Resident Wellbeing: Why the Push? What Can Programs Do?

Lauren Talhelm, C-TAGME
Program Coordinator for Interventional Radiology & Vascular Surgery Residencies
Program Coordinator for CVIR Fellowship
President, Association of Vascular Surgery Coordinators
Penn State Health Milton S. Hershey Medical Center
Disclosure

• I have no conflicts of interest to report.
“Physicians need to be trained in a way that considers their well-being over the course of a lifelong career.”

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Why the Push?

• Increase in Resident & Physician Burn-out
  – More than 50% of residents experience burn-out; rates approaching 75% [1-3]

• Residents & Physicians have higher rates of suicide risk
  – Males: 1.41 overall suicide rate compared to general male population
  – Females: 2.27 overall suicide rate compared to general female population [4]

• Depression in Medical Students & Residents
  – 15-30% estimated range of depressions[5]
What is Burnout?

• Form of personal distress
• Characterized by:
  – Emotional exhaustion
  – Depersonalization
  – Decreased sense of accomplishment
• Symptoms:
  – Treating patients & co-workers as ‘things’
  – Feeling emotionally drained
  – Physical & mental exhaustion
  – Poor judgement
  – Feelings of ineffectiveness
  – Depersonalization of relationships [6]
Common Program Requirements

• NEW Well-Being section in CPR on page 22
• Lists responsibilities of the institution and also the program
• Dealing with:
  – Resident experience
  – Work intensity
  – Evaluating safety
  – Opportunity to attend appointments
  – Sessions regarding burnout, depression and substance abuse
  – Access to appropriate tools and resources
What Can Be Done?
Small Scale

• Provide Resources
• Resident Support
  – Co-residents; mentors; coordinators; faculty
  – Resident & faculty profiles
• Resident Involvement
• Reminder to hydrate
• Social Media
Medium Scale

- Resident Fuel
- Social events
- Quick Gym; Fitness competitions
- Sharing Stories
- Resident Wellness Time
- Faculty Development
- Spouse Groups
Large Scale

• Wellness Coach/Leader
• Wellness Committee
• Wellness Curriculum and Handbook
• Resident Mentorship Milestones
• 5 Day Trip
• Institutional Wide Activities
Identifying Burnout
Institutional-wide Awareness

• Involve ALL members of the healthcare team
• Present at staff/faculty meetings
• Make resources available to all staff
• Burnout affects everyone

“It’s the sprinkler system, sir... employee burnout keeps setting it off.”
References