

Resilience Update

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Our focus today...

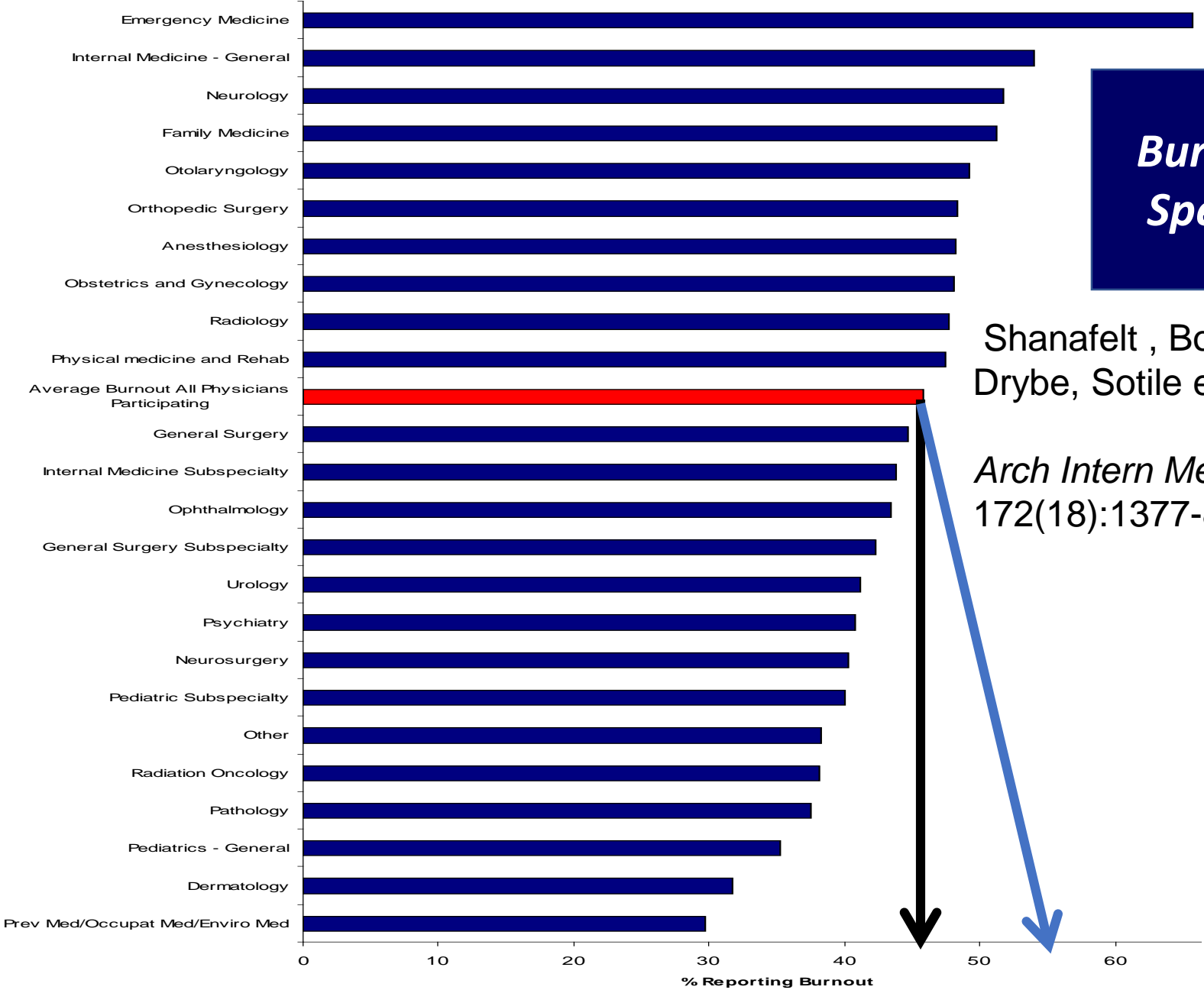
The
“Psychological Underbelly”
Physicians
Medical Families
Medical Organizations

Ending “The Conspiracy of Silence”

**Classical training teaches you
how to practice medicine,
but it doesn't teach how to
live life as a physician.**

Darrell Campbell, M.D.

Burnout by Specialty



Shanafelt , Boone, Tan, Drybe, Sotile et al.

Arch Intern Med. 2012; 172(18):1377-85

Burnout and American Surgeons

One point ↑ Burnout \approx
↑ Likelihood of Error
11%

Shanafelt T et al. Burnout and medical errors among American surgeons. [Annals of Surg.](#) 2010 Jun;251(6):995-1000.

Does Burnout Matter?

▼ High Burnout ≈

▼↑ Depression

Martin F et al. *Int J Occup Environ Health*. 1997;3(3):204-209

▼↑ Suicidal Ideation, Plans, and Attempts

Dyrbye LN et al. *Ann Intern Med*. 2008;49(5):334-341

Physicians' Personal Health Practices vs. Her Counseling or Screening Patients at Least 1x/yr

Physician's Health Behavior	% counseling pts on issue at least 1x/year**
▼ Physician's Fat Consumption	
Below median fat score	30.2%
Median fat score	22.6%
▼ Physicians' Exercise	
Complies with ACSM rec.	46.1%
Doesn't comply with ACSM rec.	39.6%
▼ Physicians' alcohol consumption	
< 2 drinks per week	41.7%
> 2 drinks per week	31.9%
▼ Physicians' cigarette smoking	
Non-smoker	63.4%
Current smoker	47.8%

*p<0.01

Frank, et al Arch Fam Med, 4/2000; Res Q Ex Sport, 6/2004

When you end
a dysfunctional legacy,
you justify your lifetime.

Wayne & Mary Sotile. *Letting Go of What's Holding You Back*. 2007

The Flip Side...

Resilience!


Resilience!

Resilience!

Resilience!

Mind
Body
Spirit
Relationships





Resilience “Toolkit”

Evidence-Based Concepts, Strategies, and Tactics

Beware of Cajun Logic

Waiting for “them”
to stop
messing with us!!!

Keys to Resilience

Even if “they” are 90%
of the problem,

what 10% are you willing to own?

What might you..

Re-think?

Re-frame?

Re-do?

Keys to Resilience

Boost Actual and/or Perceived

Control

and/or

Support

Interventions

↓ Overall burnout by 10%

- ▶ Small Group Curricula
- ▶ Stress Management and Self-Care Training
- ▶ Mindfulness
- ▶ Communication Skills Training

West C et al. Interventions to prevent and reduce physician burnout: a systematic review and meta-analysis. *Lancet*. Sept 6, 2016

Psychological Wellbeing and Aging

Stone A. et al *Proce Nat Acad Sci*, 2011

- ▼ N= 340,847
- ▼ 18 - 85 years old

Assessed:

- ▼ Global Wellbeing..*overall judgment of one's life,*
- ▼ Hedonic Wellbeing..*affective components of WB*

Your Emotions, Attitudes, and
Behaviors are

Contagious

Keys to Resilience: *Meaning*

▼ Practice Wonderment
*See the familiar
in unfamiliar ways*

How Do You Compare?

Health Behaviors

- ▶ “Never eat breakfast”
- ▶ “Function chronically on fewer than 6 hours of sleep per day”
- ▶ Report “severe to moderate levels of stress”
- ▶ “No or only occasional exercise”

Resilience Vital Variables

- ▶ Counter Daily Hassles with Daily Uplifts
- ▶ Broaden and Deepen Your Relationships



Attitude Matters

You Choose!

Assess Yourself Challenge Stress Thinking

Stress Thinking

- ▶ **All-or-Nothing**
- ▶ **Exaggerating Bothersome Ideas**
- ▶ **Jumping to Scary Conclusions**
- ▶ **Blaming Yourself**
- ▶ **Focusing on the Negative**
- ▶ **Blaming Another**

Practice *Realistic Optimism*

*...seeing the world as it is,
but always working positively
toward a desired outcome or solution*

Schneider S. *American Psychologist*. 2001;56(3):250-263.

Promoting Hardiness

↑ Challenge..

“Change is something to be learned from and grow with”

▼↑ Commitment..

“Deep involvement; find something interesting or important”

▼↑ Control

“I can influence, and I will act on something”

Kobasa SR et al. *J of Person and Soc Psych.* 1982;42:169-177

Practice the Psychology of
Incorporation

Resilience Meta Factor: The 3:1 Ratio of Uplifts:Hassles

- ▼ Joy
 - ▼ Serenity
 - ▼ Interest
 - ▼ Inspiration
 - ▼ Pride
- Gratitude
 - Hope
 - Amusement
 - Awe
 - Love

Resilience Vital Variables

- ▶ Counter Daily Hassles with Daily Uplifts
- ▶ **Broaden and Deepen Your Relationships**

Be a Hero!

**A hero is someone
who creates safe spaces
for other people**

—*The Resilient Physician*. Sotile & Sotile, 2002

**Physician-Respectful
Organizational Culture**

**The Most Powerful Antidote
to Physician Burnout?**

Effective Admin/Phys
partnerships for process
improvement efforts

***Choice, Camaraderie,
Excellence***

Drybye LN, Sotile W et al. A survey of U.S. physicians and their partners regarding the impact of work-home conflict. [J Gen Intern Med.](#) 2013 Sep 17

Sargent MC, Sotile WM, Sotile MO et al. Quality of Life During Orthopaedic Training and Academic Practice: Part 2 Spouses and Significant Others *J Bone and Joint Surg Am.* 2012.

Sotile & Sotile. Physicians' wives evaluate their marriages, their husbands, and life in medicine. *Bull Menninger Clin.* 2004. 68(1):39-59

PHYSICIAN
family



What Makes for Happy Marriages?

- ▶ Regularly engage your mate in meaningful discussion about ***your reactions*** to your work and life experiences

Sotile & Sotile. Physicians' wives evaluate their marriages, their husbands, and life in medicine. *Bull Menninger Clin.*2004. 68(1):39-59

How do you respond to each others' good news?

Gable, S. et al. Will you be there for me when things go right? *Journal of Personality and Social Psychology*, 2006. Vol. 91, No. 5, 904 –917.

Routinely audit
your relationships'
emotional “bank
accounts”

Resilience: What's It Take?

- ▼ Meaning
- ▼ Wonderment
- ▼ Be realistic
- ▼ Character
- ▼ Teamwork
- ▼ Emotional Intelligence

What's It Take?



Simonds G & Sotile WM. *Promoting Resilience in Neurosurgery Residents*, 2015.

Emotional Intelligence

Self Management

- Self-Awareness
- Self-Regulation
- Motivation

Relationship Skills

- Empathy
- Social Skill
- Capacity for Influence

Positive Psychology

Wellbeing Meta Factors

Positive Emotions

Engagement

Relationships

Meaning

Accomplishment

Resilience

Keys to Resilience

At work..

- ▼ Collaboration
- ▼ Collegiality
- ▼ Teamwork
- ▼ Citizenship

At home..

- ▼ Friendship
- ▼ Intimacy
- ▼ Communication

Be a Hero!

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for other people**

—*The Resilient Physician*. Sotile & Sotile, 2002

Key to Resilience: *Self-Compassion*

Treating yourself
with interest, kindness,
and acceptance

Thank You!

Wayne Sotile, Ph.D.

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