

# Incorporating Resident Wellness into Resident Curriculum

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Inspiring medicine. Changing lives.

# Disclosures

- I have no financial disclosures related to this topic
- I am a member of the ACGME RCC but the opinions in this presentation are my own

At the conclusion of this activity the audience should be able to :

- Identify and Manage Fatigue in Graduate Medical Education
- Define Resilience
- Identify resources for Wellness and Resiliency
- Measure and Track Burnout

# Prevention, Identification, and Management of Fatigue in Graduate Medical Education

## ACGME Institutional Requirements

III.B.5. Duty Hours, Fatigue Management, and Mitigation: The Sponsoring Institution must oversee:

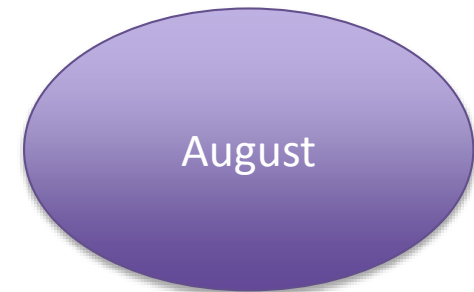
III.B.5.a) resident/fellow duty hours consistent with the Common and specialty/subspecialty-specific Program Requirements across all programs, addressing areas of non-compliance in a timely manner; (Core)

III.B.5.b) systems of care and learning and working environments that facilitate fatigue management and mitigation for residents/fellows; and, (Core)

III.B.5.c) an educational program for residents/fellows and core faculty members in fatigue management and mitigation. (Core)

# How tired are you??

1. Sitting and reading
  2. Watching TV
  3. Sitting inactive in a public place (i.e theater, meeting)
  4. As a passenger in a car for an hour without a break
  5. Lying down to rest in the afternoon when circumstances permit
  6. Sitting and talking to someone
  7. Sitting quietly after a lunch without alcohol
  8. In a car, while stopped for a few minutes in traffic
- Epworth Sleep Scale
    - 0 = no chance of dozing
    - 1 = slight chance of dozing
    - 2 = moderate change of dozing
    - 3 = high chance of dozing



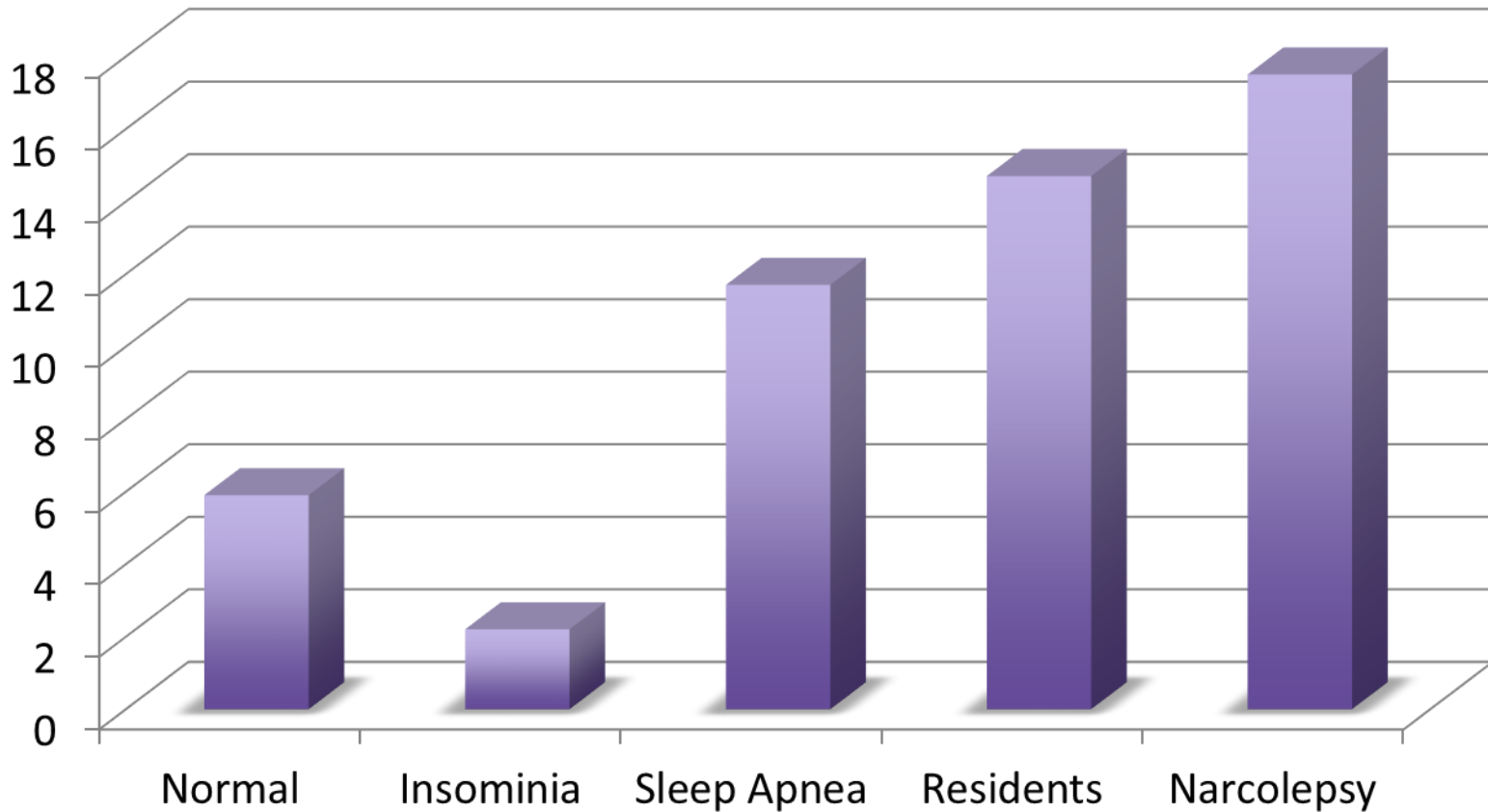
# How tired are you???

- 0-5?
- 6-10?
- 11-14?
- 15-17?
- >18?



# Sleepiness Scale

Sleepiness in residents equals that found in patients with serious sleep disorders



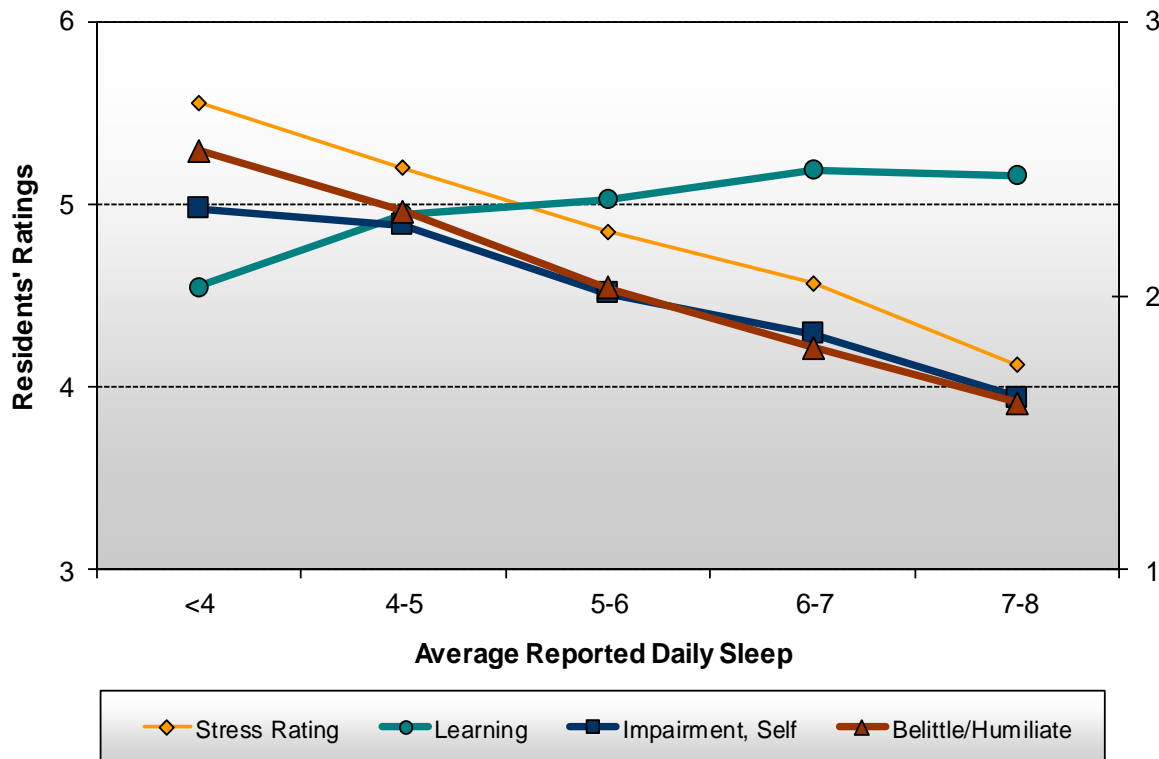
Papp KK, Stoller EP, Sage P, et al. The effects of sleep loss and fatigue on resident-physicians: a multi-institutional, mixed-method study. *Acad Med* 2004;79(5):394-406.

# Sleep Literature

- Getting less than 8 hours of sleep per night starts to create a “sleep debt” which must be paid off
- It is easier to adapt to shifts in a forward or clockwise direction
- Sleep needs are genetically determined and cannot be changed
- Individuals may vary somewhat in their tolerance to sleep loss, but are unable to accurately judge this for themselves
- A decline in performance begins after 15-16 hrs of consecutive work
- The period of lowest alertness after being up all night is between 6AM and 11AM



# Average Hours of Sleep per Night Impacts Residency Experience

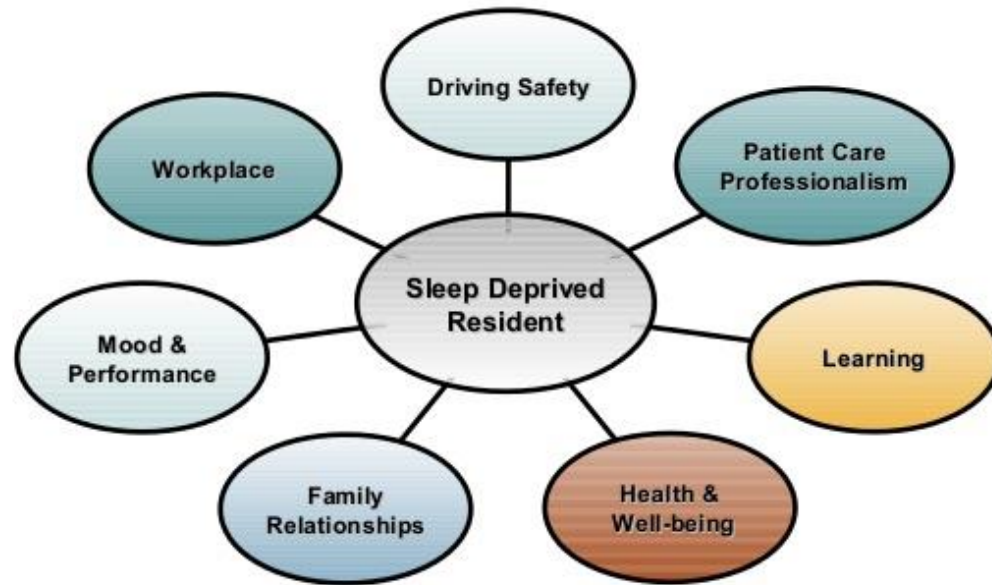


## As Nightly Sleep Increases:

- Satisfaction with residency increases
- Stress rating decreases
- Sense of being “impaired” decreases
- Reports of feeling “belittled or humiliated” decrease

Baldwin DC, Jr., Daugherty SR. Sleep deprivation and fatigue in residency training. Results of a national survey of first- and second-year residents. *Sleep* 2004;27(2):217-23.

# Consequences of Sleep Deprivation



## Residents Averaging Less Than Five Hours of Sleep per Night

<i>Were significantly more likely to report:</i>	Odds Ratio
<b>Involvement in a malpractice suit</b>	<b>2.02</b>
<b>Use of medication to stay awake</b>	<b>1.91</b>
<b>Serious conflict with other residents</b>	<b>1.86</b>
<b>Accidents/injuries</b>	<b>1.84</b>
<b>Making a serious medical error</b>	<b>1.74</b>
<b>Noticeable weight change</b>	<b>1.59</b>
<b>Increased use of alcohol</b>	<b>1.52</b>
<b>Serious conflict with nursing staff</b>	<b>1.47</b>

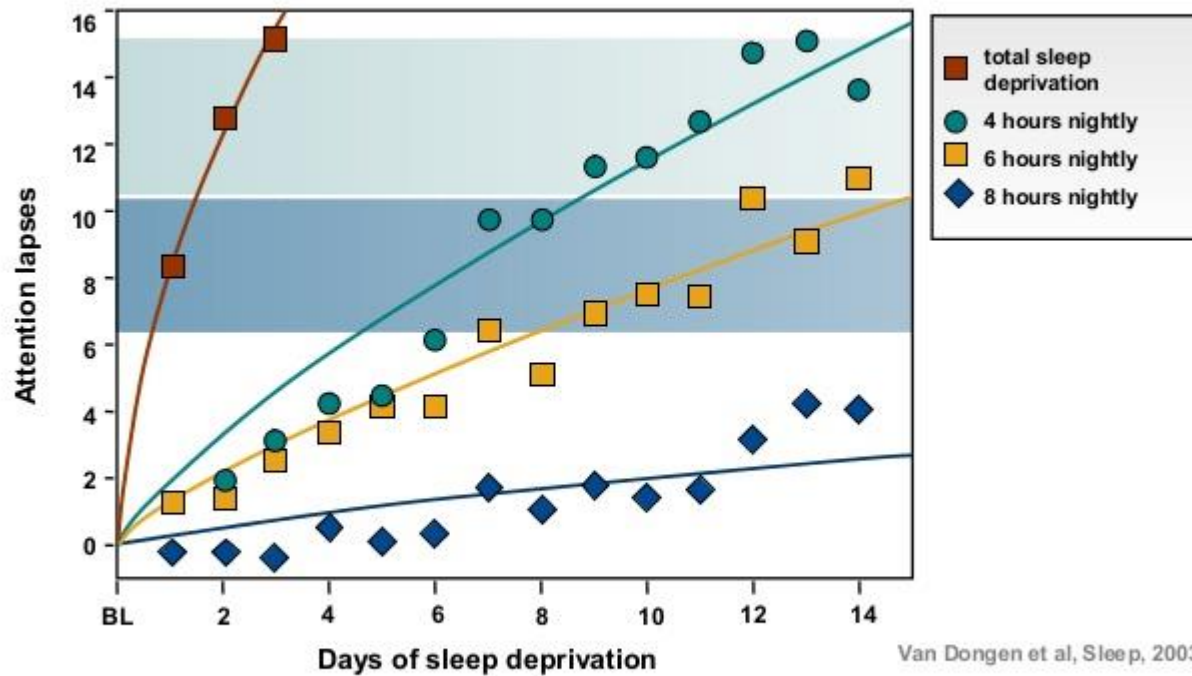
Baldwin & Daugherty, Sleep, 2004

SLEEP ALERTNESS & FATIGUE EDUCATION IN RESIDENCY  
© 2006 American Academy of Sleep Medicine

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# Sleep Deprivation Decreases Attention



SLEEP ALERTNESS & FATIGUE EDUCATION IN RESIDENCY  
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# Impact on Professionalism

Your own patients become the enemy because they are the one thing that stands between you and a few hours of sleep



# Recognize the Warning Signs of Sleepiness

- Falling asleep at conferences or at rounds
- Feeling restless or irritable with staff, colleagues, family and friends
- Having to check your work repeatedly
- Having difficulty focusing on the care of your patients
- Feeling like you just don't care

# What can you do about it?

- Don't start out with an empty tank
  - Even during light or no-call rotations, residents frequently don't get enough sleep
  - Getting 7-9 hours of sleep per night several days prior to anticipated sleep loss can decrease negative effects
- Nap
  - Take the edge off, but don't replace adequate sleep
  - A short nap (30 minutes) taken during circadian “windows of opportunity”
- Caffeine
  - Effects within 15-30 minutes; half life of 3-7 hours
- Take a Taxi!!!

# Wellness and Resiliency

Pulling it all together



Inspiring medicine. Changing lives.

November



# The 4<sup>th</sup> AIM –Physician Wellness

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## REFLECTION

### From Triple to Quadruple Aim: Care of the Patient Requires Care of the Provider

*Thomas Bodenheimer, MD<sup>1</sup>*

*Christine Sinsky, MD<sup>2,3</sup>*

<sup>1</sup>Center for Excellence in Primary Care, Department of Family and Community Medicine, University of California San Francisco, San Francisco, California

<sup>2</sup>Medical Associates Clinic and Health Plan, Dubuque, Iowa

<sup>3</sup>American Medical Association, Chicago, Illinois

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## ABSTRACT

The Triple Aim—enhancing patient experience, improving population health, and reducing costs—is widely accepted as a compass to optimize health system performance. Yet physicians and other members of the health care workforce report widespread burnout and dissatisfaction. Burnout is associated with lower patient satisfaction, reduced health outcomes, and it may increase costs. Burnout thus imperils the Triple Aim. This article recommends that the Triple Aim be expanded to a Quadruple Aim, adding the goal of improving the work life of health care providers, including clinicians and staff.

*Ann Fam Med* 2014;12:573-576. doi: 10.1370/afm.1713.

# Burnout model

## Background variables

Sex  
Age  
Children  
Solo practice  
Academic practice  
Work hours

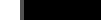
## Mediating variables

Work control  
Work-home  
interference  
Home support

## Variable outcomes

Stress  
Satisfaction

Burnout





# Resilience

**The ability to adjust to  
difficulty and negativity or  
hardship into positivity or  
strength**

# Wellness ← → Resilience

- Walking competitions
- Healthy snacks
- Sleep more
- Drink more water
- Gym memberships
- Yoga

- Gratitude
- Acceptance
- Empathy
- Emotional control
- Joy in daily work
- Time for reflection



# Advocate Lutheran General Hospital

# Graduate Medical Education Resources

# On Site Fitness Center

- Hours
  - Monday - Thursday 5:30 a.m. to 9 p.m.
  - Friday 5:30 a.m. to 7 p.m.
  - Saturday 7 a.m. to 5 p.m.
- Amenities
  - Cardiovascular equipment
  - Weight machines
  - Free weights
  - Towel service
  - 4 lane 25 yard pool
  - Quality degree certified fitness professionals
  - Free entry to all classes offered
    - Group exercise classes (Yoga, Pilates, Zumba)
    - Water exercise classes
  - Strength training orientation
    - Meet with a degreed staff member for a complete introduction into weight training, functional movement, and exercise equipment usage.
  - Fitness Profile consisting of
    - Sub maximal oxygen uptake
    - Blood pressure
    - Body fat analysis: BMI and skin fold
    - Flexibility measurement
    - Dynametric strength measurement



Please contact Jen Enger at  
21-8077 if you have any questions



# Urgent Work Relief Effort

- Jeopardy Program
  - Provides support during emotional and/ or physical crisis during work hours, on call or float hours

# Employee Assistance Program

- Available 24/7
- Helps associates obtain confidential counseling and referral services
- 1-800-755-0304

# Mentorship Program

- Provides residents with an advocate within or outside the department to help manage workplace challenges
- Resident hotline 21-8870
- Maggie Petre 21-7325

# Advocate Crisis Fund

- The Advocate Crisis fund is intended to embody Mission and Spiritual Care's commitment to the core value of compassion.
  - The purpose of the fund is intended to provide financial assistance to Advocate Associates in cases of temporary financial crisis.
- An associate is eligible to access the crisis fund once every two years with an employment lifetime limit of \$3000.
  - The maximum amount of funds to be awarded to an individual in one instance of need will be \$ 1000.



# Primary Care Provider Network

- Advocate affiliated physicians dedicated to provide healthcare services for our residents

# Resident Advisory Council

- Helps facilitate communication between house staff leaders and hospital administration
- RAC leadership

# Community Outreach Opportunities

- Community Health Clinic (IM)
  - An opportunity for residents to volunteer and treat underserved population in the Chicagoland Area
- Ronald McDonald Care Mobile (Peds)
  - Mobile clinic serving uninsured and underserved children
- National Initiative V (FM)
  - Faculty & resident collaboration with Hispanic population of Des Plaines in Diabetes initiative



# POST RECRUITMENT PARTY



Feburary



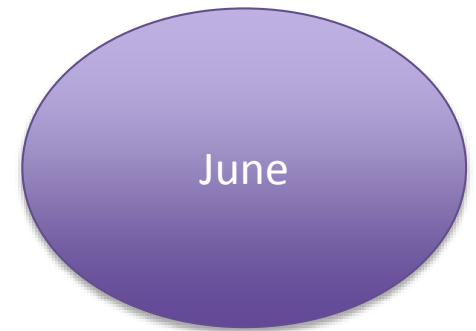
# Retreats



# Docs VS Jocks



# Graduation Dinners



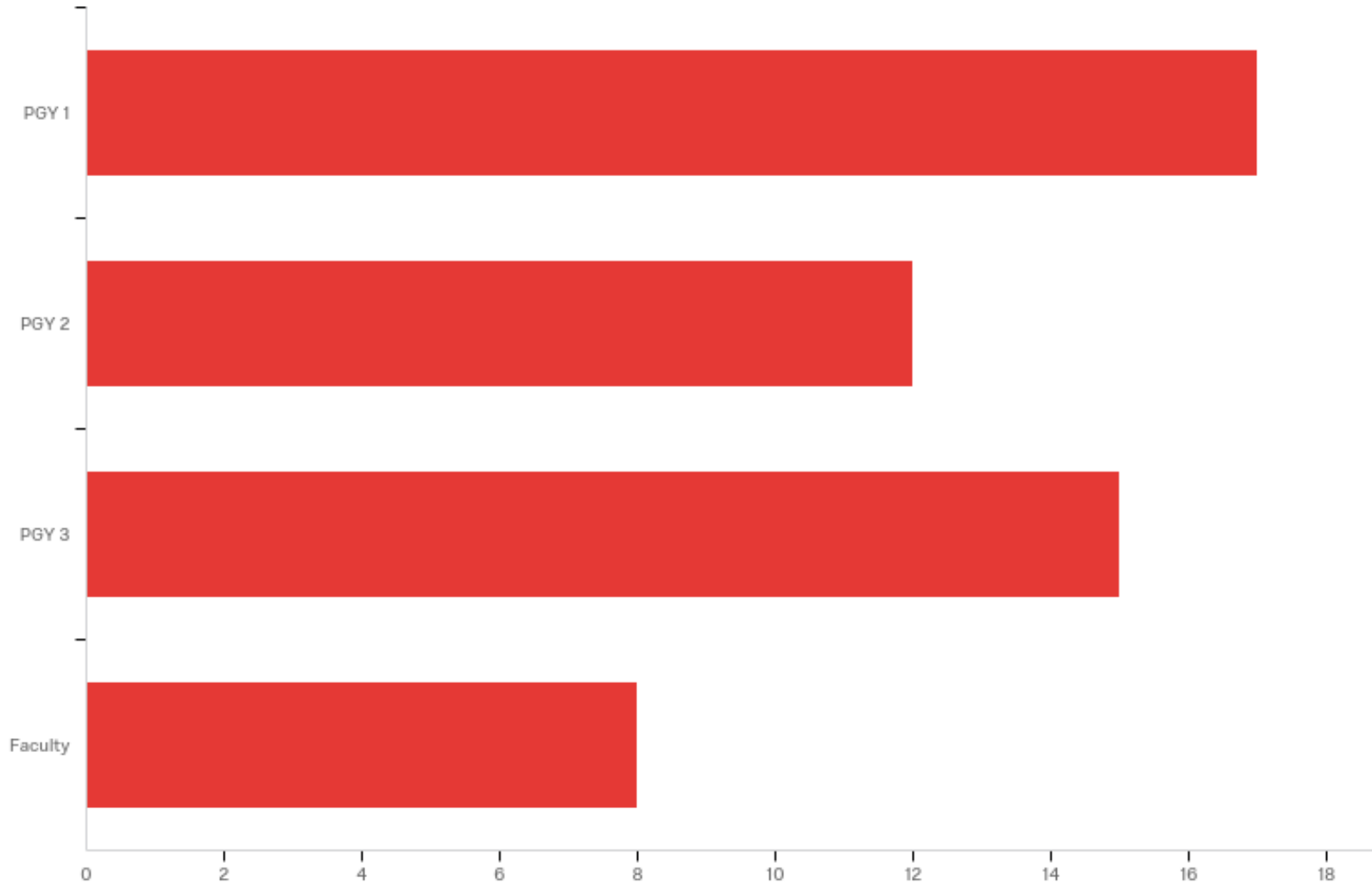
# Physician Resiliency Initiative in Medicine

- Provides educational Series of didactic lectures designed to provide information/ awareness for fatigue, work life balance, burnout and substance abuse
- PRIM Burnout survey – confidential measure to Monitor Burnout

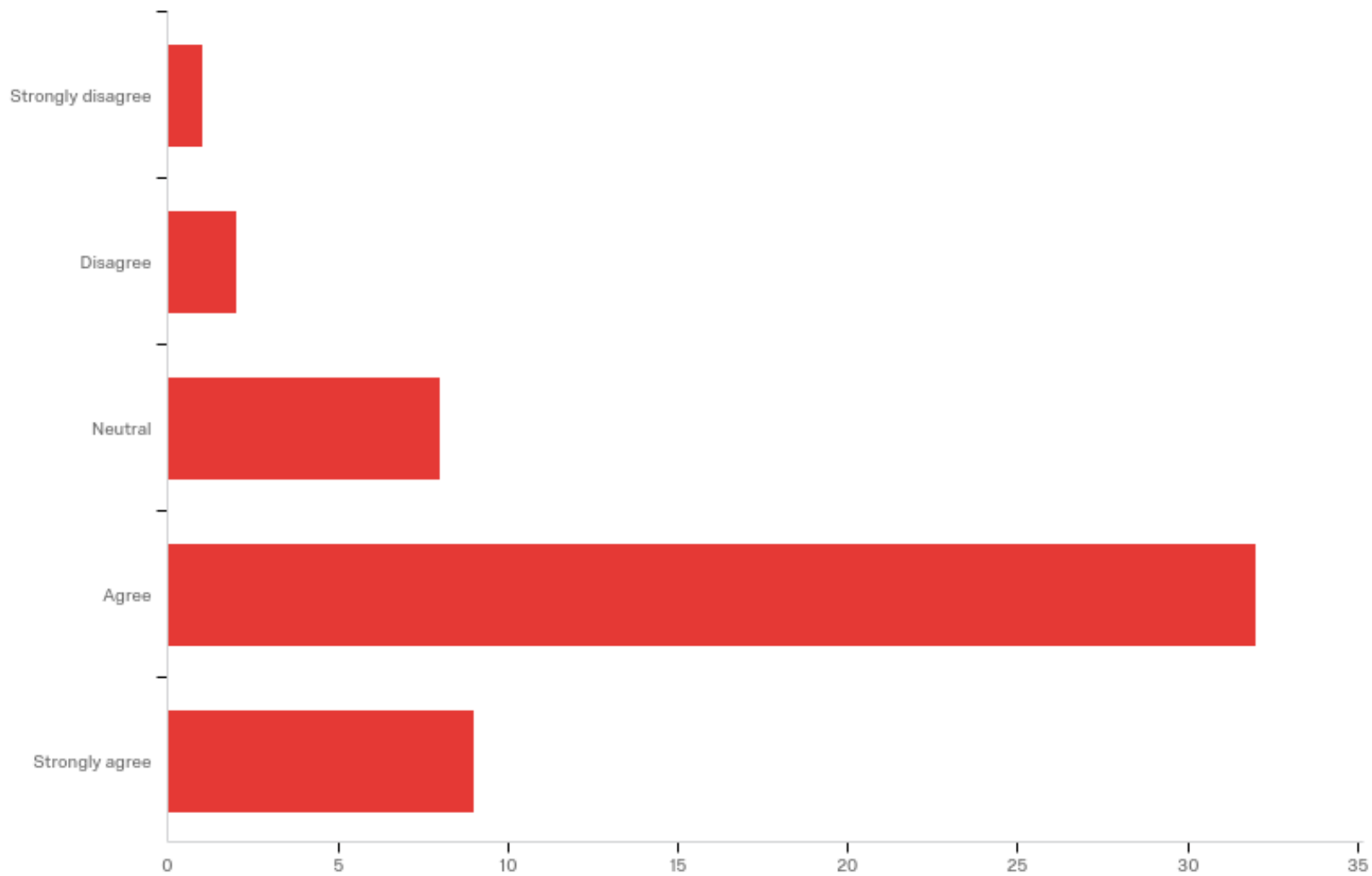
# AMA Mini Z Burnout Survey

- <https://www.stepsforward.org/modules/physician-burnout-survey>
- Takes 1-3 minutes
- We put it into Qualtrix
- We survey October and February

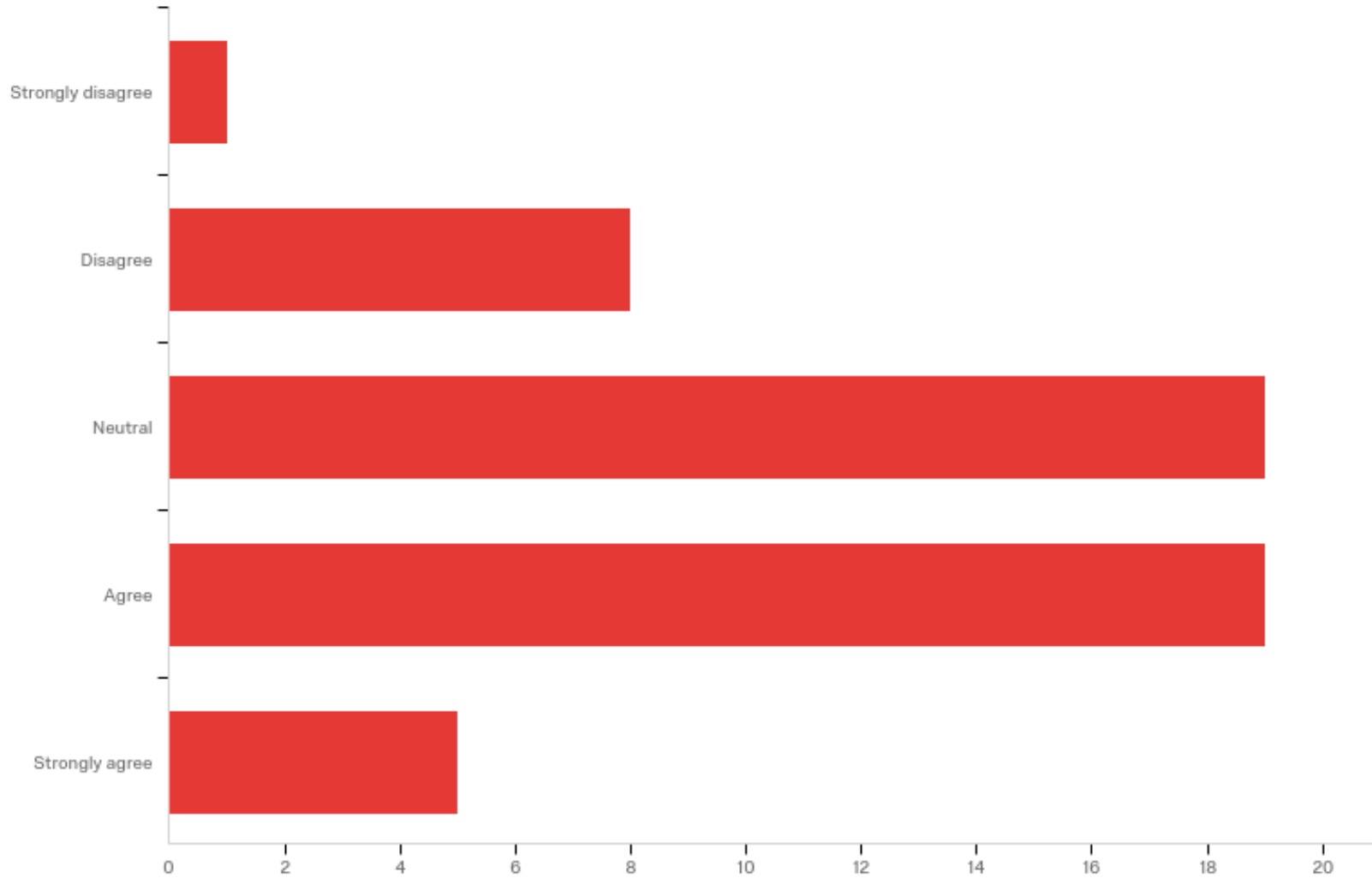
# Q1 - Please select what best describes your role in the Residency Program:



Q2 - Overall, I am satisfied with my current job:

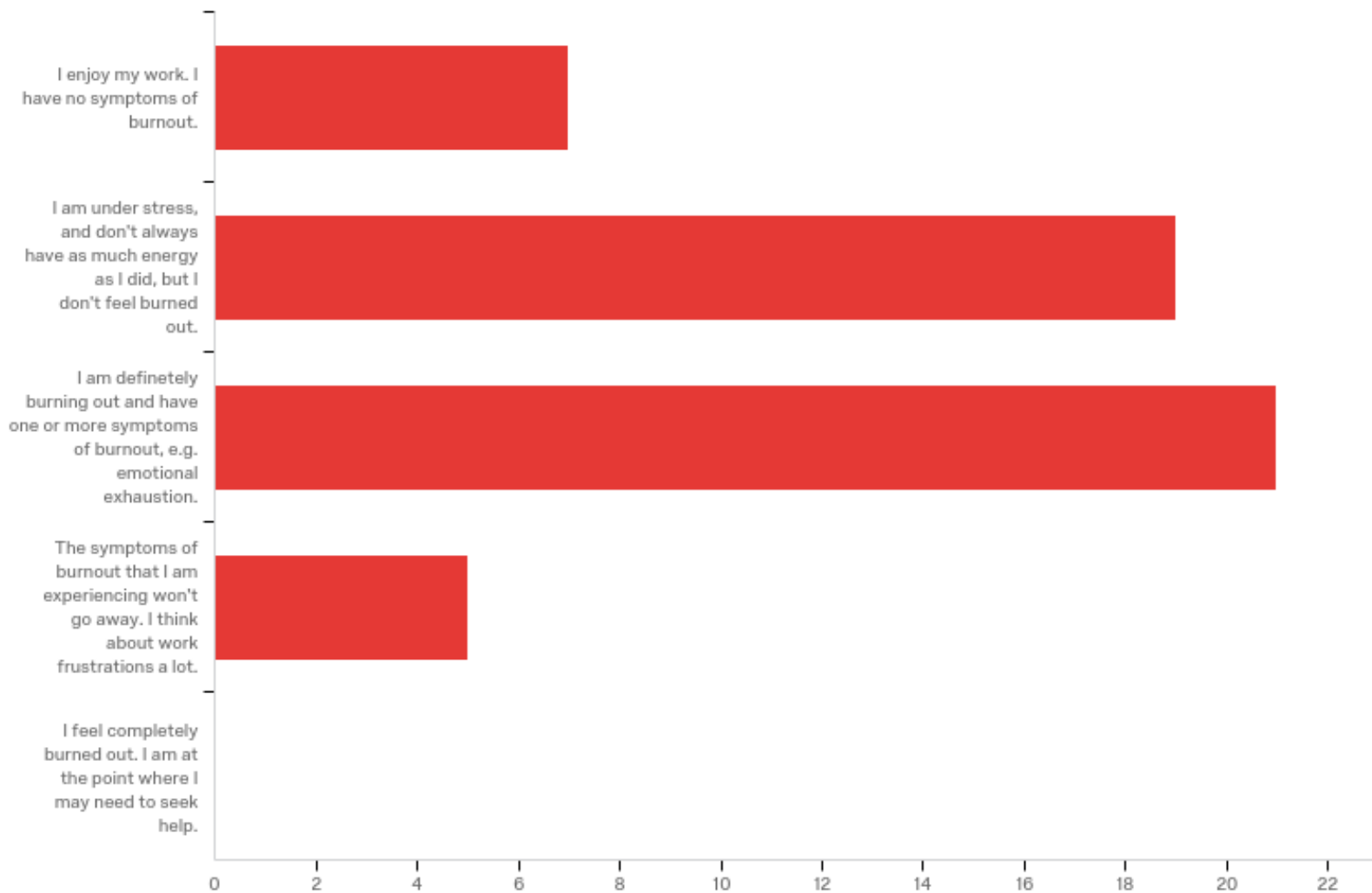


Q3 - I feel a great deal of stress because of my job:

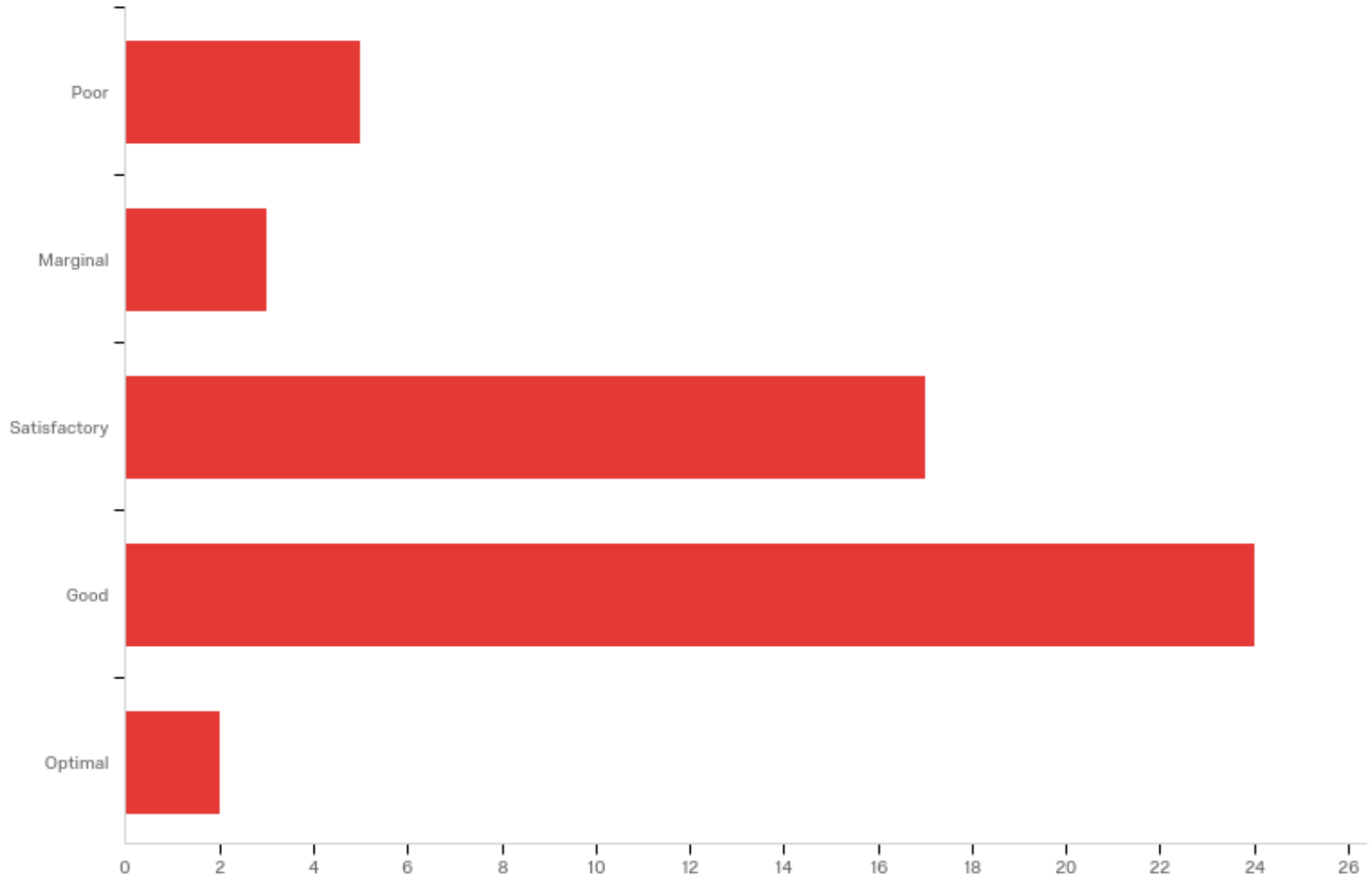




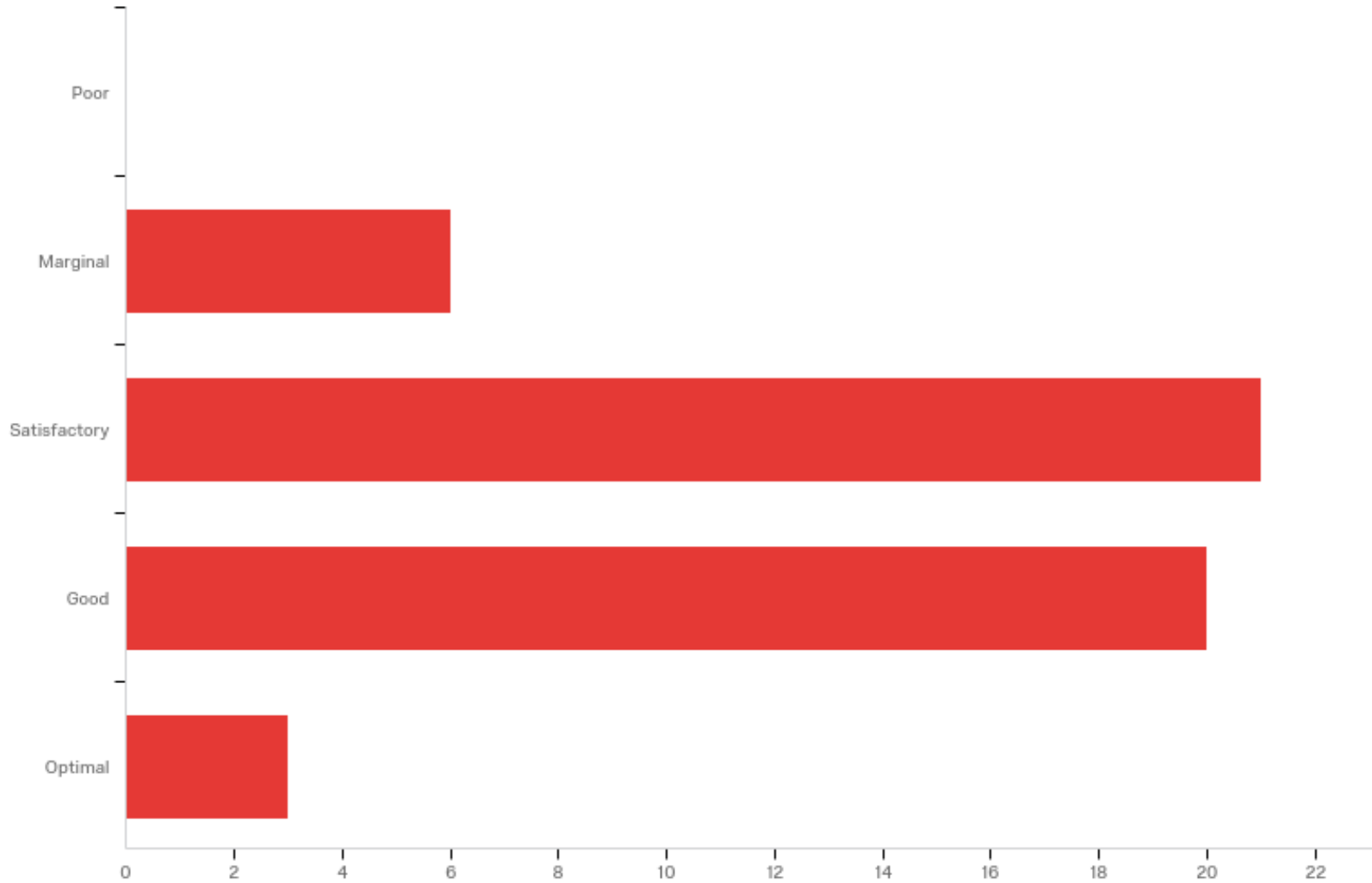
Q4 - Using your own definition of "burnout", please select one of the answers below:



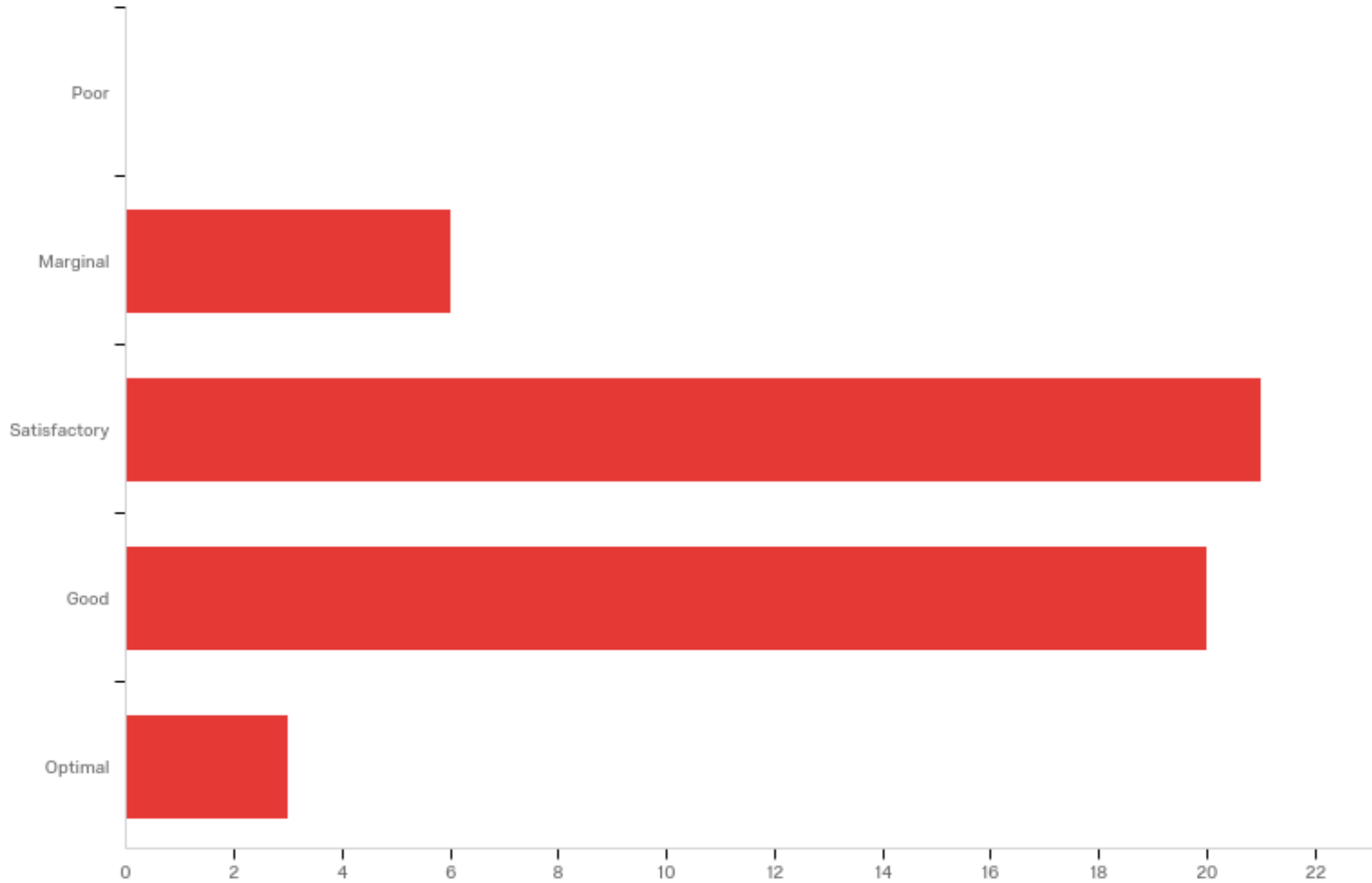
## Q5 - My control over my workload is:



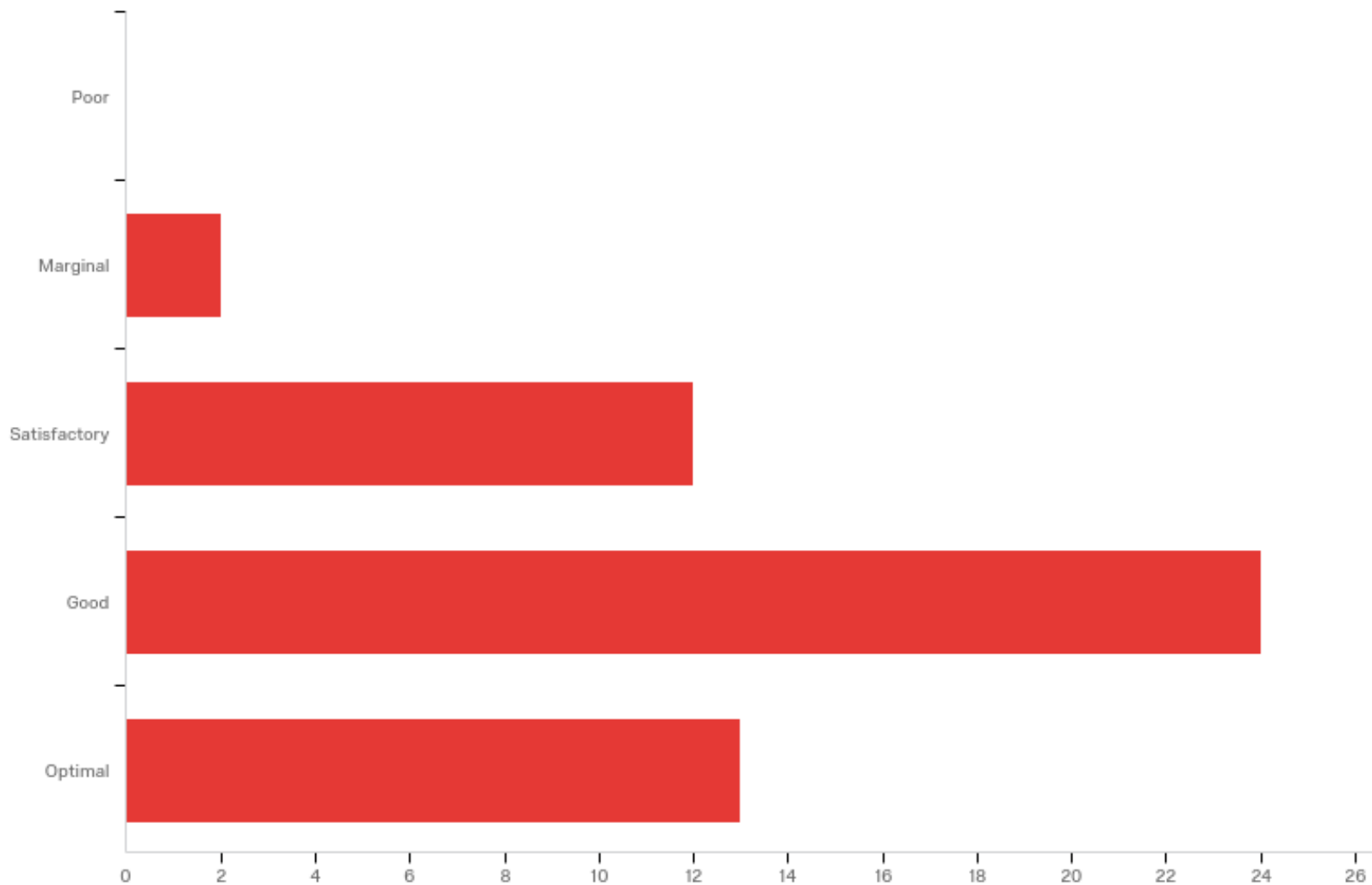
## Q6 - Sufficiency of time for documentation is:



## Q6 - Sufficiency of time for documentation is:




Q8 - My professional values are well aligned with those of my department leaders:



# 4:7:8 Breathing

- Exhale completely through your mouth, making a whoosh sound.
- Close your mouth and inhale quietly through your nose to a mental count of four.
- Hold your breath for a count of seven.
- Exhale completely through your mouth, making a whoosh sound to a count of eight.
- This is one breath. Now inhale again and repeat the cycle three more times for a total of four breaths.



“Self-care is never a selfish act -  
it is simply good stewardship  
of the only gift I have,  
the gift I was put on earth  
to offer to others.”

- Parker Palmer

[jessicadolice.com](http://jessicadolice.com)