Creating a Culture of Wellbeing and Resilience in Academic Medicine
Medical resident burnout reaches epidemic levels
—Medscape, May 17, 2015

The New York Times

One symptom in new medical codes: Doctor anxiety

Why the toxic treatment of doctors needs to change
—Time, August 31, 2015
Knowing yourself is the beginning of all wisdom.

Aristotle
Definition of Well-being

A good or satisfactory condition of existence; a state characterized by health, happiness, and prosperity. Dictionary.com

Well-being can be described as judging life positively and feeling good. Centers for Disease Control
I never thought burnout applied to me.

AAMC constituent
Definition of Burnout

Spending less than 20% of time in the most meaningful activity increased burnout risk by 54%.

Shanafelt (2009, 2014)
It’s not just individuals who burn out—companies do, too.

“The Acceleration Trap” (Bruch and Menges)
*Harvard Business Review*
Mental Health

Definition of Mental Health

Mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

The positive dimension of mental health is stressed in WHO’s definition of health as contained in its constitution: “Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

World Health Organization
These are the duties of a physician: first... to heal his mind and to give help to himself before giving it to anyone else.

from the epitaph of an Athenian physician, 2 AD
Definition of Resilience

- Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress – such as family and relationship problems, serious health problems or workplace and financial stressors. It means “bouncing back” from difficult experiences.

- Research has shown that resilience is ordinary, not extraordinary. People commonly demonstrate resilience.

- Emotional pain and sadness are common in people who have suffered major adversity or trauma in their lives.

- Resilience is not a trait that people either have or do not have. It involves behaviors, thoughts and actions that can be learned and developed in anyone.

American Psychological Association
Definition of Resilience

The mental, physical, emotional and behavioral ability to face and cope with adversity, adapt to change, recover, learn and grown from setbacks.

U.S. Army Ready and Resilient Campaign

www.army.mil/readyandresilient
## Ten Factors Contributing to Resilience

<table>
<thead>
<tr>
<th>• Optimism</th>
<th>• Role Models</th>
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<tbody>
<tr>
<td>• Facing Fear</td>
<td>• Physical Exercise</td>
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<tr>
<td>• Moral Compass</td>
<td>• Mental Exercise</td>
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<tr>
<td>• Religion and</td>
<td>• Flexibility and Acceptance</td>
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<tr>
<td>• Spirituality</td>
<td>• Meaning and Purpose</td>
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<td>• Social Support</td>
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Our Workforce’s Resilience Is Wavering…

- Emergency medicine
- General internal medicine
- Neurology
- Family medicine
- Orthopedic surgery
- Anesthesiology
- Obstetrics and gynecology

45.4% of physicians show symptoms of burnout in 2011

...And The Problem Is Worsening!

<table>
<thead>
<tr>
<th>Physicians Experiencing Symptoms in the Last 12 Months</th>
<th>2011</th>
<th>2014</th>
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<tbody>
<tr>
<td>Burnout</td>
<td>45.5%</td>
<td>54.4%</td>
</tr>
<tr>
<td>Depression</td>
<td>38.2%</td>
<td>39.8%</td>
</tr>
<tr>
<td>Suicidal Ideation</td>
<td>6.4%</td>
<td>6.4%</td>
</tr>
</tbody>
</table>

[Resilience is] the glue that holds groups together, provides a purpose larger than the solitary self, and allows entire groups to rise in challenges.

Martin Seligman, PhD Psychologist and Author of Flourish
Physician Health Care

1/3 of physicians: no regular source of health care

Physicians: low rates of treatment for depression despite SES advantages

Medical students (Michigan): almost 15% of students had current moderate to severe depression scores.

Schwenk, JAMA, 2010
Depression Treatment for Medical Students

Only 1/5 with positive depression screen sought care

Only 2/5 with suicidal ideation sought care

In Norway, only 1/3 sought treatment

UK survey: only half would seek formal professional advice for mental illness

Depression in Residents

In a meta-analysis of 54 studies, on average, 28% of residents had depression or depressive symptoms.

Overall prevalence = 21-43%.

Mata, JAMA, 2015
Physician Suicide Rate High

Recent studies show suicide is twice as likely in physicians vs. the rest of the working population (controlling for marital status, gender, race, and socio-economic status).

Stack S, Archives of Suicide Research, 2004
Aasland et al, Social Science & Medicine, 2001
Suicidal Ideation

- 6% of surgeons reported suicidal ideation
- Only 25% sought help
- The rate is three-fold higher if physician perceived making recent major medical error (16% suicidal ideation)
- 39% reluctant to seek help due to repercussions for medical license

Shanafelt et al, 2011
### Female Physicians at Highest Risk for Suicide

| **White female physicians rate higher than working US population (age-adjusted ratio: 2.39)** | **1.5% of US female physicians have attempted suicide** | **Female physicians: fewer attempts; higher completion rate than other females** |

Schernhammer and Colditz, American Journal of Psychology, 2004  
Petersen and Burnett, Journal of Occupational Medicine and Toxicology, 2008  
Frank and Dingle, American Journal of Psychology, 1999  
Center et al, JAMA, 2003
There is nothing in the world, I venture to say, that would so effectively help one to survive even the worst conditions as the knowledge that there is a meaning in one’s life. There is much wisdom in the words of Nietzsche: ‘He who has a why to live for can bear almost any how.’

Victor E. Frankl, Man’s Search for Meaning