Roadmap

Health Care Workers Burnout Before Pandemic

Impact Of Covid-19

Lesson Learned

Interventions to Promote Wellbeing
Our Burnout was a Thing even before Covid-19
Burnout Among Health Care Professionals:
A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care
A National Academy of Medicine Scenarios Paper

Between 2011 and 2014, the prevalence of burnout increased by
9% among PHYSICIANS
while remaining stable in other U.S. workers.

Burnout is nearly 2 TIMES as prevalent among physicians as U.S. women in other fields after controlling for work hours and other factors.

Physician rates of depression remain alarmingly high at 39%.

400 physicians die by suicide each year, a rate more than 2X that of the general population.

Health care professional burnout represents real suffering among people dedicated to preventing and relieving the suffering of others. The high prevalence of burnout among health care professionals is cause for concern because it appears to be affecting quality, safety, and health care system performance. Efforts are needed to address this growing problem.

-Dyrbye et al., 2017

Read more and download the full discussion paper nam.edu/Perspectives

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

#ClinicianWellBeing
Then Came COVID-19

- Chaos
- Daily uncertainty
- Surge of workload & patients
- Lack of resources
- Unclear if PPE is or will be available as needed
- Conflicting guidelines
  - Problems with trust in organizations
- Real life impact on residents/students training and education
Life Lesson: Put on your own oxygen mask before assisting others.

seriously,
you can’t help anyone if you’re dead.
Now more than ever

Self-Care is a priority and necessity - not a luxury - in the work that we do.
Staying Well Means Fostering Wellbeing and Resilience!
What is Wellbeing?

- **Subjective Wellbeing**
  - Frequent positive affect
  - High life satisfaction
  - Infrequent negative affect

- **Aka HAPPINESS**

- Happiness is a mental or emotional state of wellbeing defined by positive or pleasant emotions ranging from contentment to intense joy

What is Resilience?

- Resiliency is the ability to adapt to and bounce back from the stress of the clinical environment.

- Subjective Wellbeing
- Life Satisfaction
- Optimism
- Happiness
- Positive Affect (happiness)
- Self Awareness

Benefits of Resilience

Associated with

• Better physical health
• Lower morbidity
• Less pain
• Longevity
• Improved immune function


Figure from Dantzer et al
Lesson from Burnout Studies: Interventions Work

Interventions are associated with small but significant reductions in burnout

Organization-directed interventions have shown the strongest evidence for effectiveness

Individual-focused interventions also work

Burnout is a Systemic Problem and Needs Systemic Interventions


Organizational Interventions for Promoting Wellbeing

Individual-Focused Interventions for Promoting Wellbeing
Recognize and Acknowledge What You are Feeling

- Emotions are a crucial part of being alive – we all have them
- Recognize and explicitly name what you are feeling
As a HCP Help Others Process their Emotions

- To do that, you have to acknowledge your own emotions first

- Grief
- Anticipatory Grief
- Anger
- Fear / Anxiety
- Helplessness
- Guilt
Acknowledging and Naming Your Emotions is Much Harder than it Looks

- Much easier to resort to defense mechanisms: a psychological process initiated, typically unconsciously, to avoid conscious conflict or anxiety.
Defense Mechanisms: 4 Levels

Pathological
- Delusional projection, denial, distortion

Immature
- Acting out, hypochondriasis, passive-aggressive behavior, projection...

Neurotic
- Displacement, dissociation, intellectualization, reaction formation, repression

Mature
- Anticipation, suppression, humor, altruism, sublimation

Mature Defense Mechanisms – This is Where You Want to Be

**Anticipation:** Realistic planning for future discomfort

**Altruism:** Constructive service to others that brings pleasure and personal satisfaction

**Sublimation:** Transformation of unhelpful emotions or instincts into healthy actions, behaviors, or emotions. E.g. playing sports, advocacy

**Humor:** Overt expression of ideas and feelings (especially those that are unpleasant to focus on or too terrible to talk about directly) that gives pleasure to others. The thoughts retain a portion of their innate distress, but they are "skirted around" by witticism, for example, self-deprecation
Altruism and Sublimation are a Part of Our Lives

We took the Hippocratic Oath but this is real!
Appreciation

First responder, doctor, nurse, or hospital worker: Thank you for being on the front lines and keeping our communities healthy and safe. We are honored to be supporting you and helping you get where you need to go.

Obtain your 50 cent per gallon discount to use on your next fuel purchase at BP and Amoco.

6 chains including Starbucks and Krispy Kreme are offering free food and drinks for healthcare workers and other first responders.
Phases of Disaster Response
What Gives Life Meaning

Values

- Sense of Self-Worth
- Purpose

Efficacy

- What Gives Life Meaning
- Values
- Purpose
- Sense of Self-Worth
We are Healers. Healing others gives our lives meaning.
For many of us, healing might also mean healing our healthcare systems.
Experts recommend keeping your daily rituals even while working from home

“It’s for your own good. You’ve got to stop touching your face.”

Humor
Managing Stress and Anxiety
Stop the Amygdala Hijack

• Break the cycle
  • Stimulate your parasympathetic nervous system
How to break the cycle:

Deep Breathing

Positive Emotions

Today I am grateful for
Stay Connected (even more so) with Friends & Family
Don’t Forget the Basics:
Eat, Exercise, Sleep, Stay Informed
Takeaways

• If you can only do 1 thing, practice at least one self care activity a day

• If you can do more, help one other person
Resources
Useful Apps & Sites

Meditation App: paid version currently free to end of year (need NPI #)

Yoga for everyone.

Good Mythical Morning

Donal Skehan
Resources

• **APA Resources** COVID-19 Mental Health Impacts: Resources for Psychiatrists; https://www.psychiatry.org/psychiatrists/practice/well-being-and-burnout

• **Peer Support and Connection:**
  - Psychiatrist Network Facebook Group: Online closed physician group for psychiatrists and psychiatry residents
  - Psychiatrist in the Era of CoViD-19: Online closed physician sub-group for members of Psychiatry Network, for discussions about CoViD-19 and psychiatry
  - Psychiatrist for All Physicians: Online closed physician group for all specialties interested in learning about psychiatry
  - Netflix Watch Party: watch a movie in sync with your remote friends, need Netflix app and Chrome browser, as well as Netflix subscription for anyone watching

• **Helpful Apps:**
  - Headspace app: paid version currently free to end of year (need NPI #)
  - PFA Mobile (VA) and PFA Tutorial (U. of Minnesota) are two apps about administering psychological first aid
  - UCLA Mindfulness App: free app
Resources

• **Exercise:**
  - **Peloton**: use of app extended to 90 days (usually 14 days)—it’s amazing, you can use on treadmill, outdoor runs, bike, lots of floor exercise, yoga and meditation
  - **Pure Barre on Demand**: 60-day free trial (usually 30 days), click on 30-day trial, use promo code EXTENDEDTRIAL and trial will go to 60 days and $0
  - **Free Barre Fitness Classes**: links to YouTube videos
  - **Daily Burn**: 30-day free streaming trial

• **Support for Children:**
  - **NPR segment** for kids/families to learn about CoViD-19
  - **Nationwide Children’s articles** and **podcast**: How to talk to children about CoViD-19
  - **Center for the Study of Traumatic Stress**: Helping homebound children
  - **National Child Traumatic Stress Network**: Parent/caregiver helping families cope
Resources

• **Patient Resources:**
  • [Center for the Study of Traumatic Stress](#): Comprehensive list of patient resources
  • [UCLA Center for Autism Research and Treatment](#): Comprehensive list of resources for addressing CoViD-19 issues for patients with autism
  • [Substance Abuse and Mental Health Services Administration (SAMHSA)](#): 24/7 helpline for assisting patients in finding referrals to treatment

• **Trainee Education:**
  • [Virtual Resources for Psychiatry Education](#): From the University of Minnesota
  • [COVID19 Harm Reduction Guidelines for Substance Use](#): From the Yale Program in Addiction Medicine
  • [Mental Health and Psychosocial Aspects of CoViD-19 Outbreak](#): Can use to help you address your patients
  • [ADMSEP E-Modules](#) (Association of Directors of Medical Student Education in Psychiatry): Clinical discussions and cases, for medical students but helpful nonetheless, particularly for subspecialties (e.g. child psychiatry or geriatric psychiatry)
  • [Psychiatry Network Webinar on Telepsychiatry](#): Discussion about the most commonly asked questions when starting telepsychiatry; must “purchase” but cost is free

Cultivating and Conserving Wellness in the CoViD-19 Era. Compiled by Christina Girgis, M.D.
Resources

• NJ
  • NJ Mental Health Care- 800-202-4357
  • NJ Addiction Hotline-844-276-2777
  • Rutgers-Rutgers4U (1-855-652-6819)

• Others
  • Disaster Distress Helpline *(SAMHSA)*
    Call 1-800-985-5990 or text TalkWithUs to 66746
  • National Suicide Prevention Lifeline *(Link)*
    Call 800-273-8255 or Chat with Lifeline
  • Crisis Textline *(Link)*
    Text TALK to 741741
  • Veterans Crisis Line *(VA)*
    Call 800-273-8255 or text 838255
Questions