

UNM DFCM Intern Well-being

Aissa Steiner, MD

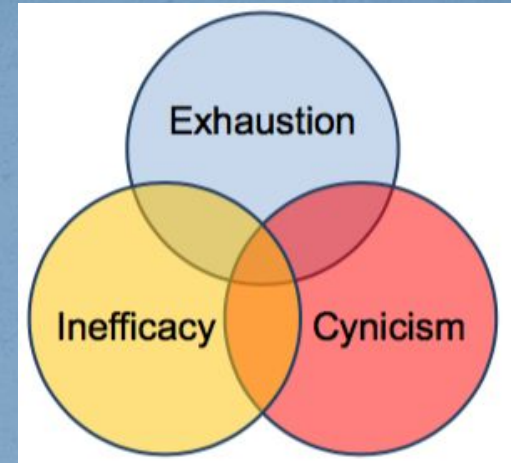
July 5, 2023

Intern Orientation

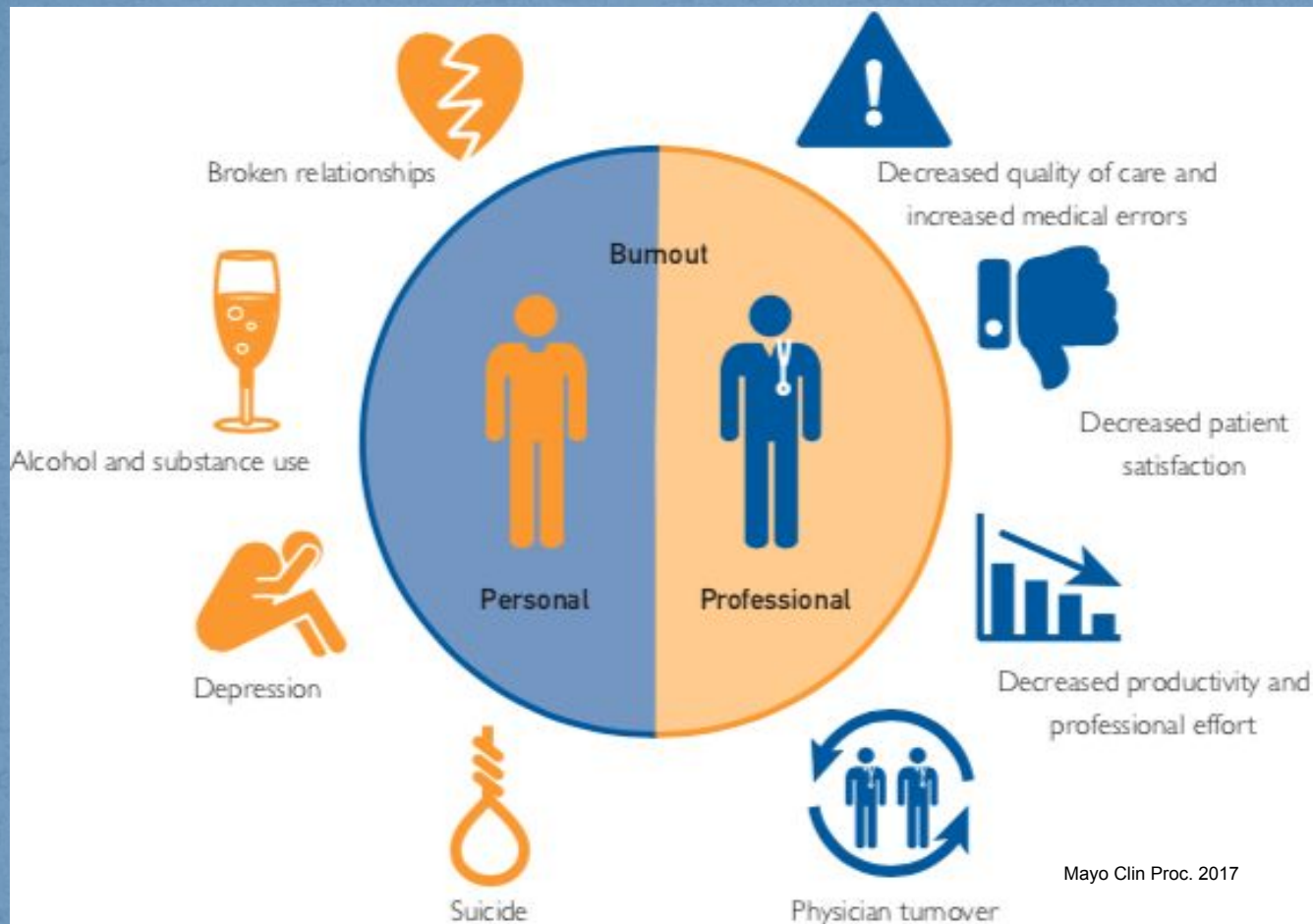


Burnout

- long term stress reaction to work
- systems issue
- address, acknowledge and decrease



We are essentially programmed to accept the effects of self-sacrifice over real self-care as the honorable price of admission to the medical profession.



What Is Wellness In Residency?

FM Wellness Program Story

Balint

Group sessions w/ clinical psychologist

Class specific groups for debriefing/support

Current curriculum

Structured, yet flexible, resident-driven

Resident Wellness Committee → Champion → Multiple Champs

Developmentally appropriate for each class

Menu of wellness workshops/ skill building

+ Resident Wellness Champions

[Stanford wellbeing model](#)



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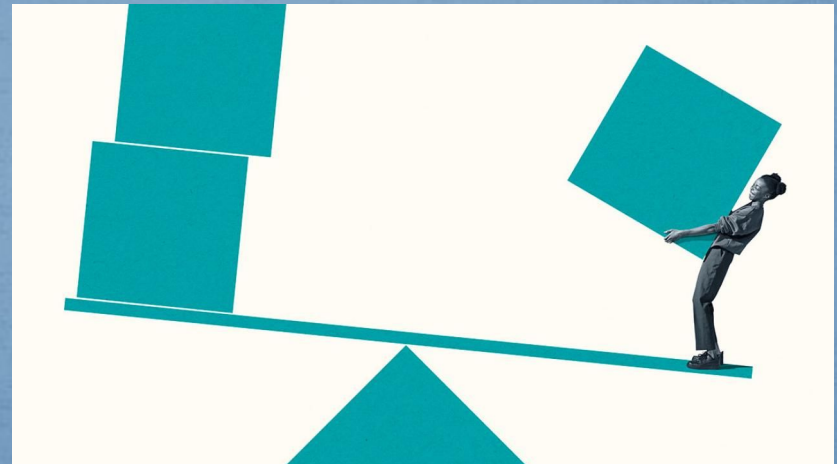
DCFM Resident Wellness Goals

Cultivate sustained joy in practice during residency and beyond by promoting self-compassion, celebrating community, and exploring purpose.

Foster resiliency and agency for change through reflection, leadership development and practice improvement skills.

Intern Themes:

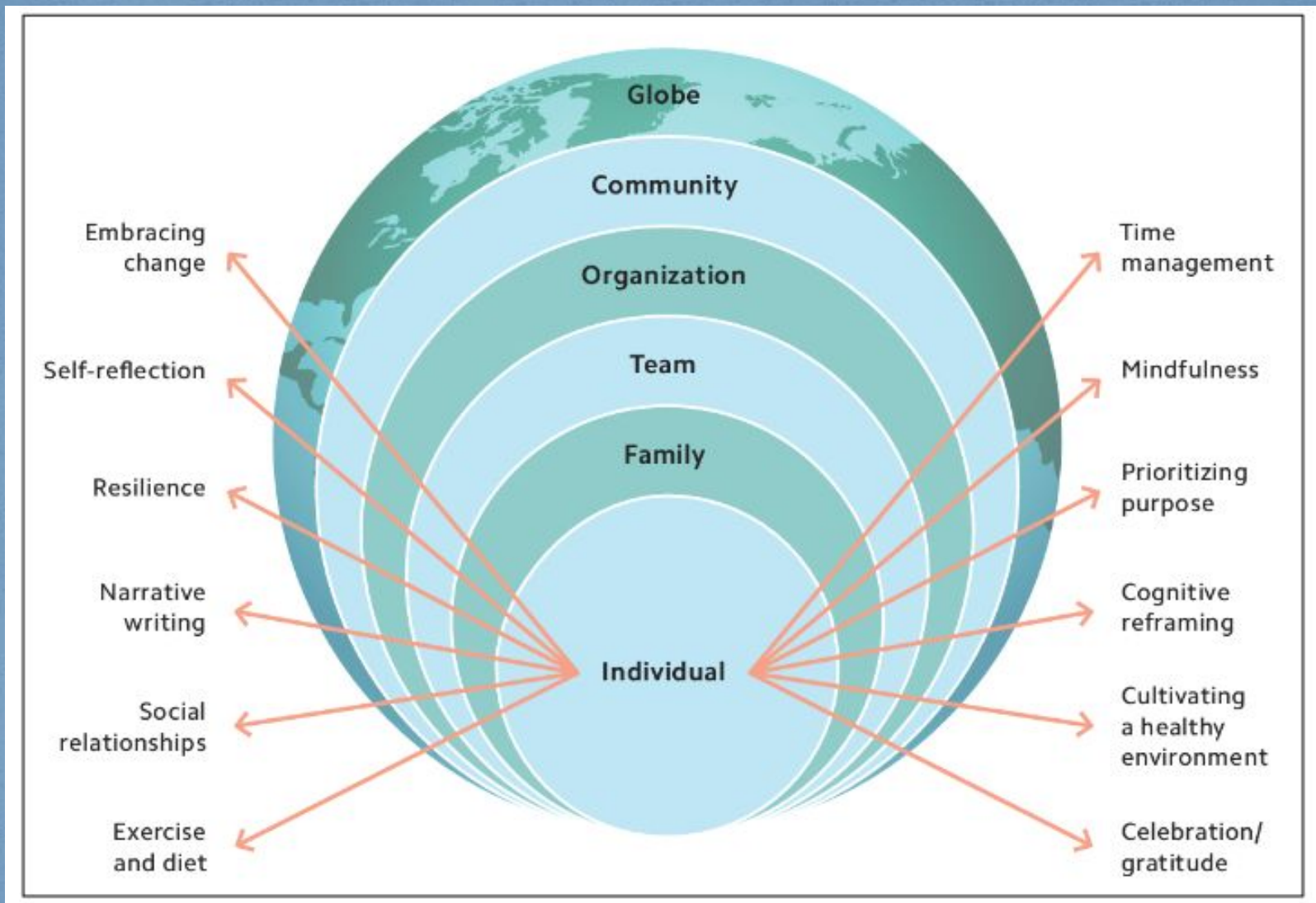
- self-reflection
- self-compassion
- communication
- team-building



Resident Well-being Skills



- 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.



Pipas, CF. Caring for Me is Caring for You: The Power of Physician Self-Care and Personal Transformation. Fam Pract Manag. 2020;27(2):17-22.

[Caring for Me Is Caring for You: The Power of Physician Self-Care and Personal Transformation | AAFP](#)

Sustainability Practice



My PHIT

It's not just that the status quo isn't working, it's that the extent of the brokenness of our systems demands massive and radical change — and that change starts inside of all of us.

-Pooja Lakshmin, MD

Real Self-Care — Pooja Lakshmin, MD

PERSONAL HEALTH IMPROVEMENT PLAN

1. **Broad aim:** Write a brief, general statement that describes what you want to achieve or change (e.g., increase my physical activity).

2. **SMART goal:** Create a goal that is specific, measurable, achievable, relevant, and has a reasonable time frame (e.g., walk 30 minutes at the gym every morning before work for 30 days).

3. **Likelihood of success:** Answer the following motivational questions to assess your likelihood of success.

a. How *important* is it for you to achieve your goal (1 = not at all important; 10 = extremely important)?

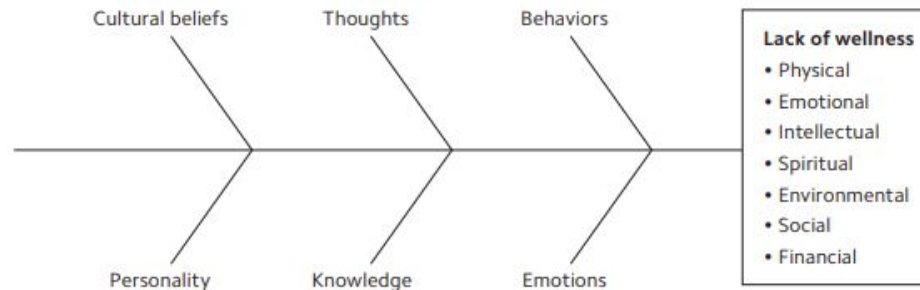
1 2 3 4 5 6 7 8 9 10

b. How *confident* are you that you can achieve your goal (1 = not at all confident; 10 = extremely confident)?

1 2 3 4 5 6 7 8 9 10

Note: If you rated either question as a 6 or below, consider choosing a different goal.

4. **Process map:** Create a cause/effect diagram of the factors that contribute to your current gap. What factors threaten your personal wellness gap?



5. **Measures:** How will you know that you've reached your goal? What will you measure, and how will you measure it?

a. Process metric to confirm that an action is completed (e.g., a yes-no question: Did I walk today?):

b. Outcome metric to know if you've made a difference (e.g., a numeric rating on a Likert scale: On a scale of 1-5, how energetic do I feel today?):

6. **Activities to accomplish the goal:** What next steps will you take (e.g., purchase sneakers or join a gym)?

7. **Resources to help accomplish your goal:** Who and what do you have or need to achieve the above?

a. Resources I *have* (e.g., walking group):

b. Resources I *need* (e.g., partner):

8. **Timeline:** Your SMART goal (above) includes a general time frame, but specifying the start, assess, and end dates can increase accountability. Ideally, you should start today and continue for a minimum of 30 days.

Start date: TODAY Assess date: _____ Finish date: _____

Connection and Community



“Not valuing time with other physicians or allowing for informal conversations leads to a soulless efficiency and professional isolation that drains physicians of our ability to help ourselves, help each other, and help patients.”

-John Frey, MD



Greenawald, M. Creating Intentional Professional Connections to Reduce Loneliness, Isolation, and Burnout. *Fam Pract Manag* 2020;27(5):2024.
FreyJJ 3rd. Professional Loneliness and the Loss of the Doctors' Dining Room. *Ann Fam Med* . 2018 Sep;16(5):461-463.

PROFESSIONAL GATHERING SPOTS

Online forums:

- Sermo.com
- Doximity.com
- MomMD.com

[AAFP discussion forums](#) focused on interests such as the following:

- Clinical Procedures,
- Independent Solo/Small Group Practice,
- International Medical Graduates,
- Lesbian, Gay, Bisexual, Transgender Issues,
- Minority Issues,
- New Physician Issues,
- Practice Management Issues,
- Private Sector Advocacy,
- Rural Health,
- Women's Issues.

[Finding Meaning in Medicine Discussion Groups](#)

[Balint Groups](#)

[Second Victim Peer-to-Peer Support Programs \(AHRQ\)](#)

Local activities: Create local groups of physicians to share a meal, participate in volunteer activities, or pursue common interests together.

[PeerRxMed](#)

Supporting Your Well-being

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)
Remedy Day Spa Discount

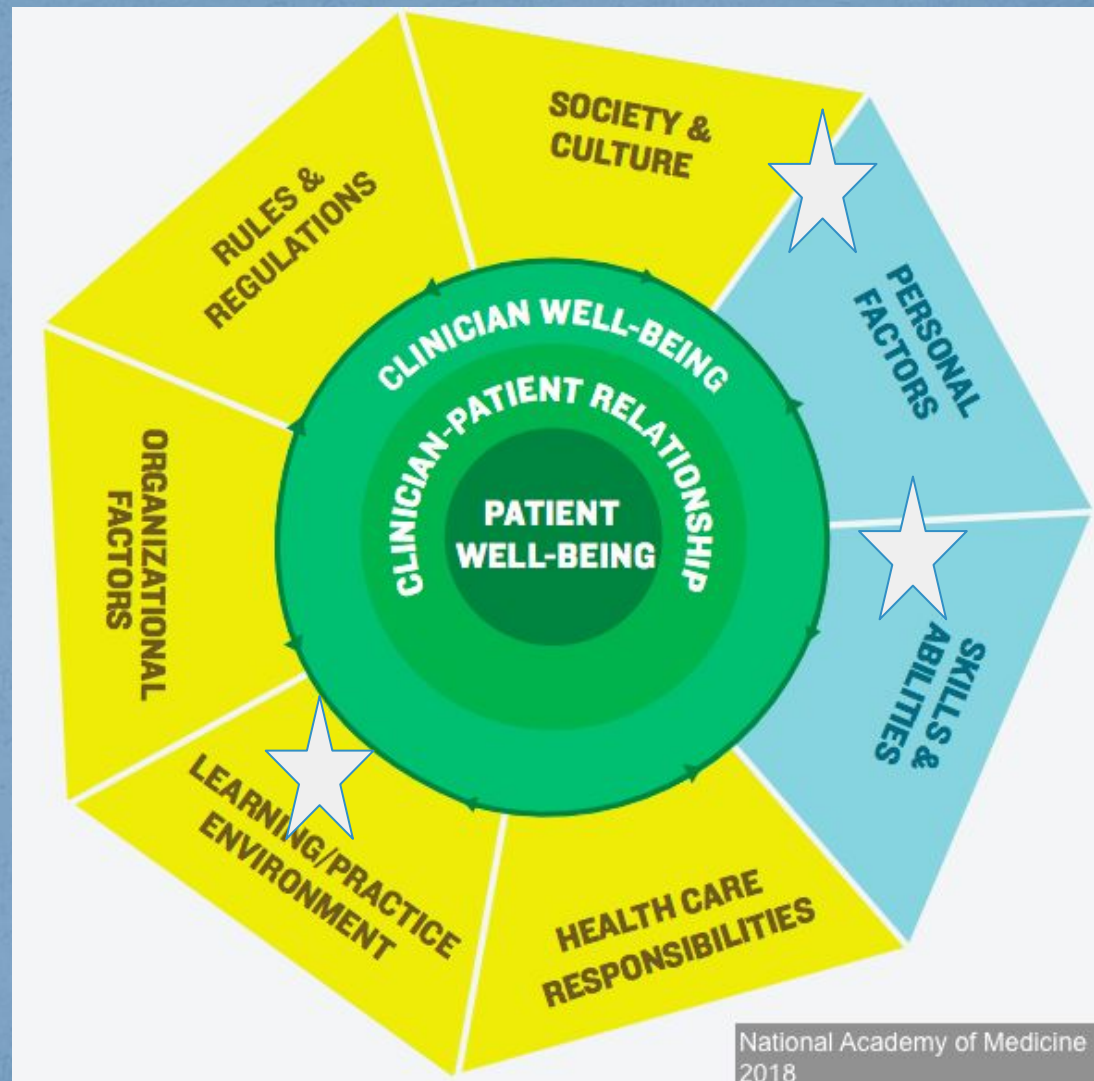
ACGME Offerings

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

2023-24 Curriculum



How You Can Get Involved

- Ask questions
- Be kind
- Take care of yourself
- Ask for help, additional training or support
- Say “No”
- Work together to find joy
- Talk and reach out to:
 - **Wellness Champs**
 - **Aissa**
 - **Dan**
 - **Wellness Facilitators**
 - Bettler, Bissell, Johnson, Paisley, Stromberg
 - PD, APDs
 - [Office of Professional Wellbeing](#)





Resources

[2023-24 FM Resident Wellbeing Skills & Resources](#)

[UNM Wellbeing for Residents](#)

[UNM Mental Health Resources](#)

[Inspiration to Explore NM](#)

