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Medical leadership for mind, brain and body.




# PHYSICIAN WELLNESS:

How do we achieve the 4<sup>th</sup> aim?

Steve Wengel, MD, Assistant vice chancellor for campus wellness for UNO and UNMC

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## OBJECTIVES

OBJECTIVES:

1. Review signs and symptoms of physician burnout, stress, and depression
2. Discuss self care strategies that can reduce suffering and improve wellbeing

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### CONFLICT OF INTEREST


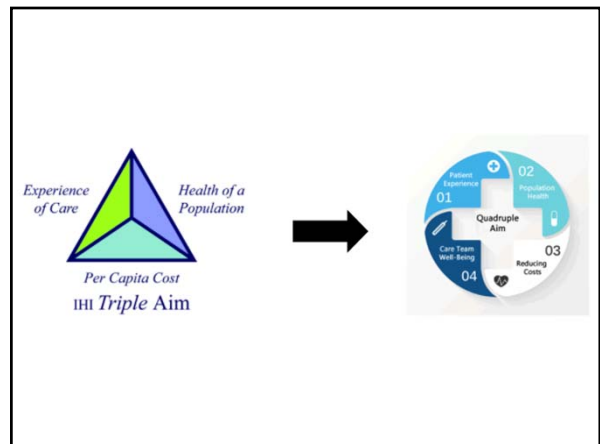
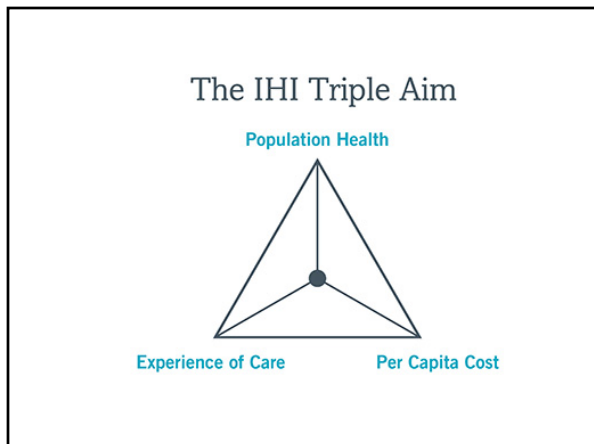
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## Office of Wellness

Steve Wengel, MD  
Assistant Vice Chancellor for Campus Wellness  
Geriatric psychiatrist

Located on the 6<sup>th</sup> Floor of Poynter Hall  
402-552-6002

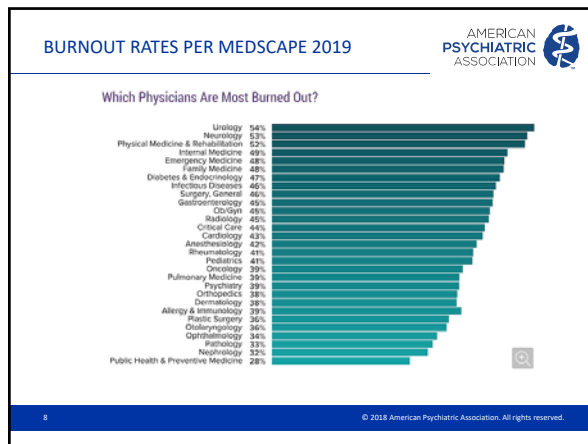



MAYO CLINIC PROCEEDINGS  
 Disturbing Trends in Physician Burnout and Satisfaction With Work-Life Balance: Dealing With Malady Among the Nation's Healers

EDITORIAL  
 December 2018  
 Volume 46  
 Number 12

Nursing + Nursing  
**Burnout and Its Burden on Nurses**  
 — Job dissatisfaction is neither inevitable nor incurable

by Michele Wojciechowski, Daily Nurse  
 January 13, 2019



### BURNOUT: DEFINITIONS

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- **Emotional exhaustion:** feeling frustrated, tired of going to work, drained
- **Depersonalization/cynicism:** being less empathic with patients/others, detached from work, seeing patients as diagnoses/objects/sources of frustration
- **Low personal achievement:** experiencing work as unrewarding, “going through the motions”

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### GENERAL RISK FACTORS FOR BURNOUT/DISTRESS

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- Sleep deprivation
- High level of work/life conflict
- High level of anger, **loneliness**, or anxiety
- Anxiety about competency/“Imposter Syndrome”
- Difficulty “unplugging” after work
- Regular use of alcohol and other drugs

Sargent MC, et al. J Bone Joint Surg Am 2009

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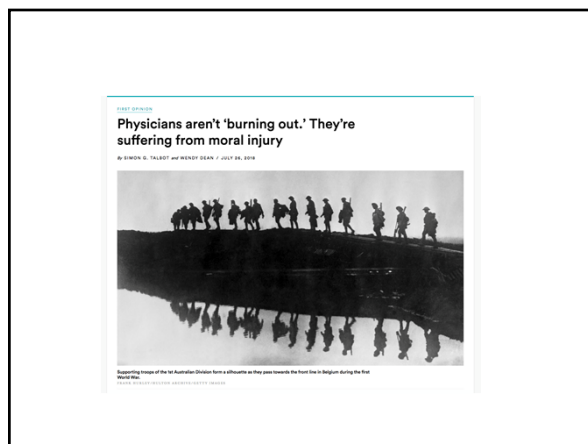
### DEPRESSION – DSM-5

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- 5 or more of the following symptoms for ≥2 weeks:
  - Depressed mood most of the day
  - Diminished interest or pleasure
  - Significant weight loss or gain
  - Insomnia or hypersomnia nearly every day
  - Psychomotor agitation or retardation
  - Fatigue or loss of energy
  - Feelings of worthlessness or excessive guilt
  - Diminished ability to concentrate
  - Recurrent thoughts of death or suicidal ideation with or without a plan

APA, 2013. Diagnostic and Statistical Manual of Mental Disorders, 5th Edition

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### PATIENT CARE AND PHYSICIAN WELL-BEING


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- Physicians who care for themselves do a better job of caring for others
  - They are less likely to make errors
  - Have a higher patient satisfaction
- Habits of practice to promote well-being and resilience need to be cultivated across the continuum
- A healthy learning environment will lead to improved health care for all, physicians and patients


Shanafelt TD et al. JAMA. 317:1875-1881. 2017

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Time for some good news!



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Gratitude journaling: Once a week, write down 3 new things that you are thankful or grateful for


15



### Exercise


- Reduces anxiety
- Enhances mood
- Improves concentration
- Raises level of brain-derived neurotrophic protein (BDNF)

*"Exercise is like taking a little bit of Prozac and Ritalin every day."*

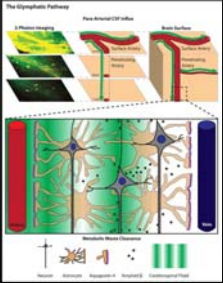



## Sleep Loss

- ❖ Increased secretion of proinflammatory cytokines
- ❖ Decreased circulating GH levels
- ❖ Reduced leptin, elevated ghrelin, and increased appetite




- ❖ Increased cravings for simple carbohydrates
- ❖ Impairment of lymphatic system



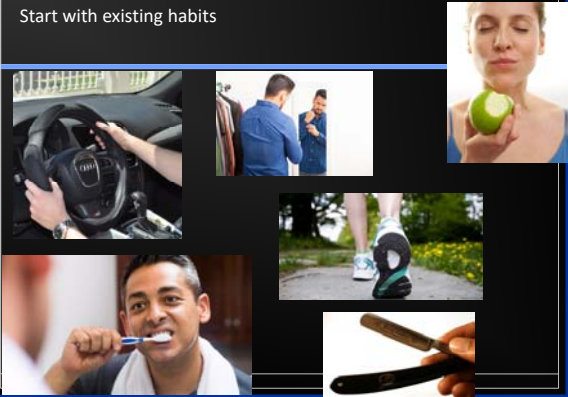
The diagram illustrates the lymphatic pathway, showing lymphatic capillaries, lymph nodes, and the thoracic duct. It also shows the flow of lymph through the venous system.

### Practice Mindfulness



Mind Full, or Mindful?

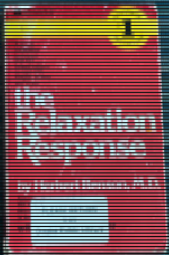
### Start with existing habits

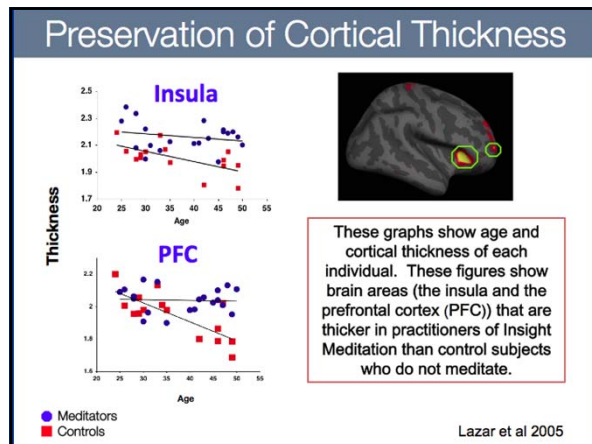


### Mindful Breathing

- Take 6 seconds to breathe in
- Pause briefly
- Take 6 seconds to breathe out

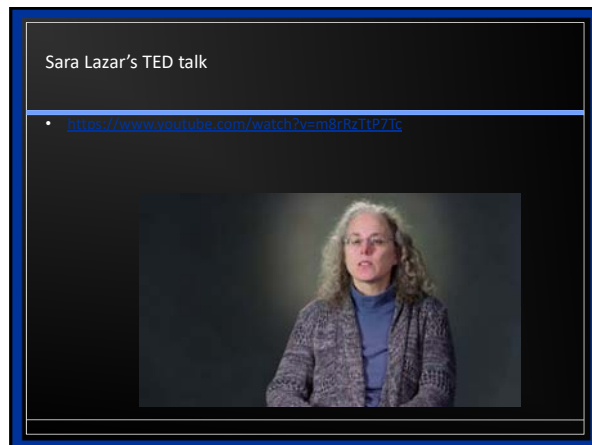
### #5: Meditate





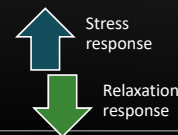
#### Meditation benefits

- Improved sleep
- Reduced stress, anxiety
- Positive role in depression
- Improvement in immune system function
- Improved empathy
- Enhanced problem-solving ability
- Improved patient engagement with providers



#### The "Relaxation Response"

- Term coined by Herbert Benson, M.D.
  - Cardiologist at Harvard
  - Lifelong research on role of stress on health, and positive effects of eliciting relaxation
  - Basic tenet: stress response and relaxation response are both hard wired, and *mutually exclusive*



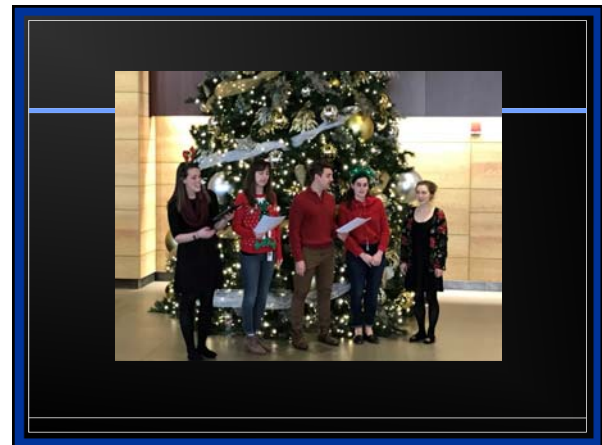
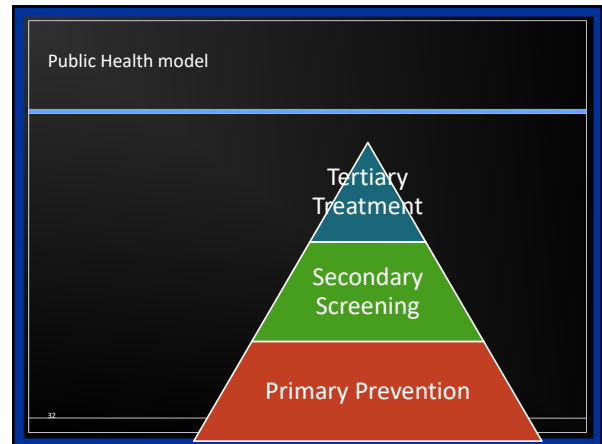
#### Eliciting the Relaxation Response

- The following is the generic technique taught at the Benson-Henry Institute:
- Pick a focus word, short phrase, or prayer that is firmly rooted in your belief system, such as "one," "peace," "The Lord is my shepherd," "Hail Mary full of grace," or "shalom."
- Sit quietly in a comfortable position.
- Close your eyes.
- Breathe slowly and naturally, and as you do, say your focus word, sound, phrase, or prayer silently to yourself as you exhale.

- Assume a passive attitude. Don't worry about how well you're doing. When other thoughts come to mind, simply say to yourself, "Oh well," and gently return to your repetition.
- Continue for 10 to 20 minutes. Do not set a timer.
- Do not stand immediately. Continue sitting quietly for a minute or so, allowing other thoughts to return. Then open your eyes and sit for another minute before rising.
- Practice the technique once or twice daily. Good times to do so are before breakfast and before dinner.
- Don't do the technique within 2 hours after a heavy meal.

What's UNMC doing to improve the quality of life for our students, staff, and faculty?

- New positions created
  - Ass't Vice Chancellor for Campus Wellness
  - Director of Wellness Education
  - COM Student Wellness Advocate
  - House Officer Assistance Program (HOAP)
- Wellbeing Coordinating Council
- Annual wellbeing symposium
- Annual wellbeing survey
- Stress Management courses, workshops, groups
- Enhanced access to mental health care
- Humanities enhancement projects (e.g. Nebraska Medical Orchestra)
- Research on impact of interventions



Medical students' exposure to the humanities

- What type of humanities exposure counts?
  - Music, literature, visual arts, theater
  - Passive or active
- Positive correlations
  - Empathy
  - Wisdom
  - Tolerance of ambiguity
  - Spatial skills
  - Emotional appraisal
  - Openness
- Negative correlations
  - Cognitive weariness
  - Physical fatigue
  - Emotional exhaustion

QUESTIONS/DISCUSSION

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