A woman with long brown hair is sitting cross-legged on a wooden deck, holding a white mug. She is looking out over a calm lake towards a forested hill in the background. The scene is peaceful and serene, with soft lighting suggesting early morning or late afternoon.

Well-Being and Resilience for Health Care Professionals

**Integrated Care DC
December 8, 2021
Jeffrey Ring, Ph.D.**

Objectives

| | |
|---------|---|
| Deepen | Deepen your Understanding of Practitioner Vitality and Potential Threats |
| Explore | Explore the Dimensions of Meaningful Practice, Mindful Practice, Collaborative Practice and Sustaining Practice |
| Provide | Provide Vitality and Wellbeing Strategies to Take and Use |
| Impact | Positively Impact Your Vitality |

Introductions

Name

Institution and position

How long?

To whom do you dedicate your work?

One example of self-care



The Summer Day by Mary Oliver

Who made the world?

Who made the swan and the black bear?

Who made the grasshopper?

This grasshopper, I mean-

the one who has flung herself out of the grass,

the one who is eating sugar out of my hand,

who is moving her jaws back and forth instead of up and down-

who is gazing around with her enormous and complicated eyes.

Now she lifts her pale forearms and thoroughly washes her face.

Now she snaps her wings open, and floats away.

I don't know exactly what a prayer is.

I do know how to pay attention, how to fall down

into the grass, how to kneel down in the grass,

how to be idle and blessed, how to stroll through the fields,

which is what I have been doing all day.

Tell me, what else should I have done?

Doesn't everything die at last, and too soon?

Tell me, what is it you plan to do

with your one wild and precious life?

ACGME; Bodenheimer, 2014





Challenges to Practitioner Vitality

Shanafelt et al.,
JAMA
March, 2017

Excessive workload

Clerical burden (EHRs)

Practice inefficiency

Loss of control over work

Problematic work-life integration

Less time with patients

Sub-optimal practitioner supervision

400

physicians die by suicide
each year, a rate more than

2X

that of the general
population

Andrew & Brenner, 2015



Physician rates of
depression
remain alarmingly
high at

39%

Shanafelt, 2015

23-31%

Prevalence of emotional
exhaustion among
primary care nurses

Gomez-Urquiza et al, 2016



24%

of ICU nurses tested positive
for symptoms of post-traumatic
stress disorder

Mealer et al., 2007

How can we protect the health of the people who protect our own?



National Academy of Medicine

Action Collaborative on
Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing

 @theNAMedicine

Coaching Needs Differences Najibi et al 2019 (Fam Med)

Coaches did not perceive need differences

Academic coaching needs for URM students to acknowledge:

- Academic climate context
- Barriers by race, ethnicity, sexual orientation
- Worries about safety/vulnerability
- Creation of a safe learning environment

Roberto Montenegro,
MD, PhD
My Name is Not
“Interpreter”
JAMA, May 17, 2016



Stanford Well MD Doctors who take care of themselves:

Are better role models for their patients and children

Have higher patient satisfaction and safety scores

Experience less stress and burnout

Live longer

FACTORS AFFECTING CLINICIAN WELL-BEING AND RESILIENCE

EXTERNAL FACTORS

SOCIO-CULTURAL FACTORS

- Alignment of societal expectations and clinician's role
- Culture of safety and transparency
- Discrimination and overt and unconscious bias
- Media portrayal
- Patient behaviors and expectations
- Political and economic climates
- Social determinants of health
- Stigmatization of mental illness

REGULATORY, BUSINESS, & PAYER ENVIRONMENT

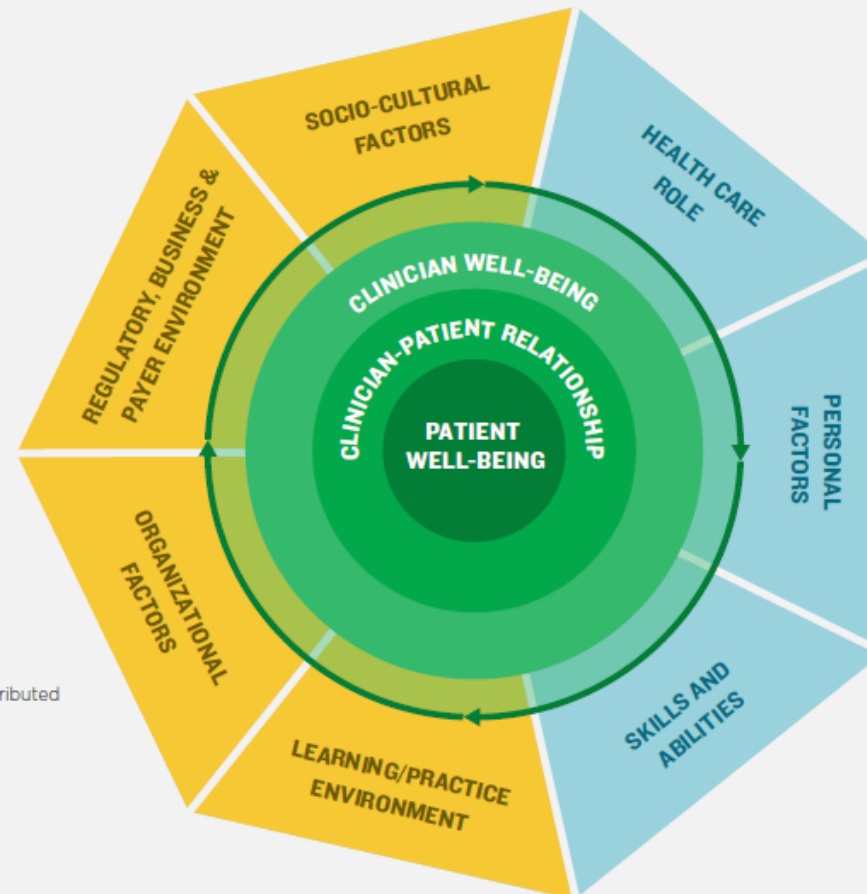
- Accreditation, high-stakes assessments, and publicized quality ratings
- Documentation and reporting requirements
- HR policies and compensation issues
- Initial licensure and certification
- Insurance company policies
- Litigation risk
- Maintenance of licensure and certification
- National and state policies and practices
- Reimbursement structure
- Shifting systems of care and administrative requirements

ORGANIZATIONAL FACTORS

- Bureaucracy
- Congruent organizational mission and values
- Culture, leadership, and staff engagement
- Data collection requirements
- Diversity and Inclusion
- Level of support for all healthcare team members
- Professional development opportunities
- Scope of practice
- Workload, performance, compensation, and value attributed to work elements

LEARNING/PRACTICE ENVIRONMENT

- Autonomy
- Collaborative vs. competitive environment
- Curriculum
- Health IT interoperability and usability/Electronic health records
- Learning and practice setting
- Mentorship
- Physical learning and practice conditions
- Professional relationships
- Student affairs policies
- Student-centered and patient-centered focus
- Team structures and functionality
- Workplace safety and violence



INDIVIDUAL FACTORS

HEALTH CARE ROLE

- Administrative responsibilities
- Alignment of responsibility and authority
- Clinical responsibilities
- Learning/career stage
- Patient population
- Specialty related issues
- Student/trainee responsibilities
- Teaching and research responsibilities

PERSONAL FACTORS

- Inclusion and connectivity
- Family dynamics
- Financial stressors/economic vitality
- Flexibility and ability to respond to change
- Level of engagement/connection to meaning and purpose in work
- Personality traits
- Personal values, ethics and morals
- Physical, mental, and spiritual well-being
- Relationships and social support
- Sense of meaning
- Work-life integration

SKILLS AND ABILITIES

- Clinical Competency level/experience
- Communication skills
- Coping skills
- Delegation
- Empathy
- Management and leadership
- Mastering new technologies or proficient use of technology
- Mentorship
- Optimizing work flow
- Organizational skills
- Resilience
- Teamwork skills



Vitality Model



Mindfulness





The Power of Gratitude in the Workplace D.

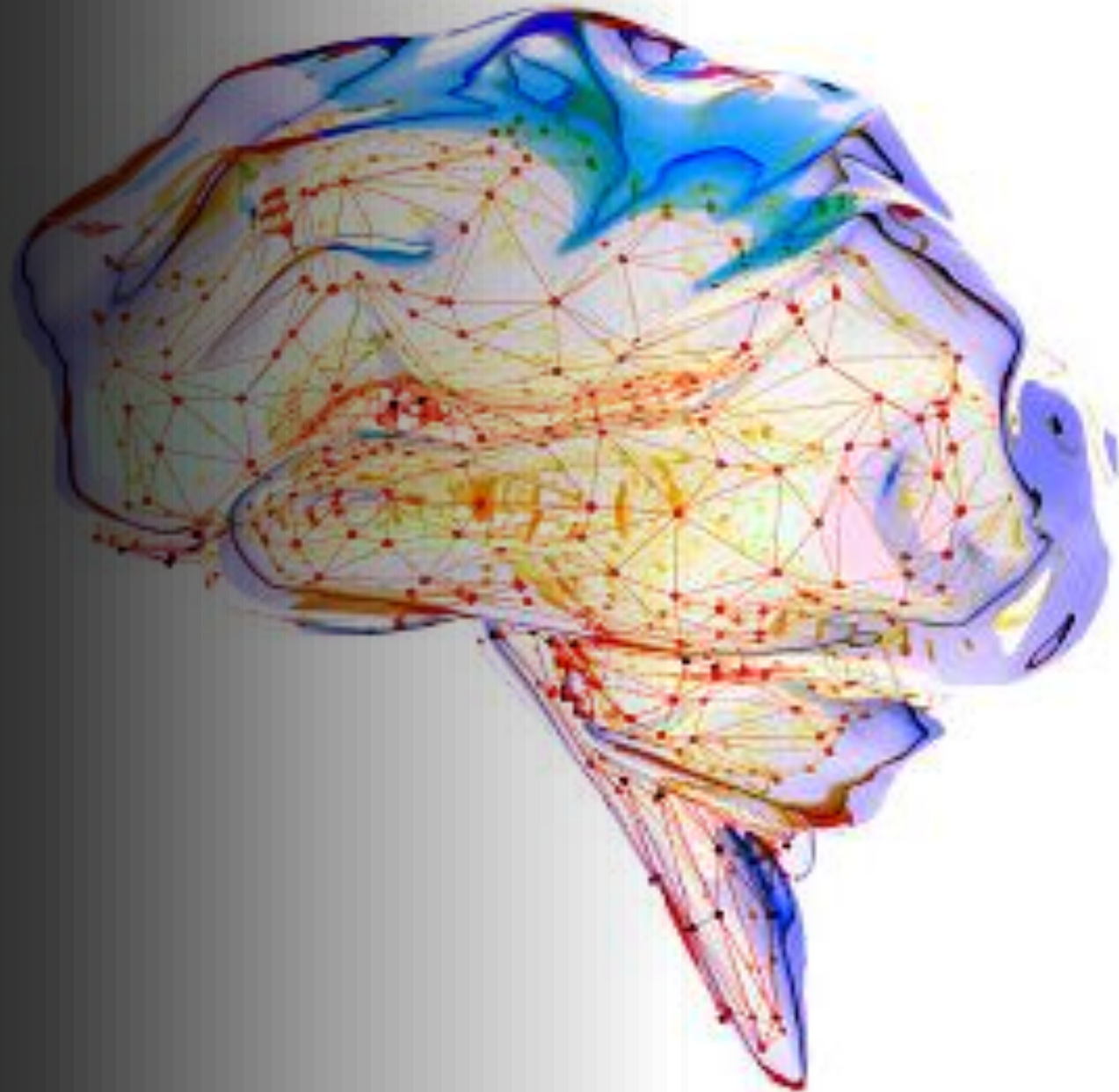
Cadiz and colleagues

- If you knew that expressing gratitude to a colleague would improve their life and yours, would you do it more often?
- Their study shows that being thanked more often at work predicted better sleep, fewer headaches, and healthier eating because it improved nurses' work satisfaction!
- <https://www.sciencedaily.com/releases/2019/03/190313091929.htm>

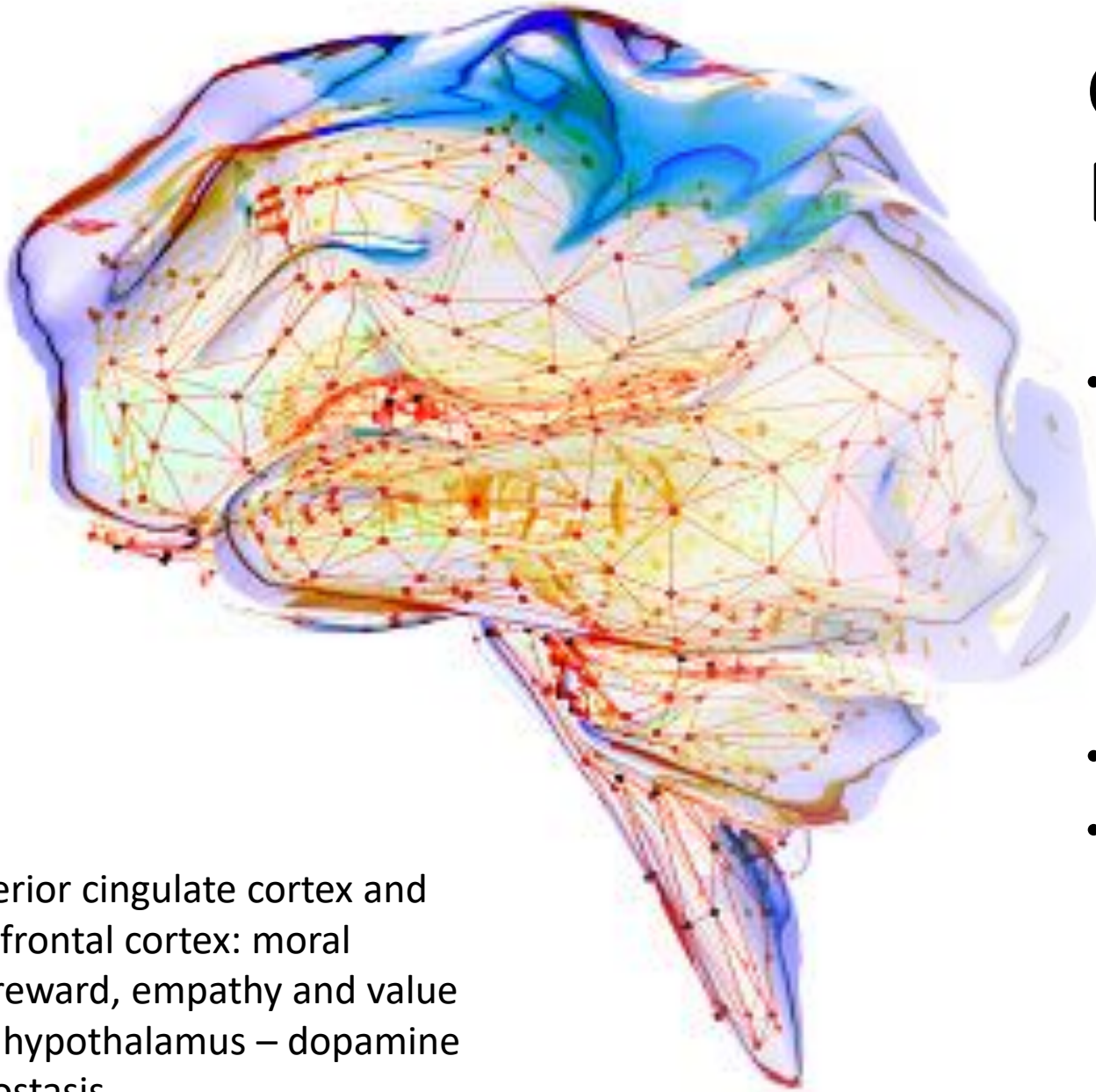
Gratitude and the Brain (Glenn Fox)

https://greatergood.berkeley.edu/article/item/what_can_the_brain_reveal_about_gratitude?utm_source=Greater+Good+Science+Center&utm_campaign=a304d60992-EMAIL_CAMPAIGN_Dedicated_November_2021&utm_medium=email&utm_term=0_5ae73e326e-a304d60992-63781999

- Improve Sleep
- Enhance Romantic Relationships
- Protect You From Illness
- Motivate You to Exercise
- Boost Your Happiness



Gratitude and the Brain



UCLA: Anterior cingulate cortex and medial prefrontal cortex: moral thoughts, reward, empathy and value judgment; hypothalamus – dopamine and homeostasis

- Activation in the prefrontal cortex
 - Understanding perspective
 - Empathy
 - Relief
 - Body systems for health
- Social bonding and Stress Relief
- Structural changes in depressed brains (Kini et al., 2016)



Dr. Simon Budman

A close-up photograph featuring a bouquet of purple and white flowers on the left. A black fountain pen lies diagonally across the center. In the background, a piece of paper with handwritten text is visible. The text on the paper includes a paragraph about a wedding invitation and a subsequent paragraph starting with 'I wish them a happy...'.

Time to write a thank you letter...

I was so pleased that
you wrote me to hear
of my wedding. Unfortun-
ately under the present circum-
stances I will not be able to get to
attend the wedding.

I wish them a happy
wedding, and
a very happy life together.
I hope you will be
able to attend the wedding.

Resources

UC Berkeley Greater Good Science Center

Stanford: Well MD

National Academy of Medicine Action
Collaborative on Well-Being and Resilience





Commitment to Act

List two things you intend to do (new or enhanced) in your personal and/or professional life based on our work here today.

ring4jeff@gmail.com