- ▶ As a professional organization, American Academy of Neurology has the unique potential to be a leader in specialty resident and fellow wellness initiatives
- ▶ Individual programs have goals of promoting resident/fellow wellness along with major time and resource constraints
- ▶ AAN endeavors are anticipated to have a widespread impact, as current ACGME report outlines presence of 543 neurology training programs (adult and child, residency and fellowship programs combined) along with current 3686 neurology postgraduate trainees in the United States

Purpose

- ▶ Goal of this toolkit is to provide an invaluable resource for neurology trainees (medical students, Residents, fellows) and neurology training programs including review of data for Burnout in Neurology
- ▶ To create an easy reference guide for residency and fellowship program directors
- ▶ To facilitate their individual program's wellness goals as aligned with institutional objectives as well as ACGME milestones

Overview of Burnout

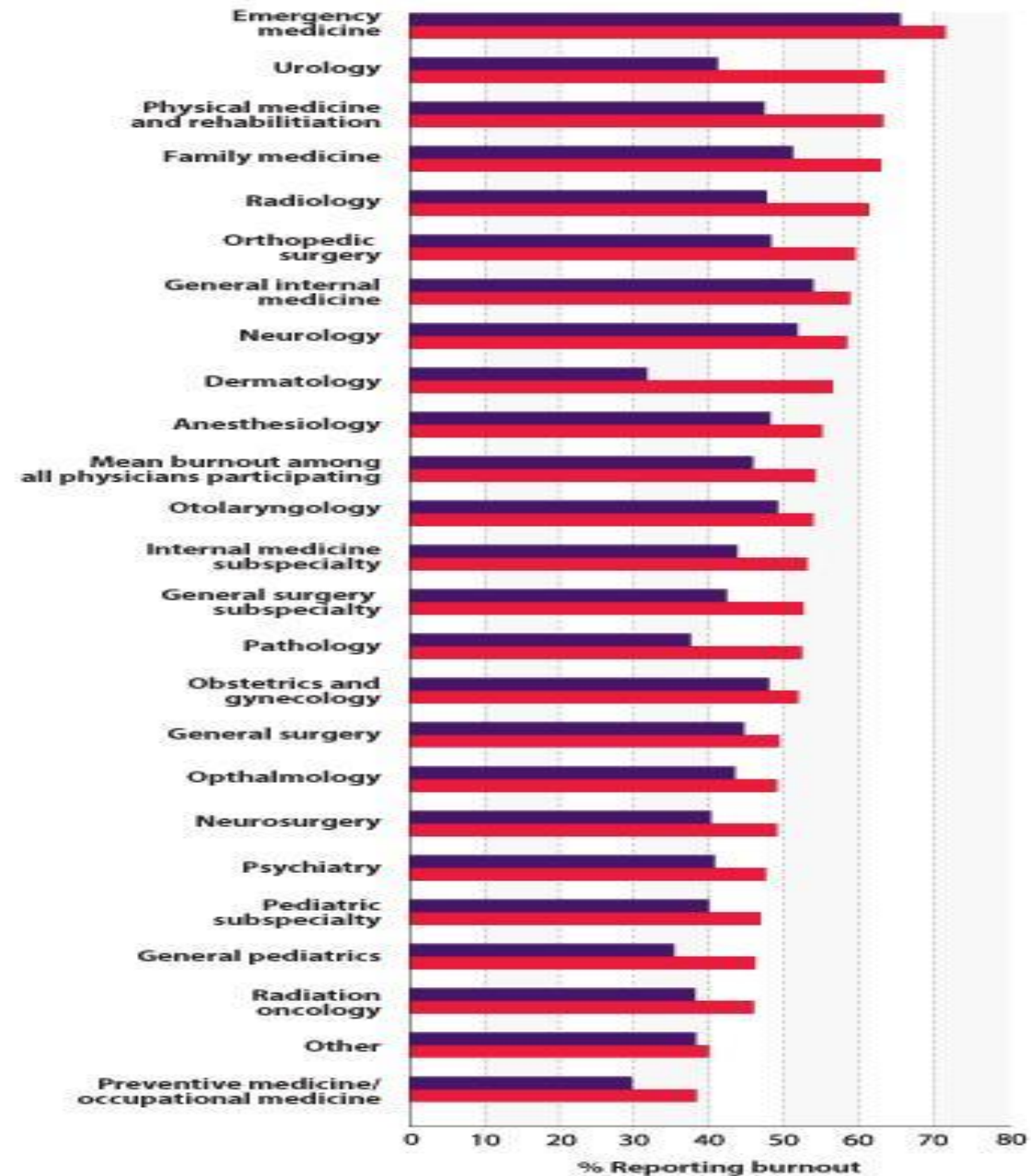
- ❖ Emotional exhaustion (EE): loss of interest and enthusiasm for practice
- ❖ Depersonalization (DP): cynicism, treating patients as objects, detachment
- ❖ Career dissatisfaction: reduced sense of personal accomplishment (PA), ineffectiveness

Review of Burnout Studies

- Burnout continues to increase in every specialty
- 46% of physicians with one or more symptoms of burnout on Maslach Burnout Inventory
- Burnout is more prevalent among physicians than other U.S. workers
- A higher rate of burnout correlates with an increased number of absences, Greater intention for turnover and decreased workability

Shanafelt, Arch Intern Med, 2012

BURNOUT RATES BY SPECIALTY



Source: Mayo Clinic Proceedings—Dec. 2015

Burnout data - Shanafelt et. al. 2012:

Burnout among US physicians compared to general population

- >7000 physicians surveyed
- 45% of physicians experienced at least one symptom of burnout (high EE or DP)
- #1 Family medicine, #2 general internal medicine,
- #3 **NEUROLOGY**
- Highest rate in mid-career
- Higher rates of dissatisfaction with work-life balance
- Higher risk of emotional exhaustion and overall burnout
- Burnout more common among physicians compared to general US working population

Why are physicians affected?

Environmental factors

- Technology, legislation, market forces
- Inefficient environment
- Changing documentation requirements
 - Changes in coding, billing, meaningful use
- Electronic health record (EHR)
- Administrative burden
- Healthcare policy changes on local, state, national levels
- Loss of autonomy
- Poor leader communication
- Patient's sense of entitlement
- Lack of workplace fairness
- Not feeling valued by organization

Neurology and Burnout studies:

- (1) Busis NA, et al. Burnout, career satisfaction, and well-being among US neurologists in 2016. *Neurology*. 2017 Feb 21;88(8):797-808.
- (2) Levin KH. Burnout, career satisfaction, and well-being among US neurology residents and fellows in 2016. *Neurology*. 2017 Aug 1;89(5):492-50.
- (3) Miyasaki JM, et al. Qualitative study of burnout, career satisfaction, and well-being among US neurologists in 2016. *Neurology*. 2017 Oct 17;89(16):1730-1738.
- (4) Lafever K, et al. Age and sex differences in burnout, career satisfaction, and well-being in US neurologists. *Neurology*. 2018 Nov 13;91(20):e1928-e1941

Why are Neurologists affected?

- ❖ Neurologists work 55 hours/week compared to 50 hours/week
- ❖ Only 32.3% have enough time for personal/family life
- ❖ Only 23% satisfied with time spent on clerical tasks
- ❖ Nature of neurology: meticulous neurological exam, chronic debilitating illnesses



- ❖ Neurology is the only medical specialty that has both one of the highest rates of burnout and the lowest rates of work-life balance

Specific resources

- ▶ Enclosed resources can be used to develop a module for trainees – can be part of didactic series, Wellness offerings and/or Wellbeing workshop

- ▶ These include:
 - (1) Health wellness module with emphasis on fitness, diet, sleep and individual health
 - (2) Physician wellbeing index to help identify trainees at risk for or feeling effects of burnout
 - (3) Gratitude session offerings

Dropbox Resource Files:

- ▶ A comprehensive folder consisting of burnout and wellness related articles and other helpful resources
- ▶ This folder is intended to serve as a ready “guide” – an overview to establishment of a wellness program within graduate medical education
- ▶ It may also be revisited in sections based upon the current needs of institution(s) to create individual modules or wellness projects within an institution

Worksheet for Chief resident/Wellbeing Champion/Program Director

- ▶ Pick one idea from above (ideally one that is most feasible)
- ▶ What resources (time/money/expertise) do I need to implement this?
- ▶ What are the potential barriers?
- ▶ What can I do to overcome the barriers?
- ▶ Who can support this endeavor? Who can I collaborate with?
- ▶ How can I get buy in from others
- ▶ What are the next steps?
- ▶ What will be the measure of success

Gratitude session: Brief session – at beginning of rounds or lecture

Introduce the concept, answer these questions yourself, go around the room and ask...

- ▶ What made me smile today? (eg: time for lunch with colleagues, conversation with a friend or loved one)
- ▶ What do I value most about my team/individual team member(s)
- ▶ What was the highlight of my day (eg: diagnosed a challenging case)
- ▶ What was the most memorable event today (eg: thanks from a patient)
- ▶ **Separate gratitude session in this toolkit can facilitate longer sessions for group reflection exercises

Specific ideas for programs

Consider following or other approaches based on institutional needs

- ▶ Templates to streamline EMR – can be built into a project if needed
- ▶ Hiring scribes, sharing cost-benefit value with Department chair/institution
- ▶ Formal mentoring for wellness (apart from research/required mentoring)
- ▶ Partner with organizations eg ACGME “back to bedside” wellness initiatives or AAN live well lead well programs
- ▶ Highlighting/comprehensive list of Leadership skills training opportunities for residents and Fellows

Relaxation techniques

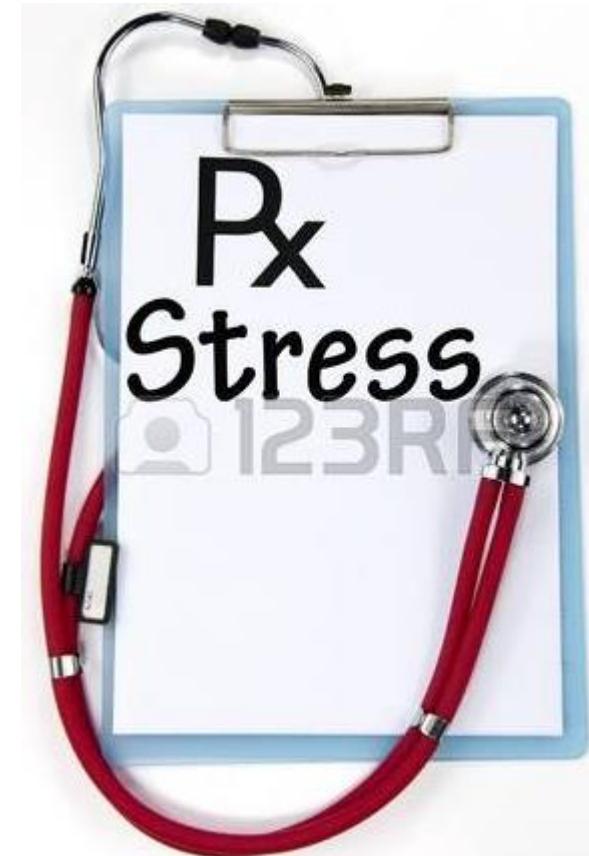
- ▶ Breathing exercises
 - ▶ Slowing down the breathing, particularly the exhale (> 6 seconds)
 - ▶ Linking breath to movement, words, sounds
- ▶ “Mini” Meditations
 - ▶ Counting down from 10
 - ▶ Breath of equal duration
 - ▶ Imagery
 - ▶ Stretching

Body Awareness

Meditation / Mindfulness

- Body scan
- Single point of focus
- Mindfulness
- Loving Kindness
- Ideal self

Yoga



Wellness activities - ideas

- ▶ Movie nights or dinners
- ▶ Holiday potlucks
- ▶ Ballroom dancing classes that include spouses and significant others
- ▶ Charity work (e.g., volunteer at a soup kitchen)
- ▶ Lunchtime exercise
- ▶ Mindfulness and meditation classes to promote stress reduction
- ▶ Participation in a local 5k
- ▶ Sporting events (e.g., playing in a recreational league, watching a televised match or attending a university game)
- ▶ Watching popular television shows as a group
- ▶ Painting or pottery classes
- ▶ Exploring the local culture

Workshop topics - suggestions

- ▶ Finding balance in personal and professional goals/life
- ▶ Understanding personality with the Myers-Briggs Type Indicator
- ▶ exploring the emotions of caring for sick and dying patients (e.g., Schwartz Rounds)
- ▶ Navigating interpersonal dynamics with “difficult” patients or colleagues
- ▶ Overcoming burnout and fatigue
- ▶ Interpersonal violence among residents and fellows
- ▶ Leadership skills
- ▶ Mitigating conflict in a care team
- ▶ Perfectionism
- ▶ Difficult conversations: how to speak to a grieving family and write a condolence note
- ▶ Career transitions: life after residency

Additional Resources

- ACGME Well-Being Initiative: <http://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being>
- AAMC Well-Being in Academic Medicine: <https://www.aamc.org/initiatives/462280/wellbeingacademicmedicine.html>
- AMA: <https://www.stepsforward.org/>
- AAN: <https://www.aan.com/membership/burnout-and-work-life-balance/>
- Brown: <https://www.brown.edu/academics/medical/student-affairs/wellness-alpert-medical/mindfulness-meditation-wellness-program>
- <https://www.brown.edu/about/administration/human-resources/benefits/facultystaff-assistance-program>
Breathing exercises: <https://www.youtube.com/watch?v=5f5N6YFjvVc>
- Loving Kindness: <https://www.youtube.com/watch?v=sz7cpV7ERsM>
- Guided breathing meditation: <https://www.youtube.com/watch?v=aGsrTyEvyBY>