Physician Health and Wellness: Creating a Practice Centered on Wellness

Hilary McClafferty, MD, FAAP
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Wellness and Resilience are Multi-Dimensional
Personal

Culture of Medicine

Work culture
Blueprint: Lowering Rates of Burnout

- Sense of personal control
- Absence of role conflict
- Feeling of being fairly treated
- Social support
- Appropriate reward (financial, institutional, social)
- An alignment of values between individual and workplace
- Good leadership
"Become Comfortable with Being Uncomfortable"
Shifting the Focus to Wellness

Model your humanity
Normalize ‘self care’ in your practice
Actively acquire coping skills to meet practice needs

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Workplace Culture: Desired Outcomes

- Dissolve the culture of silence
- Engage colleagues in problem solving
- Transparent efforts, reported results
- Frame the mission for the bigger cause, i.e. changing the culture of medicine
Culture Change: Build on Positive Progress

Stanford University
• Committee for Professional Satisfaction and Support (SCPSS)
• Well MD, Wellness Institute

National Academy of Medicine
• Action Collaborative on Clinician Wellbeing and Resilience

Association of American Medical Colleges (AAMC)
• Wellbeing in Academic Medicine
Culture Change: Build on Positive Progress

American Academy of Pediatrics
• Resilience Curriculum, Special Interest Group on Physician Wellness

University of Arizona, Center for Integrative Medicine
• Physician Wellbeing Course (online)

National Pediatric Resident Burnout-Resilience Study Consortium (PRB-RSC)
• Best practices, resources

The Ohio State University, College of Medicine
• Mind-Body Stream (online mindfulness courses)
Focus on Your Practice

• Tap into existing resources
• Uncover colleague’s hidden expertise and interests
• Acquire additional training as a group
• Mindfulness Based Stress Reduction (MBSR)
• Yoga
• Cognitive Based Compassion Training (CBCT)
• ‘Enforce’ vacation time, sabbaticals if possible
Focus on Your Practice

- Network with like-minded colleagues
- Acknowledge loss and challenges
- (Schwartz Rounds)
- Schwartz Center for Compassionate Healthcare
- Group wellbeing goals, resident wellbeing initiatives
- Local recreation or retreat opportunities
Wellness Behaviors are Additive: Annals Surgery 2102

- Personal Health Habits and Wellness Practices of US Surgeons
- American College of Surgeons Survey (2010)
- n = 7197
Wellness behaviors are additive...

- Ratings of the importance of 16 personal wellness promotion strategies differed for surgeons without burnout (P<0.0001).
- Surgeons placing greater emphasis on finding meaning in work, focusing on what is important in life, maintaining a positive outlook, and embracing a philosophy that stresses work/life balance were less likely to be burned out (P<0.0001)
- A broader collection of wellness promotion measures was needed to move beyond neutral and achieve high well-being. Categories were additive.

Modern Physician Resilience

Overall Health
- Social Connections
- Conventional Treatment
- Exercise
- Sleep
- Nutrition
- Spirituality
- Mind-Body Connection
- Dietary Supplements

Mental Health & Wellbeing

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Modern Physician Resilience

Overall Health
- Social Connections
- Conventional Treatment
- Sleep
- Nutrition
- Exercise

Mental Health & Wellbeing
- Mind-Body Connection

Spirituality

Dietary Supplements
Benefits of Mindfulness Training

- Stress reduction
- Increased self-awareness
- Increased adaptive reserve
- Decrease in personal isolation
- More thoughtful decision making
- Improved listening and attentiveness
- Better at addressing patient’s concerns
- IMPROVED PATIENT OUTCOMES


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Well-Being Intervention: Mayo Clinic Rochester

- 74 Internal Medicine Physicians
- 19 x 1 hour biweekly facilitated discussions groups
- Mindfulness
- Reflection
- Shared experience
- Small group learning

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Main Outcomes and Measures:

- Burnout
- Quality of life
- Job satisfaction
- Symptoms of depression
- Empowerment and engagement in work
Well-Being Intervention: Mayo Clinic

Results: 3 month and 12 month follow up

Positive:
Improved empowerment and engagement in work  \( p = .04 \)
Reduced burnout (decreased depersonalization)  \( p = .004 \)

Unchanged:
- Symptoms of depression
- Quality of life
- Job satisfaction
Abbreviated Mindfulness Intervention: U of Wisconsin

Goal: ‘Efficient and Sufficient’ to teach basic mindfulness

Premise: Clinical work is opportunity to practice mindfulness, i.e., patient is the centering focus:

• Pause
• Be present
• Proceed with recommendations, questions, advice
• Mindfully address patient’s needs
Abbreviated Mindfulness Intervention: U of Wisconsin

- 30 Family Medicine Physicians

- Assessed at baseline, day 1, 8 weeks, 9 months post-intervention:
  - Burnout
  - Anxiety
  - Stress
  - Resilience
  - Compassion
Abbreviated Mindfulness Intervention

Abbreviated version of typical 8-week MBSR program
(18 hours versus ~30 hours)

• Facilitated by experienced instructors
• Guided sitting meditation
• Walking mindfulness
• Mindfulness practice 10-20 minutes daily
• Audio CD for Practice (Fourteen Essential Practices by Sharon Salzberg)
Abbreviated Mindfulness Intervention

Results:

Decrease from baseline: 1-day 8-week 9-month
Emotional exhaustion p= .046 p=.006 p=.009
Depersonalization p=.03 p=.005 p=.005

Increase in personal accomplishment scores at all follow ups
p=< .001

Improvement in perceived stress at 9 months  p= .002

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Community at Work Evolves: Mayo Clinic

- Peer support, formal or informal, is critical.
- Promotes ‘social resilience’.

**Examples tried:**
- 1-hour protected time every other week
- Small group discussions, meaning in work, burnout prevention, skill building
- Colleagues Meeting to Promote and Sustain Satisfaction (COMPASS)
Culture Change: It Evolves

• Morphed into meal out every 2 weeks with small groups of colleagues (6-7) at restaurant, first 20 minutes discussing meaning and purpose of work.

• Funded by Mayo, 1100/3755 physicians joined.

• Cost effective, improved measures of meaning at work, statistically significant decrease in burnout measures.
Mindfulness in Practice

• How might you step out of your comfort zone and apply mindfulness at work?
Thank you
Hilary McClafferty, MD, FAAP
University of Arizona College of Medicine, Tucson, Arizona
hmclafferty@email.arizona.edu
@DrHMcClafferty