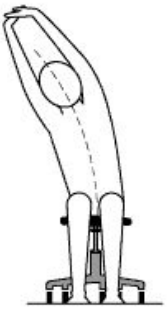


UNM DFCM Resident Well-being

The Breakdown

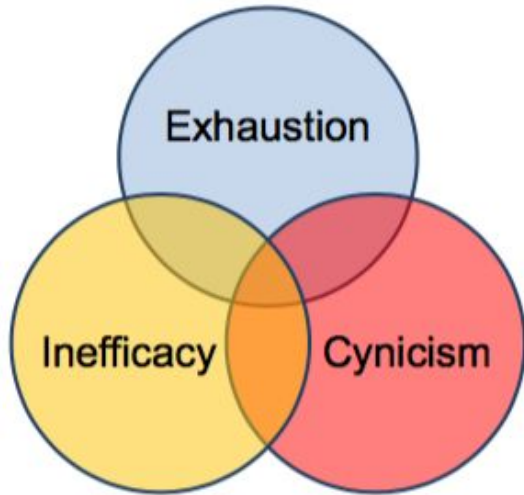
July 2022
Aissa Steiner, MD



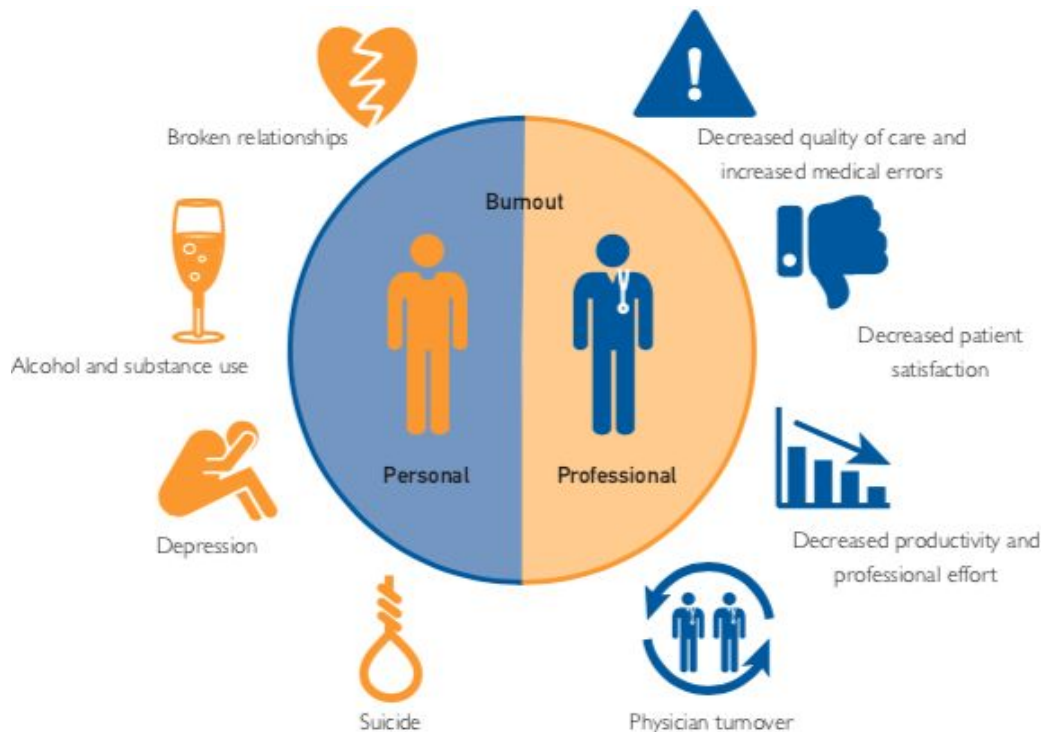


Understanding Burnout

- Long term stress reaction
- Systems-level issues



Repercussions of burnout





What is wellness in residency?

FM Wellness Program Story

- Balint
- Group sessions w/ clinical psychologist
- Class specific groups for debriefing/support
- New strategies
 - Structured, yet flexible, resident-driven
 - Resident Wellness Committee → Champion → Multiple Champs
 - Developmentally appropriate for each class
 - Menu of wellness workshops/ skill building





[explore wellness](#)



2022-23 Wellbeing Program Objective

Cultivate sustained joy in practice during residency and beyond

→ *Promote self-compassion, celebrate **community**, and explore **purpose***

→ *Foster resiliency and agency for change through leadership development and practice-improvement skills*



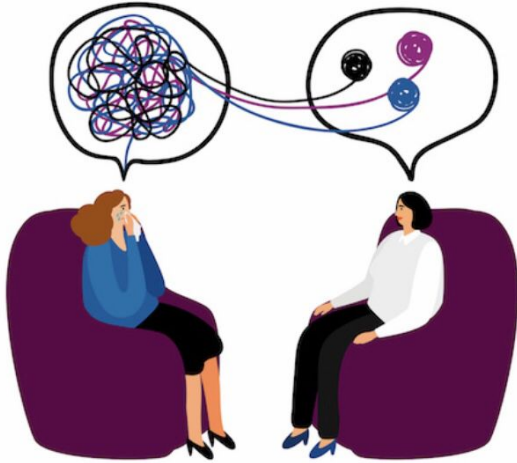
Main Survey Themes

- Mental health
- Self-compassion
- Sense of belonging & of being seen
- Meaning and purpose
- Mentorship
- Feedback



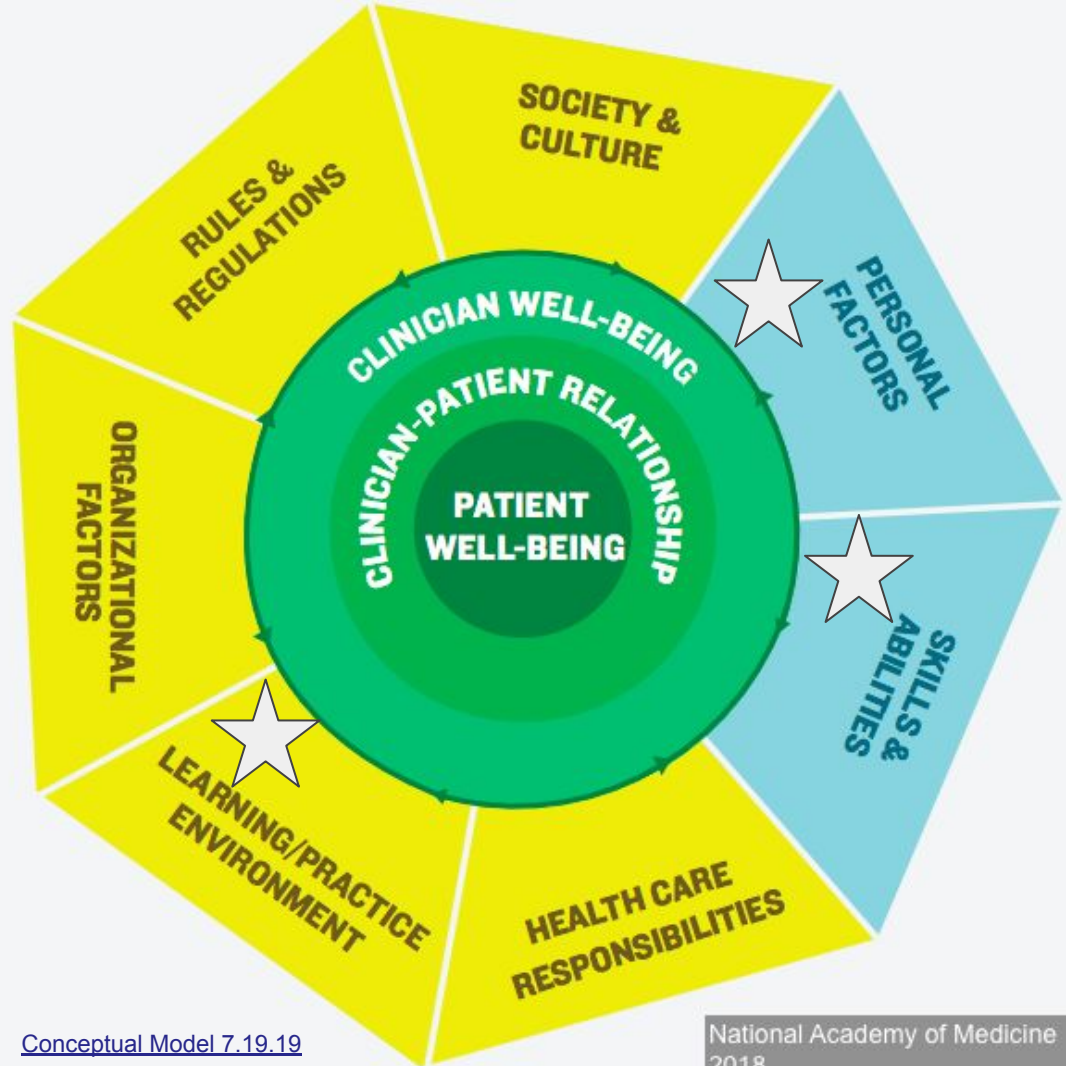


Goals



- Empower residents with **tools** to support well-being and resiliency as a physician.
- Reduce burnout and moral distress by cultivating a **culture** of wellness within the family medicine residency.
- Increase practice satisfaction by learning **skills** to improve professional well-being and enhance the learning environment.

2022-23 Curriculum





Class Themes

- **INTERNS**

- Self-reflection, self-compassion, communications, team-building

- **SECOND YEARS**

- Self-assessment, re-appraise stressors, skills to build resiliency, setting limits, leadership

- **THIRD YEARS**

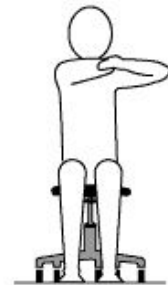
- Reflection, transitions, meaning/purpose, leadership, re-identification

Action Items

- Create a safe space to be **vulnerable**
- Practice reflecting techniques and **mindfulness**
- Identify transitions, new responsibilities, leadership skills, & maintain sense of self
- Decrease negative associations w/ high expectations and competition
- Develop clinic interests and **efficiency**
- Emphasize **self-care**, practice **boundary-setting**
- **Connect** to classmates for support
 - Prepare for **jobs**
- Re-identify values/ **purpose, meaning**
- Discover **life outside of medicine**

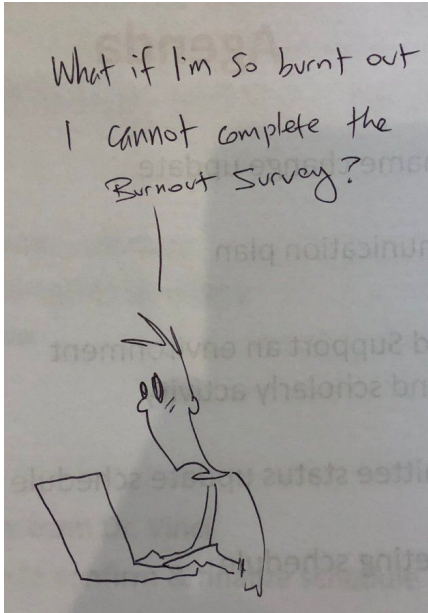


Supporting your wellbeing



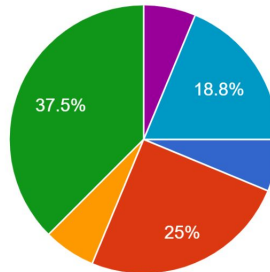
- Resident Initiatives
 - **RAR** - Residents Appreciating Residents alternating with **Icare nominations**
 - **3N & MCH Essentials Stocking**
 - **Wellness Wednesday Instagram**
 - **Resident Wellness Champs**
- Leadership and faculty support
 - **PD, APDs, Program Manager, and Admin Assts**
 - **Dan Williams**
 - **Wellness Faculty**
 - **Class Weekend Retreat** (other faculty and residents cover services)
- ACGME Offerings
 - **Wellness check ins** for interns, soon to be offered to all PGYs
 - **Wellness Leave:** 1/2 day of paid wellness q 3 mo
- Union
 - Duty hour protection, parental leave initiatives, etc

2022 DFCM Survey Results

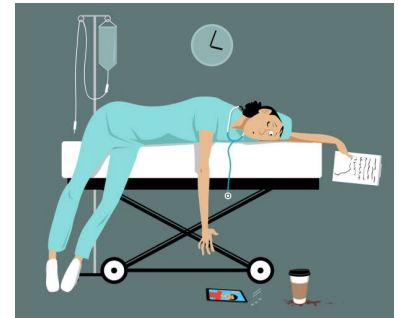


- 81% liked the menu of options
 - Reviews for each session scattered
- 88% thought sessions reflected themes from the 2020 UNM Wellbeing Resident Survey
(Mental health, Self-compassion, Sense of belonging & of being seen, Meaning & Purpose, Mentorship Feedback)

I feel burned out from my work



- never
- a few times this year or less
- once a month or less
- a few times a month
- once a week
- a few times a week
- everyday



Next Steps to Wellness

- Wellness Committee
 - Halea, Kate, and Ricardo
 - Representation of each clinic
 - Dan Williams & Aissa
 - Re-appraisal of goals & themes
 - Design of upcoming sessions
-
- Appreciate any and all feedback



Resources

[FM 2021-22 Wellness Goals & Resources.pdf](#)

[UNM Wellbeing for Residents](#)

[UNM Mental Health Resources](#)

[Inspiration to Explore NM](#)

