



POSITIVE MEDICINE

The Applied Science of Human Flourishing in Medicine

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Overview

What is burnout
and how is it
related to the
“medical model?”

What is positive psychology
and how might it inform
medical training and
practice?

A Roadmap for
Clinician
Well-Being:
REVAMP



Positive Medicine
Thriving Healers. Thriving World

Diagnosis: Burnout

As lives hang in the balance, the healthcare community is tackling emotional exhaustion within its ranks



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BURNOUT

- ❑ Emotional Exhaustion
- ❑ Depersonalization
- ❑ Low sense of personal accomplishment



HEALTH

For the Young Doctor About to Burn Out

Professional burnout is the sum total of hundreds and thousands of tiny betrayals of purpose, each one so minute that it hardly attracts notice.

RICHARD GUNDERMAN FEB 21, 2014



Tertius Lydgate from *Middlemarch* by George Eliot (THE JENSON SOCIETY, NY)

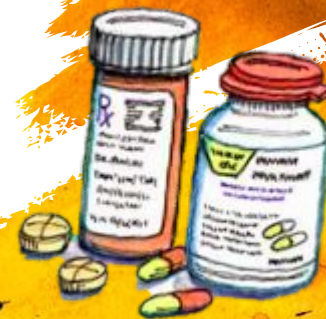
“Nothing is more needed than nourishment for the imagination. Medical educators, learners, and those who care about the future of medicine need to understand not only the changes taking place in medicine’s external landscape but the internal transformations taking place in minds and hearts.

Humanly speaking, are we enriching or impoverishing students? What alterations are we asking them, explicitly or implicitly, to make in the ways they act, think, and feel? In what ways are we bringing out the best elements in their character—courage, compassion, and wisdom—as opposed to merely exacerbating their worst impulses—envy, fear, and destructive competitiveness?”



The “Medical Model”

- × Emphasis on ***treating disease***, rather than ***promoting health***
- × Putting ***patients first***, often ***before our own self-care***
- × *Recapitulates and reinforces our vestigial **negativity bias***
- × Heightened ***productivity demands*** + increasingly ***inefficient*** work environments
- × Inadequate ***financial training***, debt, poor choices, loss of independence for physicians



A hand holding a lit sparkler against a dark background with white splatters.

Positive Psychology

- ✚ The scientific study of human flourishing and optimal human functioning... what is RIGHT with us!
- ✚ Empirically studies positive institutions, positive relationships, positive subjective states, character strengths, & virtues

Positive Psychology

✚ Formally established in 1998 by Martin Seligman as the theme of his tenure as president of the American Psychological Association

✚ Roots date back to ancient wisdom of the Greeks, Stoics, Buddhists, most recently the humanistic psychologists of the 20th century (Abraham Maslow, Carl Rogers....)



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

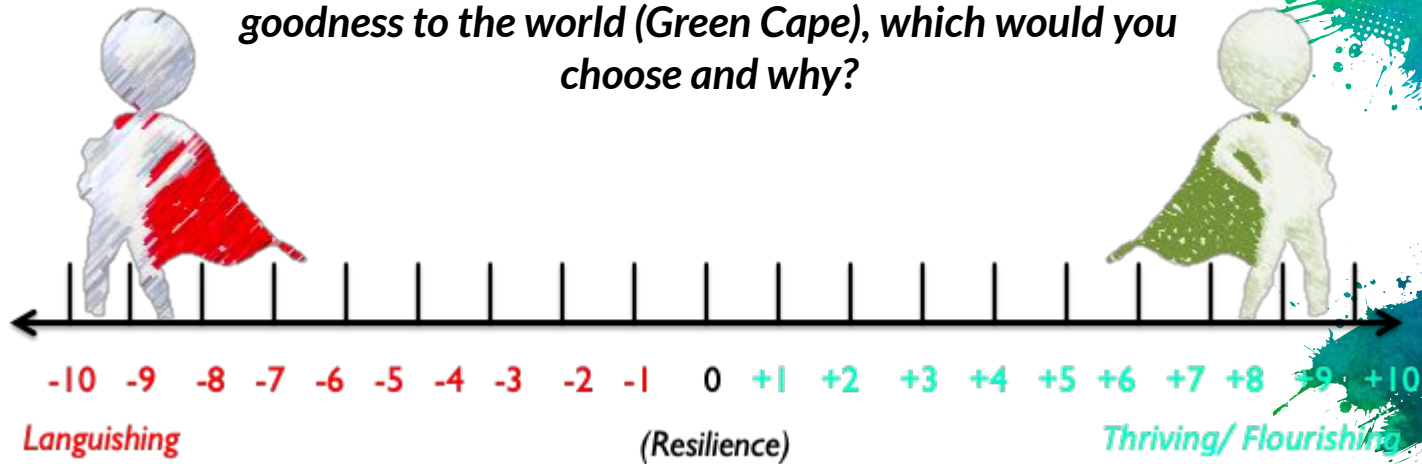
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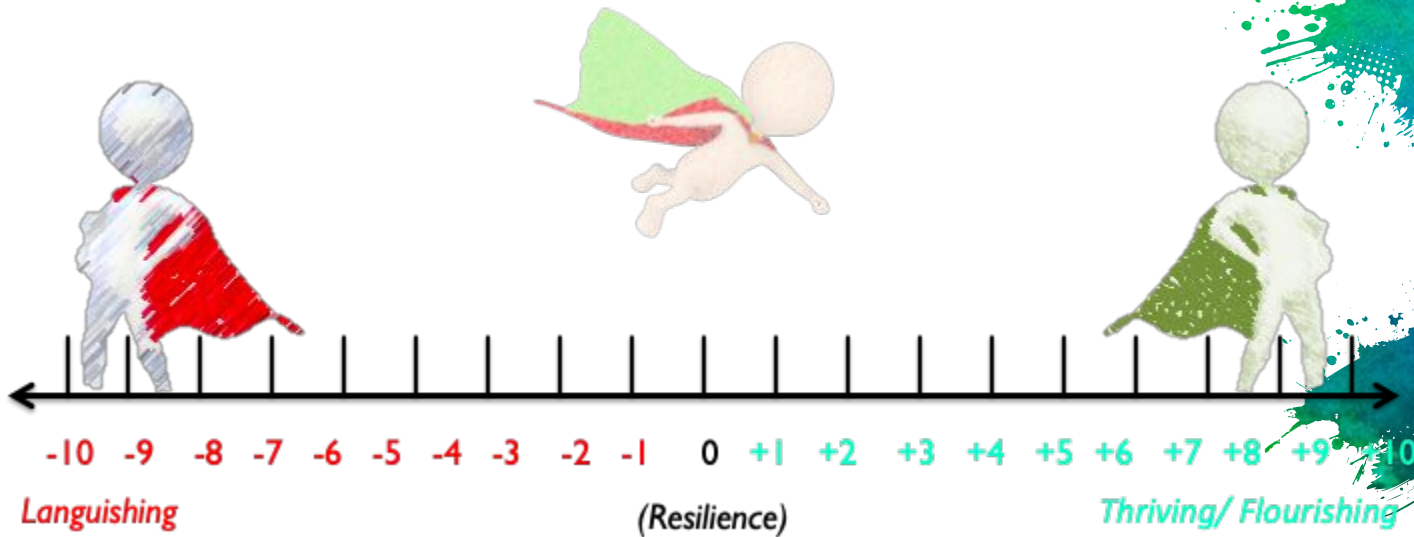
A Tale of Two Capes: Thought Experiment

From James Pawelski's *Positive Psychology Normative Analysis*

If you could be superhero that could get rid of badness in the world (Red Cape), or one that could add goodness to the world (Green Cape), which would you choose and why?



In medicine, our approach to patient care, and relatedly, the ways that we conceive of our own health and well-being, are virtually all **Red Cape**. We are masters of diagnosing disease and eliminating dysfunction.... Sure, **Green Cape** approaches might not be entirely sufficient... What might a **Reversible Cape** superhero look like?



*The presence of well-being is not merely the same as the absence of a mental illness...
These are two related, orthogonal, but not identical constructs.*

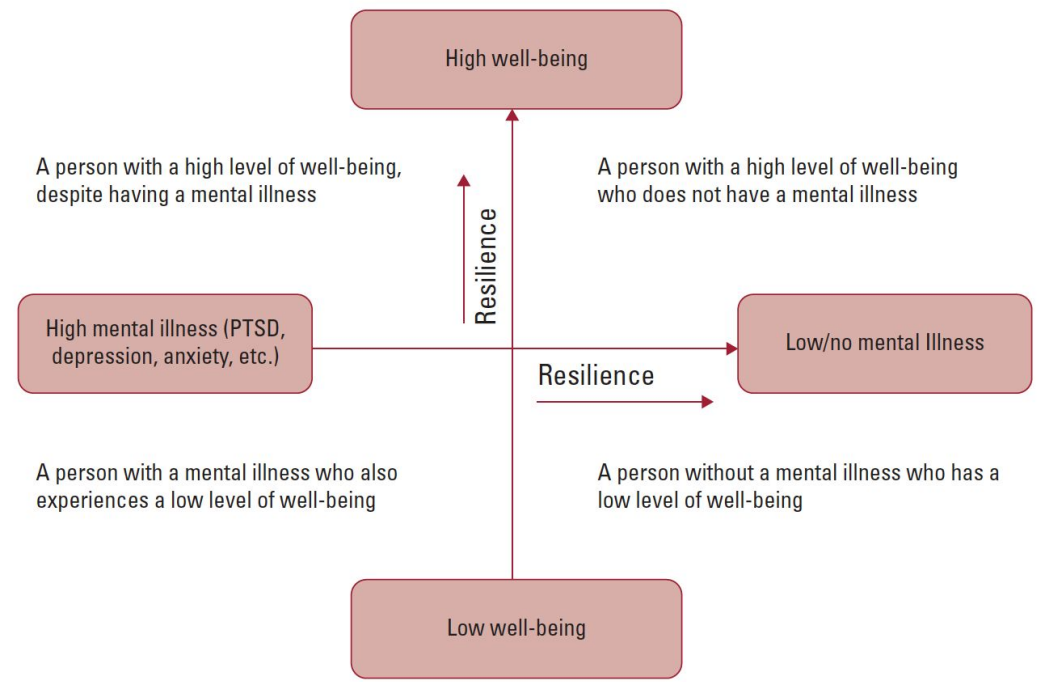


FIG 1 Well-being and mental illness as two related but distinct dimensions: resilience can move an individual along both dimensions towards greater well-being and lower mental illness (Westerhof 2010; MacKean 2011). PTSD, post-traumatic stress disorder. Figure adapted from MacKean (2011: Fig. 1), with permission.

“Despite the burgeoning research and practice in the realm of positive psychology, the notion of human flourishing or optimal health is **still mostly absent from medical practice**. There exists no field of “**positive medicine**,” that like positive psychology, would aim to cultivate a state of **complete health and well-being**, above and beyond the worthy goal of curing disease.

This missing piece of cultivating well-being holds immense promise for the healing and helping of many of our physicians who are currently languishing, as well as the patients whom they treat.”

-Jordyn Feingold, 2016



Positive Medicine

Thriving Healers. Thriving World



Why Positive Medicine?

“Health is a state of complete positive physical, mental, and social well-being, and not merely the absence of disease or infirmity”

Preamble to the Constitution of the WHO, 1946

“That physician will hardly be thought very careful of the health of his own patients if he neglects his own.”

- Galen, 130-200 AD

...“The demoralized person is preoccupied with merely trying to survive.”

- Frank & Frank, 1991, *Persuasion and Healing*

Positive Medicine

- *A deliberate and balanced approach to medicine that centers physician well-being as central to optimal patient care delivery*
- *Recognizes that the absence of disease \neq health*
- *Equips medical professionals with an evidence-based path forward for living healthier, happier lives; on par with an in service to patient care*
- *Positions medicine as a field that aims to not just cure disease, but to promote the thriving of our population*

A Paradigm Shift

- ❖ Self-care **IS NOT** selfish; IT IS a MUST for self and your visions
- ❖ Well-being and resilience can be learned & developed
- ❖ Positive Interventions can help us get there



The Reciprocal Domains of Physician Well-Being

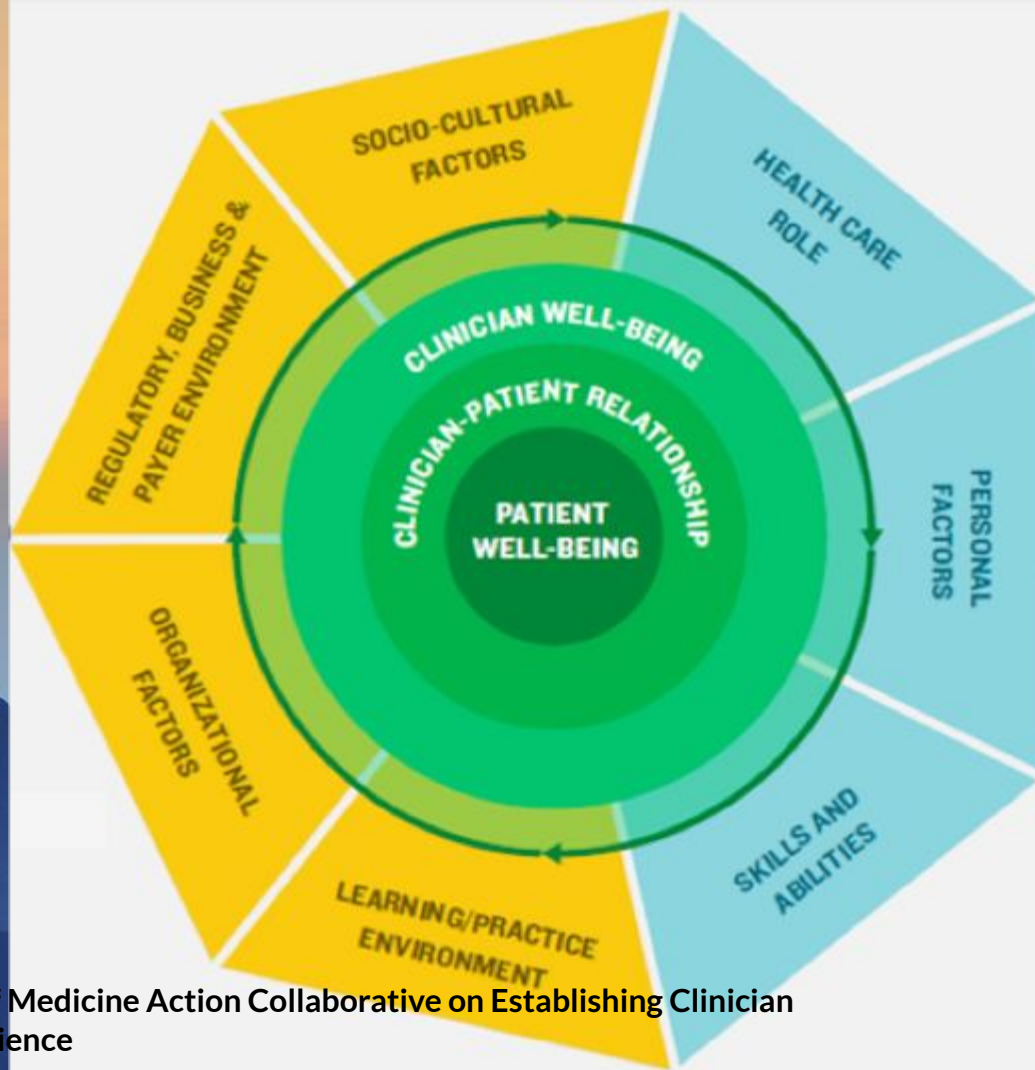
Chart illustrating the 3 domains of physician well-being, with each domain reciprocally influencing the others.



Source: Patty Purpur de Vries
NEJM Catalyst (catalyst.nejm.org) © Massachusetts Medical Society



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



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Jahoda, 1958 ⁱ	Ishizuka, 1988 ⁱⁱ	Ryff, 1989 ⁱⁱⁱ	Seligman, 2011 ^{iv}	Huppert & So, 2013 ^v	Prilleltensky et al., 2015 ^{vi}
1. Positive Attitude Toward Self	1. The Search for Self	1. Self-Acceptance	1. Positive Emotion	1. Competence	1. Psychological
2. Personal Growth	2a. The Need for Intimacy (w/ people)	2. Positive Relationships	2. Engagement	2. Emotional Stability	2. Community
3. Integration of Psychological Function	2b. The Need for Intimacy (w/universe)	3. Autonomy	3. Positive Relationships	3. Engagement	3. Interpersonal
4. Autonomy	3. The Quest for Achievement	4. Environmental Mastery	4. Meaning	4. Meaning	4. Occupational
5. Accurate Perception of Reality		5. Purpose in Life	5. Accomplishment	5. Optimism	5. Economic
6. Environmental Mastery		6. Personal Growth		6. Positive Emotion	6. Physical
				7. Positive Relationships	♦ Sociological construct of well-being; not directly compared to other Psychological constructs
				8. Resilience	
				9. Self-esteem	
				10. Vitality	

■ Relationship with the self
■ Relationships with others
■ Engagement and Personal Growth
■ Meaning/Purpose
■ Competence/Achievement

■ Positive emotions & Regulation
■ Physical Health/Vitality
■ Misc. Psychological measures

Elements Across 6 Theories of Well-Being (Feingold, 2016)

Six ingredients that comprise well-being...

REVAMP

Relationships ~ Engagement ~ Vitality ~ Accomplishment ~ Meaning ~ Positive Emotions

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REVAMP

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RELATIONSHIPS

→ *The single most important source of life satisfaction & emotional well-being*

Close interpersonal relationships

Workplace relationships (colleagues, peers, supervisors)

Relationship with the self (self-compassion)

Harvard Longevity Study

“**Close relationships**, more than *money or fame*, are what keep people happy throughout their lives. Those ties *protect people from life's discontents*, help to *delay mental and physical decline*, and are better predictors of long and happy lives than **social class**, **IQ**, or even **genes**. ”

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Relationships & Health

Over 50 studies have revealed that **social support lowers blood pressure & stress hormones**, and **buffers immune functioning** (Cohen, Doyle, Skoner, Rabin, & Gwaltney, 1997).

Studies reveal that **bad relationships are detrimental to health**, and thus, it is better to be single than to be in a low-quality relationship (Barr, Sutton, Simons, Wickrama, & Lorenz, 2016). In fact, it has been demonstrated that **bad relationships subtract from our well-being more than good friends add to our well-being** (Hartup & Stevens, 1997).

Positive, happy, and supportive marriages have been shown to be conducive to health by **improving the quality and length of life** (Wilson & Oswald, 2005; Kiecolt-Glaser & Newton, 2001).

In a 70-year-long study conducted at Harvard, researchers found that a good **marriage at age 50 predicts aging better than low cholesterol level at 50** (Valliant, 2002).

Active Constructive Responding

ACR = Building **trust** and **connection**
through sharing another's joy

“Will you be there for me when things go right?”

Active Constructive Responding



Gable, S. L., Reis, H. T., Impett, E. A., & Asher, E. R. (2004). What do you do when things go right? The intrapersonal and interpersonal benefits of sharing positive events. *Journal of Personality and Social Psychology*, 87(2), 228– 45;

Active-Destructive:

DemEANing the event

THE KILLJOY

FOCUS ON THE NEGATIVE,
EMBARRASSMENT, GUILT

Active-Constructive:

Enthusiastic support, asking questions

THE CAPITALIZER

*AUTHENTIC INTEREST, VALIDATION,
UNDERSTANDING;
STRENGTHENS RELATIONSHIPS*

Passive-Destructive:

Ignoring the event, shift focus to self

THE ONE-UPPER

CO-OPT THE CONVERSATION,
CONFUSION

Passive-Constructive:

Quiet, understated support

THE BUZZKILL

THE MOST DESTRUCTIVE TO
RELATIONSHIPS

Your friend gets a raise.....

Active-Destructive:

“Isn’t that new role going to make you even more stressed than you already are?”

Active-Constructive:

“That’s wonderful! Tell me everything from start to finish. Who told you? What did they say? How do you feel?”

Passive-Destructive:

“That reminds me; Jessica was accepted to Medical School!”

Passive-Constructive:

“I’m happy for you... I really gotta get back to work.”



Active Constructive Responding

Has been studied in **romantic couples**, **parents/children** (aged 7-11), children + their best **friends**

- Children model parent's response styles
ACR >> higher relationships quality in childhood friendships

Email & Facebook experiments using the 4 response styles

- Participants in ACT condition (Capitalizers) expressed more positive sentiment than all 3 other conditions combined



No BUTS.

“When someone relates good news, respond **without using the word *but***. Also don’t use any of its close cousins, like *however, whereas, yet, then again, and on the other hand.*”

From: Peterson (2013). Pursuing the Good Life: 100 Reflections on Positive Psychology



Self-Compassion

(the relationship we have with ourselves)

1. **Self-kindness** vs. self-judgment: offering the self a warmth, nonjudgmental understanding
2. **Common humanity** vs. isolation: understanding that life is filled with struggle and that mistakes are inevitable
3. **Mindfulness** vs. over-identification: not taking on another person's struggles or emotional difficulty, but being able to understand others emotions from a healthy distance

Self-Compassion



What would I say to my [child, best friend, sister/brother, etc.] if they were going through this?

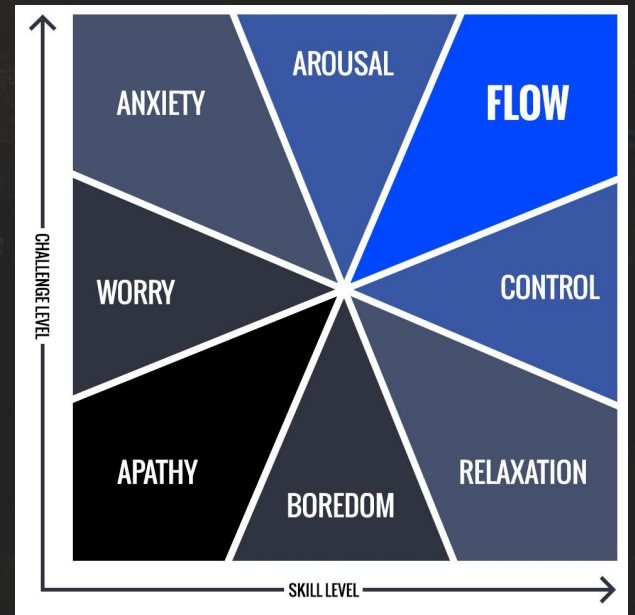
ENGAGEMENT

→ Optimizing *immersion in daily life, showing up as our best*

Flow

Character strengths

Mindfulness

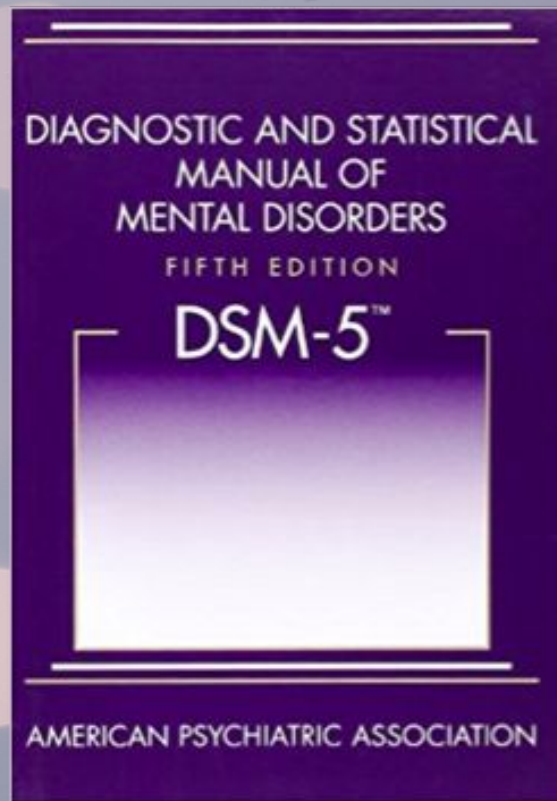


Character Strengths



WISDOM	CREATIVITY <ul style="list-style-type: none">• Originality• Adaptive• Ingenuity	CURIOSITY <ul style="list-style-type: none">• Interest• Novelty-Seeking• Exploration• Openness	JUDGMENT <ul style="list-style-type: none">• Critical Thinking• Thinking Things Through• Open-mindedness	LOVE OF LEARNING <ul style="list-style-type: none">• Mastering New Skills & Topics• Systematically Adding to Knowledge	PERSPECTIVE <ul style="list-style-type: none">• Wisdom• Providing Wise Counsel• Taking the Big Picture View
COURAGE	BRAVERY <ul style="list-style-type: none">• Valor• Not Shying from Fear• Doing Up for What's Right	PERSEVERANCE <ul style="list-style-type: none">• Persistence• Industry• Finishing What One Starts	HONESTY <ul style="list-style-type: none">• Authenticity• Integrity	ZEST <ul style="list-style-type: none">• Vitality• Enthusiasm• Vigor• Energy• Feeling Alive	
HUMANITY	LOVE <ul style="list-style-type: none">• Both Loving and Being Loved• Making Close Relationships with Others	KINDNESS <ul style="list-style-type: none">• Generosity• Nurturance• Care & Compassion• Altruism• "Aloofness"			SOCIAL INTELLIGENCE <ul style="list-style-type: none">• Sense of the Mores• Feelings of Self & Others• Knowing what Makes Other People Tick
JUSTICE	TEAMWORK <ul style="list-style-type: none">• Citizenship• Social Responsibility• Loyalty			FAIRNESS <ul style="list-style-type: none">• Just• Not Letting Feelings Bias Decisions• Not Letting Others	LEADERSHIP <ul style="list-style-type: none">• Organizing Group Activities• Encouraging a Group to Get Things Done
TEMPERANCE		FORGIVENESS <ul style="list-style-type: none">• Mercy• Accepting Others' Shortcomings• Giving People a Second Chance	HUMILITY <ul style="list-style-type: none">• Modesty• Letting One's Accomplishments Speak for Themselves	PRUDENCE <ul style="list-style-type: none">• Careful• Cautious• Not Taking Unwise Risks	SELF-REGULATION <ul style="list-style-type: none">• Self-Control• Discipline• Managing Impulses & Emotions
TRANSCENDENCE	APPRECIATION OF BEAUTY & EXCELLENCE <ul style="list-style-type: none">• Awe• Wonder• Elevation	GRATITUDE <ul style="list-style-type: none">• Thankful for the Good• Expressing Thanks• Feeling Blessed	HOPE <ul style="list-style-type: none">• Optimism• Future-Mindedness• Future Orientation	HUMOR <ul style="list-style-type: none">• Playfulness• Bringing Smiles to Others• Lighthearted	SPIRITUALITY <ul style="list-style-type: none">• Religiousness• Faith• Purpose• Meaning

VS.



Creativity Perspective
Judgment Curiosity
Honesty Bravery Fairness
HUMOR Zest
PERSEVERANCE Teamwork
Love Kindness Leadership
Social Intelligence Love of Learning
Forgiveness HOPE PRUDENCE
Appreciation of Beauty & Excellence Humility
Spirituality SELF-REGULATION Gratitude
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Mindfulness

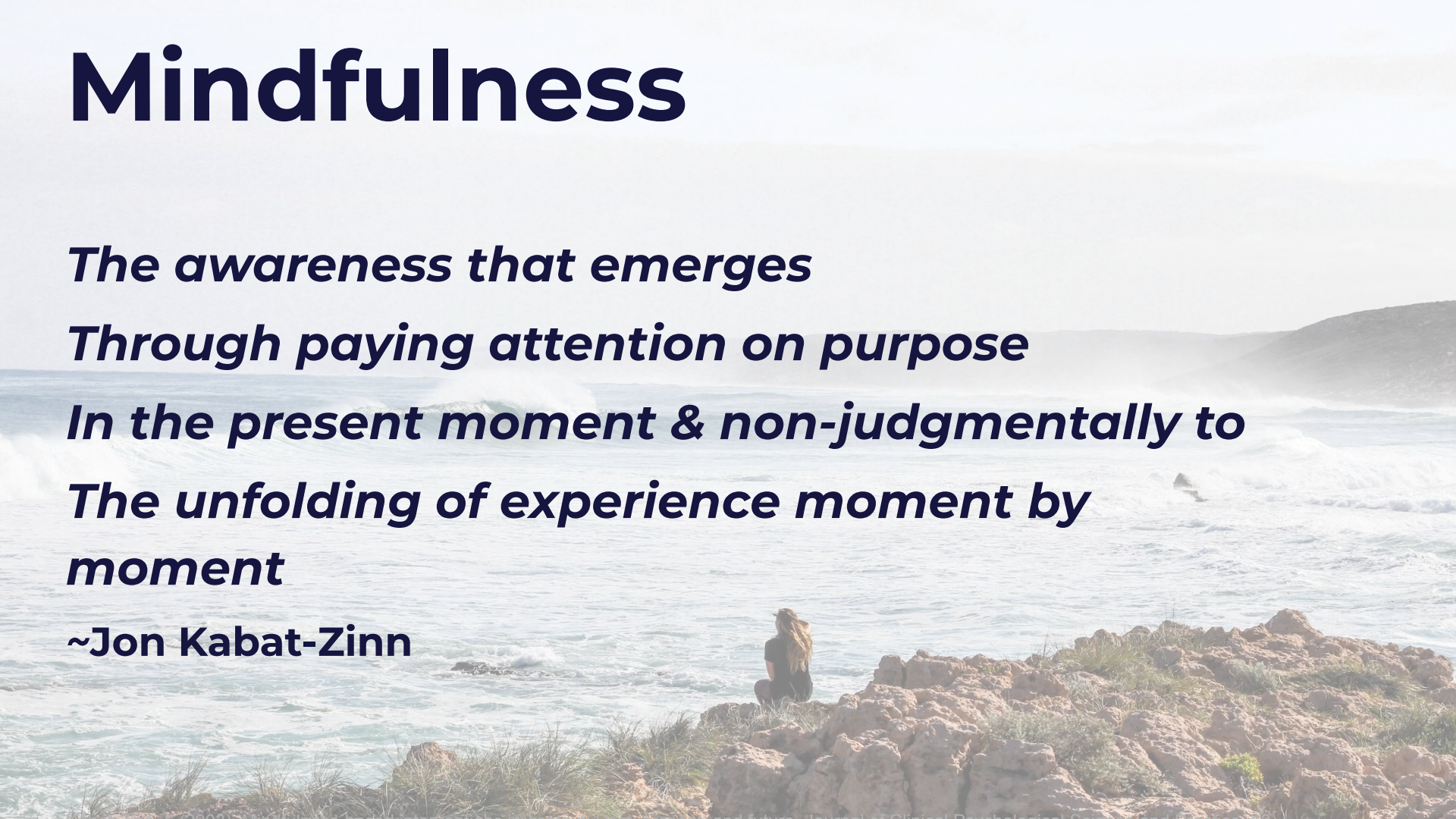
The awareness that emerges

Through paying attention on purpose

In the present moment & non-judgmentally to

The unfolding of experience moment by moment

~Jon Kabat-Zinn



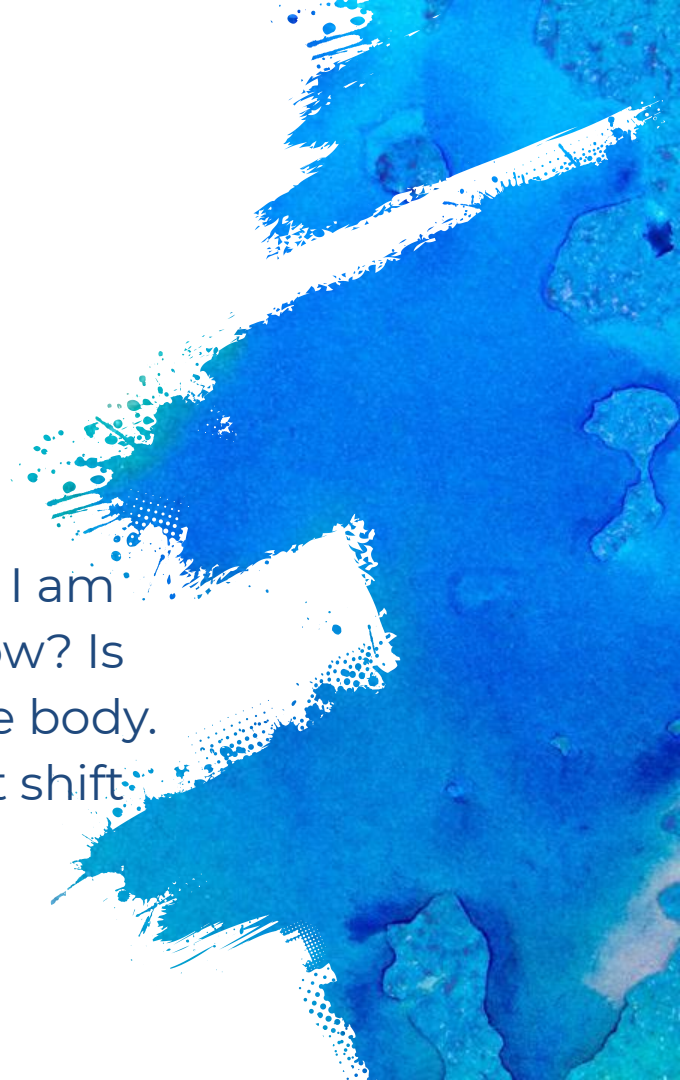
Mindful STOP

S ~ Stop several times throughout your day

T ~ Take a few breaths – where is my breath?
Chest or belly?

O ~ OBSERVE “Am I fully awake?” Do I know what I am doing right now? How does my body feel right now? Is there anything I can release i.e. held tension in the body. What is my attitude/perspective and can/should it shift and reframe in a different light?”

P ~ Proceed with greater clarity and focus



VITALITY

→ *Unpacking the mind-body; possessing the energy to complete tasks with vigor*

Physical Activity

Diet

Sleep

Mindsets

VITALITY

If you're in a bad mood, go for a walk.

If you're still in a bad mood, go for another walk.

~Hippocrates



Benefits of Physical Activity

- **Life satisfaction** (Stubbe, de Moor, Boomsma, & de Geus, 2007)
- **Executive Function, Working Memory** (Kramer et al., 1999; Colcombe & Kramer, 2003)
- **Improved Reaction Time, Information Processing, Decision-Making** (Suominen-Troyer, Davis, Ismail, & Salvendy, 1986; Chang & Itinier, 2009)
- **Cognitive flexibility** (Coles & Tomporowski, 2008; Sibley & Beilock, 2007; Winter et al., 2007; Netz, Tomer, Axelrad, Argov, & Inbar, 2007)
- **Improved Visuospatial Memory + Positive Mood** (Stroth, Hille, Spitzer, & Reinhardt, 2009)

Brain-Derived Neurotrophic Factor [BDNF]

MiracleGro for the brain! Enhances & maintains neural circuitry

(Ratey & Hagerman, 2008)

- **Considered the link biological link between movement, thoughts, emotions; may increase capacity to learn**
- **Inversely correlated with depression, emotional exhaustion; Positively correlated with feelings of competence (Sertoz et al., 2008)**
- **Exercise increases BDNFs**
- **Benefits of exercise last several weeks in animal models (Berchtold, Castello, & Cotman, 2010)**
- **Acute exercise increase blood serum BDNF levels in humans (Ferris, Williams, & Shen, 2007)**



Exercise: The Bottom Line.



The human genome **evolved to support metabolic demands associated with hunting and foraging** for food; when physical activity was critical for survival;
Thus, our **optimal cognitive fitness depended on our physical fitness** (Ratey & Loehr, 2011)

Mind over matter.

Can a Nice Doctor Make Treatments More Effective?

Connecting with patients doesn't just make them think someone cares. It can make a difference for health outcomes.



COUNTER CLOCKWISE

Mindful Health and the
Power of Possibility



ELLEN J. LANGER

AUTHOR OF THE BESTSELLING CLASSIC

Mindfulness

Research Article

Mind-Set Matters

Exercise and the Placebo Effect

Alia J. Crum and Ellen J. Langer

Harvard University



ACCOMPLISHMENT

→ *Success ≠ a zero sum game*

Grit

“Otherishness”

Goal-setting

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ACCOMPLISHMENT

Success ≠ a zero sum game;

GRIT = passion and perseverance for long-term goals, defined by sustained interest and effort over time

(Duckworth, Peterson, Matthews, & Kelly, 2007).

OTHERISHNESS = successfully working toward one's own personal goals while focusing on helping others.

(Grant, 2013, p. 158; Rebele, 2015).

ACCOMPLISHMENT

→ *Success ≠ a zero sum game*

- ❑ Prioritize your own needs and goals
- ❑ Be a 'chunker' not a sprinkler
- ❑ Know when to say NO
- ❑ Ask for help more often and more efficiently
- ❑ Seize energizing opportunities to help
- ❑ Reflect on your impact
- ❑ Build a team

(Grant, 2013, Rebele 2015)



SMART Goals

SPECIFIC

MEASURABLE

ACHIEVABLE

RELEVANT TO LARGER GOALS

TIME-LIMITED



MEANING

→ Belonging to and serving something larger than the self

Connecting with your purpose, calling (Ikigai)

Posttraumatic Growth

Living by your values

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Positive Medicine

Helping Healers, One Step at a Time

Beyond Happiness *(Emily Esfahani Smith)*

Sense of belonging - relationships in which we are valued and understood

Purpose - spending time in a worthwhile way, making a contribution to others

Transcendence - lifting about the hustle and bustle of daily life, feeling the ego fade away

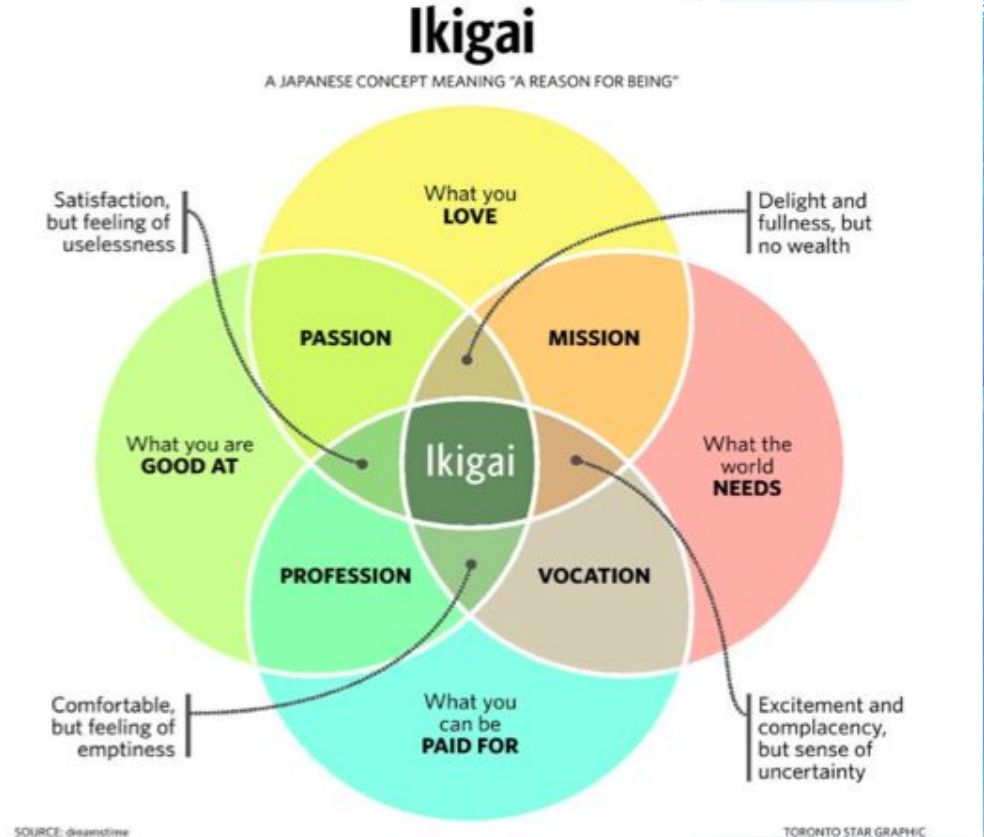
Storytelling - telling a narrative of our own lives, how we became; helping others own their narratives



MEANING

What in life brings me a sense of meaning?

How might thinking about the end of life change the way I live my life today?



POSITIVE EMOTIONS

A young woman with long dark hair is smiling broadly, looking upwards and to the right. She is wearing a white sleeveless top under dark overalls. She is standing in a field of tall sunflowers, with her hands near the stems of the flowers. The background is a dense field of sunflowers under bright, sunny conditions.

→ *Embracing a mindset of positivity & Feeling GOOD*

Expanded Attention (“Broaden-and-build”)

Resilience

Savoring

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Joy
gratitude
serenity
interest
hope
pride
amusement
inspiration
awe
love

POSITIVE EMOTIONS



(Barbara Fredrickson)

Frequency >> Intensity

openness

authenticity

curiosity

Let go of forcing positivity in the moment.

Instead, maximize the likelihood of experiencing positive emotions on a day-to-day basis by creating a mindset of positivity

appreciation

kindness



THE SMALL STUFF MATTERS.

NEGATIVE EMOTIONS (-)

**Associated with
thought-action tendencies**

Narrow our attention

**Crucial for survival (avoid
lethal stimuli)**

More salient

Lead to downward spirals

POSITIVE EMOTIONS(+)

**Associated with
thought-action repertoires**

Broaden our attention

**Crucial for survival (imagine
positive future, cultivate
relationships)**

More enduring

Lead to upward spirals



REVAMP

Summary

- We evolved and are cultured in our profession to over-value the negative (to use our red cape)
- Helping our patients optimally requires helping ourselves and pursuing self-care!
- Well-being = **R**elationships + **E**ngagement + **V**itality + **A**ccomplishment + **M**eaning + **P**ositive emotions
 - >> **REVAMP!**
- It's all about *small* shifts to getting us there!





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