

Wellness Initiatives Stanford Health Care & Stanford Children's Health

Laurence Katznelson, MD

Associate Dean for Graduate Medical Education

Professor of Neurosurgery and Medicine (Endocrinology and Metabolism)

Stanford University School of Medicine



Laurence Katznelson, MD

Disclosure

- ▶ No conflicts of interest to report

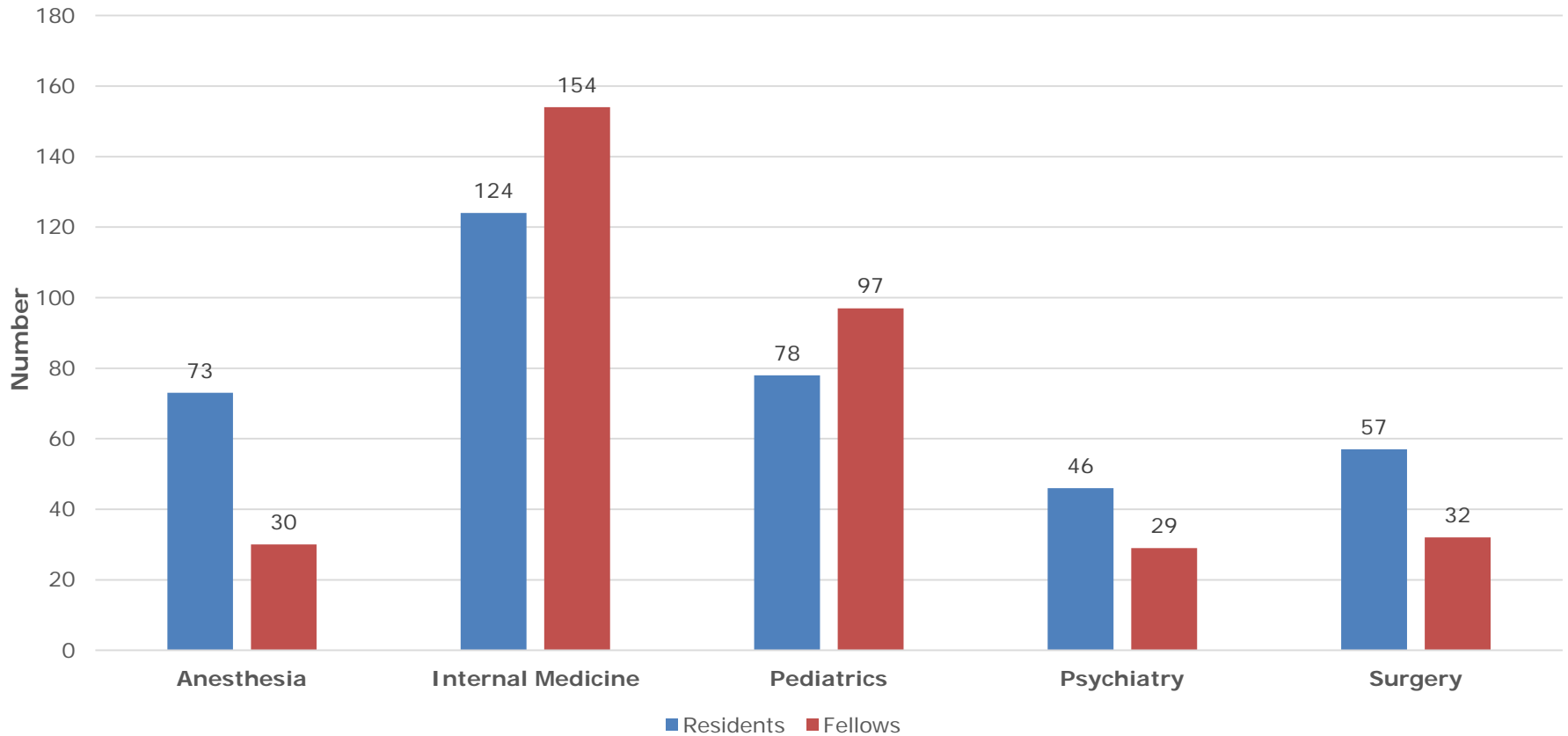
Graduate Medical Education: Scope

- ▶ 105 ACGME accredited residency/fellowship/tracks programs
- ▶ 72 non-standard fellowships
- ▶ 1182 residents and fellows
 - 667 residents
 - 515 fellows
- ▶ 51% female
- ▶ 23 affiliate hospitals



Graduate Medical Education 2016

Residents and Fellows Per Core Program

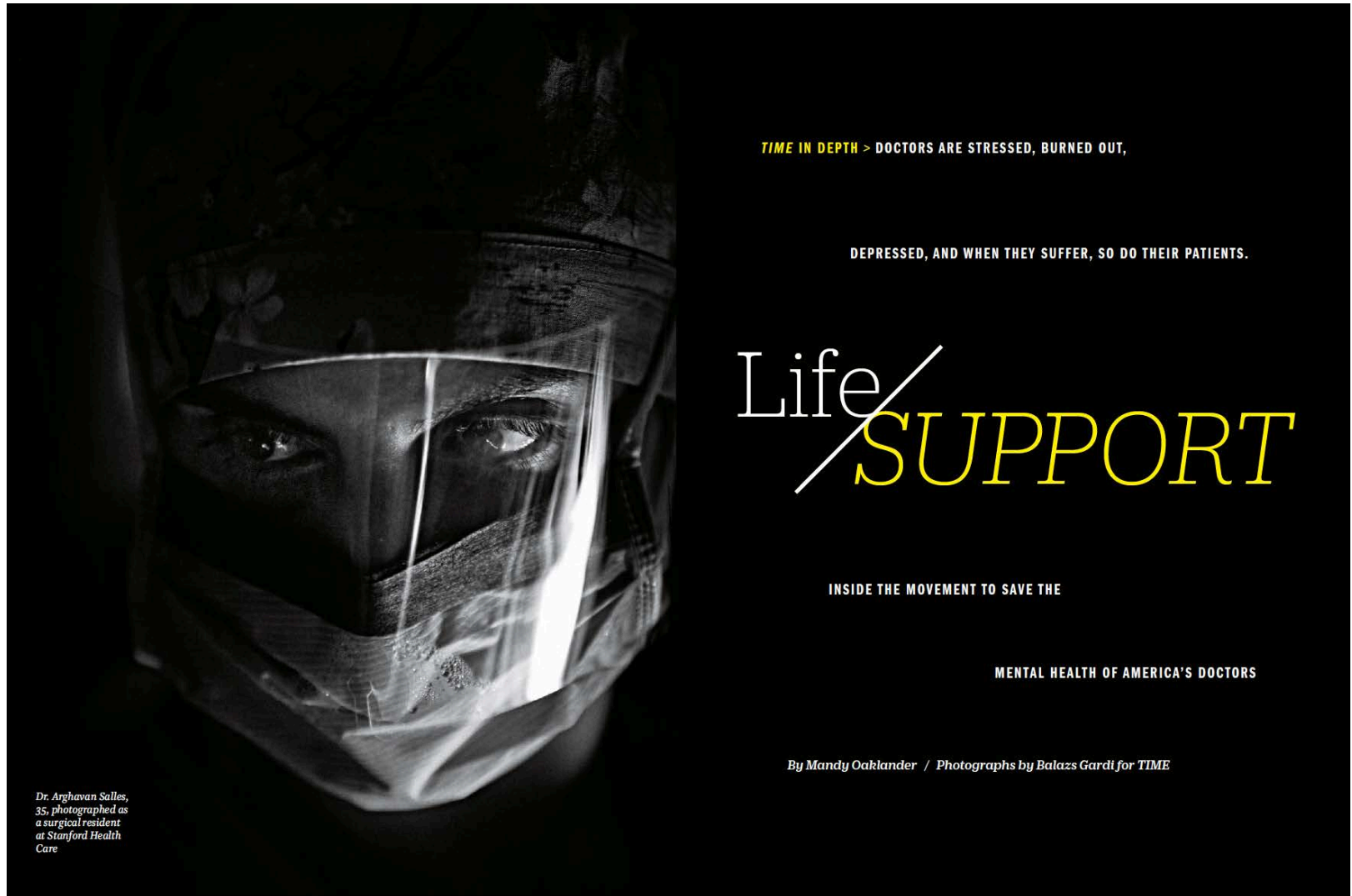


Graduate Medical Education 2016: Outline

- ▶ Why Wellness is Important
- ▶ Institutional Wellness
- ▶ GME level initiatives
- ▶ Program specific initiatives



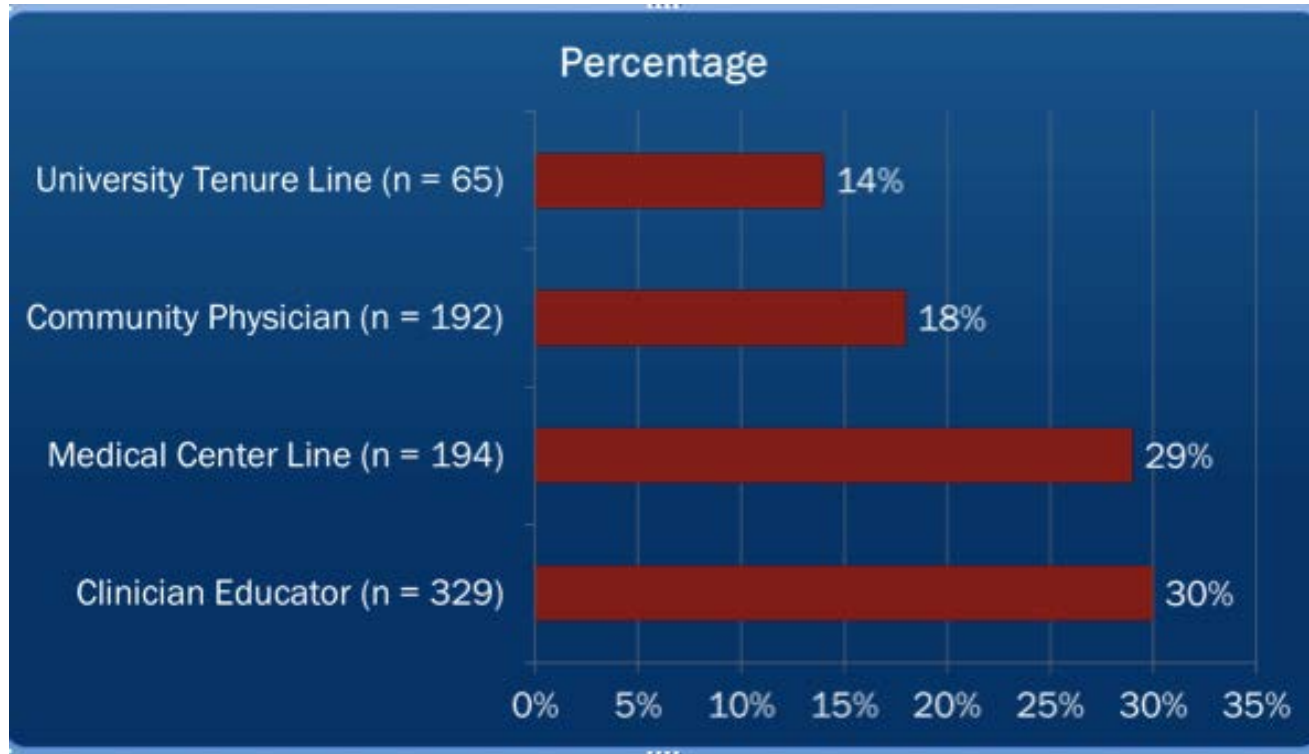
Challenges: Depression, Burnout, Stress, Fatigue



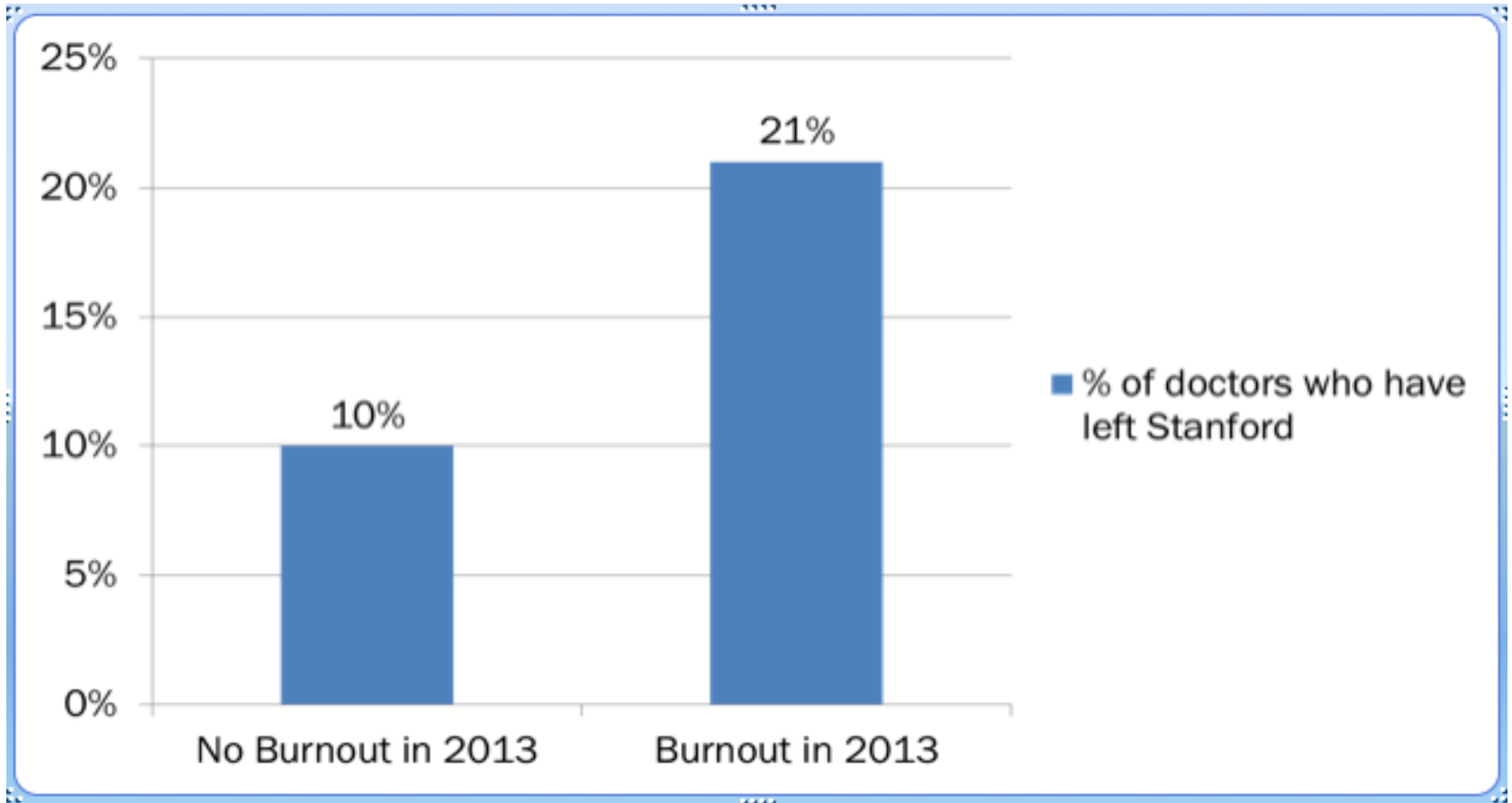
Time Magazine Sept 7, 2015

Stanford Current Level of Physician Burnout

Burnout varies by faculty line



Burned Out Physicians DO LEAVE



Burnout Among Pediatric Fellows

- ▶ 60% of fellows reported at least one or more symptoms of burnout
- ▶ Much higher compared to the 25.8% reported in the Faculty survey
- ▶ *Helped lead to initiatives to concentrate programs for fellows*

COMMITMENT TO OUR PHYSICIANS



- WellMD Center ▾
- History
- Wellness Committee
- Physician Wellness Survey
- Projects & Partners
- Publications
- Newsletters
- Sign-up to Participate ▾
- Calendar
- Test Yourself
- Get Healthy ▾
- Get Connected ▾
- Get Help ▾
- Contact

WELLMD CENTER

More About the Center

[Historical Background](#)

[Physician Wellness Survey](#)

[Dean's Task Force Summary](#)

Governance:

- [Center Leader Bios](#)
- [Organizational Chart](#)
- [Advisory Council](#)

The **Stanford Medicine WellMD Center** was created in late 2015 with 5 year funding provided jointly by the School of Medicine, Stanford Health Care and Stanford Children's Health.

Mission Statement:

"To improve the health and professional fulfillment of physicians and the associated health of their patients, their students, and other members of the medical teams they lead."

Vision:

Stanford Medicine will demonstrate the value of strategic investment in physician health to its missions of medical care, teaching and research.

Vision achievement - by creating a governance structure with accountability and resource commitment, and by emphasizing the need for scholarship to research the connection between physician health and system outcomes, our strategy for achieving our vision will address these domains:

1. **Efficiency of Practice:** Implementing safe, reliable and efficient processes that enable physicians to deliver preeminent patient care, while addressing physician practice pain points.
2. **Personal Resilience:** Providing tools and resources that enable our physicians to take responsibility for maintaining their own physical, emotional, and professional health.
3. **Culture of Wellness, Support and Appreciation:** Promoting wellness as a critical health system quality indicator, building a culture of support and appreciation for physicians and staff.



Dr. Bryan Bohman

Interim Center Director



Dr. Mickey Trockel

Director, Scholarship and Health Promotion



Mary Lou Murphy

Administrative Director

 Model for Physician Wellness and Professional Fulfillment



STRESS & BURNOUT

share     

Test Yourself

[Stress screen](#)
[Anxiety screen](#)
[PTSD screen](#)
[Alcohol use](#)

General Stress

[Types of Stress](#)
[Stress Signs and Symptoms](#)
[Six Myths about Stress](#)

Work Stress

[Workplace Stress](#)
[Resolving Conflicts at Work - role of Ombuds](#)
[Stress and Organizational Change](#)
[Leadership and Organizational Change](#)

Traumatic Stress

[Common Reactions After Trauma](#)
[Coping with Traumatic Stress](#)
[Coping with PTSD](#)
[Helping a Family Member with PTSD](#)
[What is Post-Traumatic Growth?](#)

Burnout

[Physician Resilience and Burnout - Can You Make the Switch?](#)
[Reversing Burnout: How to rekindle your passion for your work](#)
[Physician Satisfaction, Burnout and Patient Care Quality - lecture slides](#) Dr. Mark Linzer

Banishing Burnout, Leiter and Maslach, 2005 ISBN-13: 978-0470448779

Faculty Health in Academic Medicine: Physicians, Scientists, and the Pressures of Success, Cole, Goodrich, Gritz, 2008 ISBN-13: 978-1603274500

What Doctors Feel: How Emotions Affect the Practice of Medicine, Ofri D, 2014 ISBN-13: 978-0807033302

Adverse Event and Litigation Stress

[Stanford Medical Staff Adverse Event Information and Resources](#)
[Stanford House Staff Adverse Event Information and Resources](#)
[Coping with Adverse Patient Outcomes](#)

[Physician Litigation Stress Resource Center](#) - excellent, comprehensive including

[Litigation Stress Video](#) (3 min.)

[Coping with a Medical Malpractice Suit](#)

Stress Resources

In crisis

[Call 911](#)
[Go to ED](#)
[Call National Suicide Hotline 1-800-273-8255](#)

Urgent/counseling or Grief/loss

[See Get Help](#)

Stress Reduction/Relaxation

[HIP](#) - offers a variety of stress reduction classes
[Tips for Managing Anger](#)
[Tips on Managing Stress](#)
[Relaxation Techniques](#)
[Mini-Relaxation Exercises](#)
[See Mindfulness/Self Compassion classes/resources](#)
[12 Ways to Reduce Stress with Music](#)
[Work & Well-Being Toolkit for Physicians](#)



Burnout is reversible and stress can be managed. Let us create a positive and proactive culture of support for ourselves, our colleagues and trainees.

EXERCISE & FITNESS

share     

Exercising

- [Elements of a Well-Rounded Routine](#)
- [A Guide to 10 Basic Stretches](#)
- [Core exercises](#)
- [Strength training](#)
- [Bike to Work](#)

At Your Desk

- [Ergonomic training, tips, products - Stanford Ergonomics Dept.](#)
- [Computer Health](#)
- [Office Stretches](#)
- [How to Burn Calories at Work](#)
- [Tube Toning Exercises](#)
- [Instant Recess: 5 minute Physical Activity Break - YouTube](#)

Staying Motivated

- [Exercise: 7 Benefits of Regular Physical Activity](#)
- [Tips for Staying Motivated](#)
- [Staying the Course](#)
- [How to Prevent Training Injuries](#)
- [Human Performance Lab - Stanford](#)
- [Orthopaedics](#)
- [Stanford Sports Medicine Physical Therapy Clinic](#)

Getting Started

Getting Started Yourself

- [Fitness Programs: 5 Steps to Get Started](#)
- [Finding Time for Physical Activity](#)
- [Finding a Workout Plan that Works for You](#)
- [ePhysicianHealth - Weight, Nutrition and Fitness Module](#)

Getting Started with Help

- [Fitness Assessment](#)
- [Personal Training](#)
- [Personal Health Behavior Coach](#)
- [Wellness on Wheels](#)
- [Healthy Steps - for SHC and LPCH employees](#)
- [HIP Beginner Classes - in running, swimming, yoga, ballet, cycling, pilates, kung fu, tai chi, weight training, and general bike knowledge](#)

Where to Get Started

- [Campus Athletic Facilities](#)
- [Recreational Classes](#)
- [Courtesy/Rec ID cards for partners/kids](#)
- [Intramural Sports](#)

MEDICAL STUDENT WELLNESS



Programs to Foster Stanford Medical Student Wellness

- ▶ Associate Dean for Medical Student Life Advising
- ▶ Office of Medical Student Wellness
- ▶ Curriculum:
 - Reflection Rounds for 4 required clerkships
 - Introduction to Mindfulness Meditation
 - Question, Persuade and Refer (QPR -suicide prevention & psychological corollary to CPR)
 - Educational Videos to promote medical student sleep health
 - Cognitive Reframing workshop
 - Transition to Clerkship Retreat
 - Healer's Art Course and other electives

Programs to Foster Stanford Medical Student Wellness

▶ Medical student mistreatment initiative

- Data collection from end of clerkship evaluations
- Trigger videos to enhance awareness and discussion
- Team of trained mistreatment coaches to counsel named educators (residents and faculty)

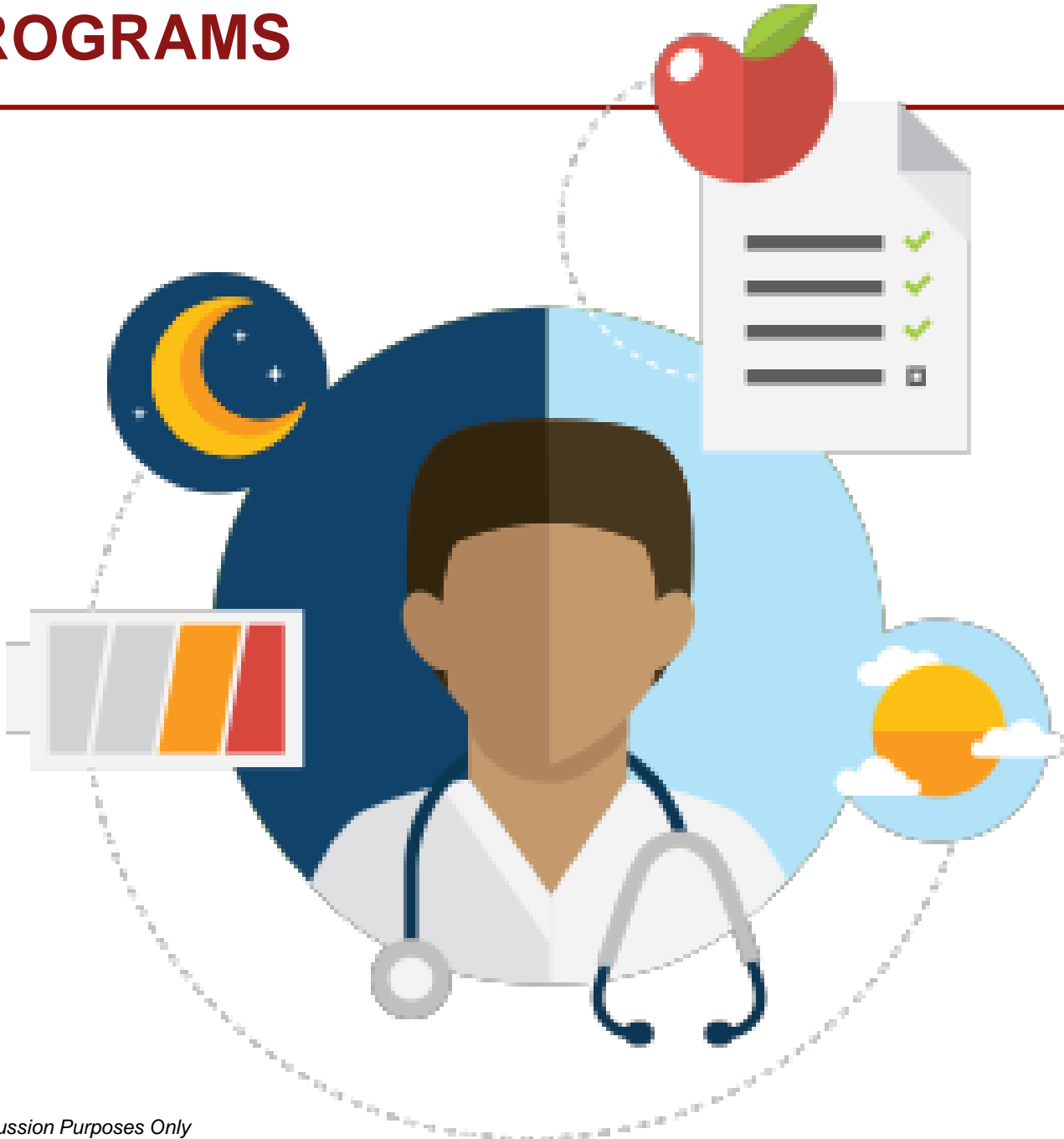
▶ Diversity and Inclusion programs

- First Generation Mentorship Program
- E-learning module on unconscious bias in development
- Big Sib/Little sib

▶ Non-curricular Wellness Programs (too numerous to list)

- Trained peer counselors (Ears 4 Peers)
- SWEAT
- SMS Cup – field day with relays, trivia, scavenger hunt
- Open Mike – enhance performing arts
- Yoga
- Medicine and the Muse – Arts, Humanities and Medicine Symposium

GME PROGRAMS



Culture of Wellness



► Strategies:

- Peer support program for catastrophic events
- Well Being Panel
- Support residents with diversity
 - Women in Medicine, Resident Diversity Council

WellConnect, house-staff wellness

“We’re here 24 hours a day”

- ▶ At Stanford: **650-724-1395**
- ▶ Able to help with a variety of issues:
 - Feeling drained
 - Becoming irritated by routine demands
 - Memory/concentration difficulties
 - Anxiety and depression
 - Relationship issues
 - Sleep problems
 - Substance use/abuse



GME Support to Enhance Well Being

- ▶ Housestaff gym located in the on-call quarters
- ▶ Housestaff family social events
- ▶ Housestaff breakfasts for holidays
- ▶ Taxi vouchers for fatigue mitigation



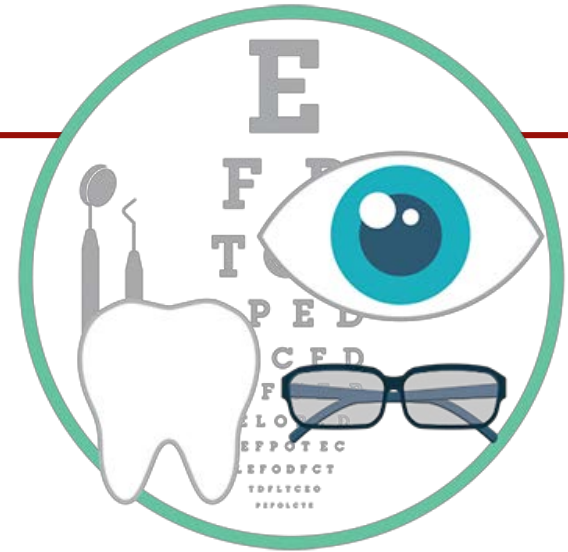
Personal Resilience



Strategies:

- Facilitate access to Healthcare
- Mindfulness meditation resources
- Literature and Muse program

Health care / Self-Care



- ▶ Full coverage of co-pays for medications, medical appointments

Self-Care: ClickWell Care



[HOME](#)

[ENROLL](#)

[FIND CARE](#)

[FOR MEMBERS](#)

[FAQs](#)

ClickWell Care

Complete Primary Care Online

[ClickWell Care FAQs »](#)

[Meet Our Wellness Coaches »](#)

[Video and Phone Visit FAQs »](#)

[Desktop Video Visit Guide »](#)

[iPhone Video Visit Guide »](#)

[Android Video Visit Guide »](#)



What is ClickWell Care?

ClickWell Care lets you have your primary care doctor appointments through video conference or over the phone, without having to travel to a clinic or sit in a waiting room. You also have a dedicated wellness coach to help you reach your health goals.

ClickWell Care is available to Stanford Health Care Alliance (SHCA) members only.

ENROLL IN CLICKWELL CARE

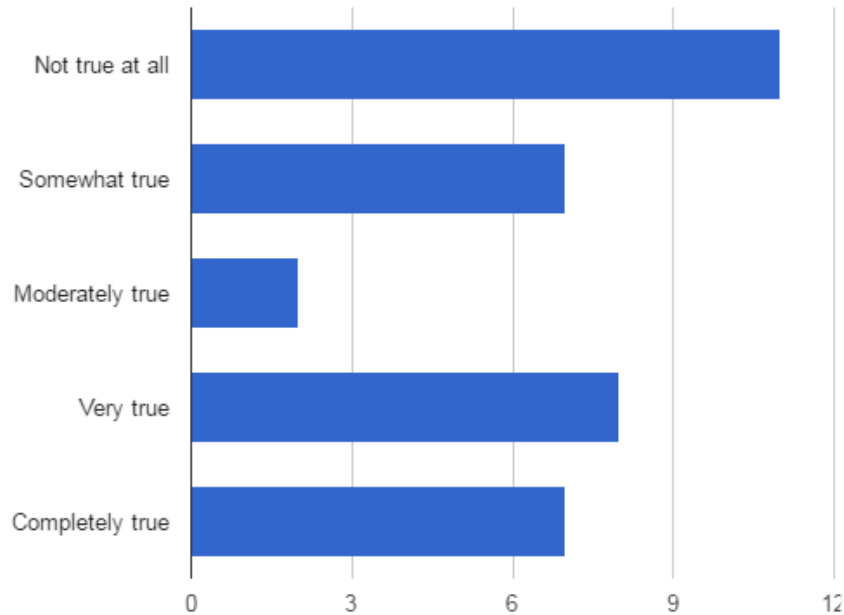
Joining is easy:

1. Sign up for a [MyHealth account](#).

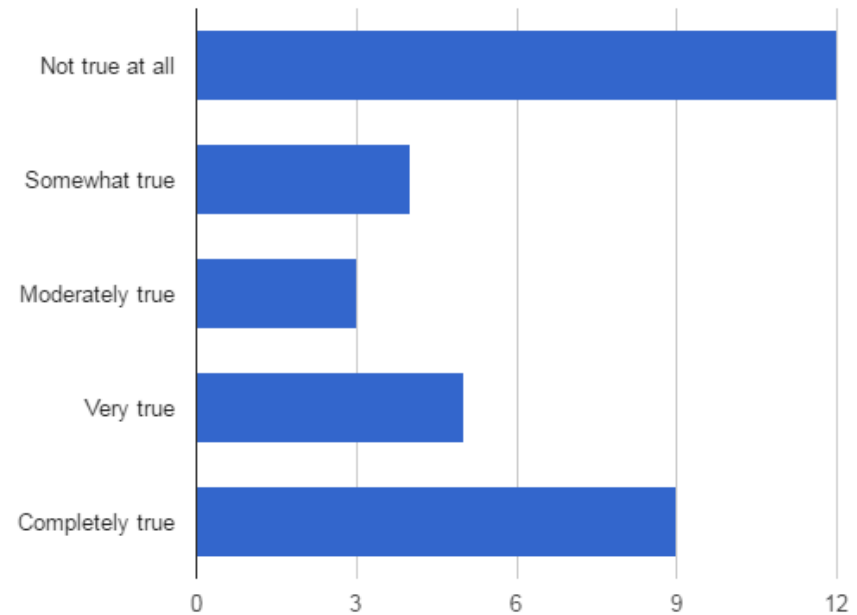
Sign up for MyHealth [online](#) or in person during your next

Self-Care: Dental Care

Utilize didactic and wellness curricular times to prioritize health care access



I worried I might be judged by my peers for taking time to obtain dental care



As a result of my participation in the Dental Care Program, I discovered I have an oral health problem that may have been prevented if I had obtained dental care

Mindfulness: Headspace study

- ▶ To determine feasibility and acceptability of a 10 min smartphone based app for mindfulness education by residents.
- ▶ To determine the effect of a smartphone based mindfulness app on perceived stress
- ▶ Headspace app for 30 days
- ▶ 31 Residents (27 F)
- ▶ *Improvement in mindfulness and affect parameters*



Mindfulness Techniques



Mindfulness Tools for Residents & Fellows

Pause, Breath, Listen

Residency and fellowship can be very stressful, and stress and burnout may impede well-being, your relationships with loved ones and friends, and ability to provide high level patient care. With that in mind, we have created a series of programs that offer proven techniques to reduce burnout and manage stress, collectively known as mindfulness practices.

– Dr Laurence Katznelson, Associate Dean of GME, Stanford School of Medicine

5 Minute Meditation Podcasts

Please take a few minutes to listen to these short programs that offer different tools for mindfulness. These may help you cope with your busy lives.



Mindfulness in Residency

Mindfulness in Residency



Stanford

MEDICINE

3

TRACKS

	Mindfulness in Residency - A Mindful Day in Residency with Dr Mark Abramson	▶ 28
	Mindfulness in Residency - Breathing Mindfulness for Residents with Dr Mark Abramson	▶ 19
	Mindfulness in Residency - Walking Meditation with Dr Tara Cornaby	▶ 19

[Cookie policy](#)

Efficiency of Practice



▶ Strategies:

- Improve efficiency of electronic medical record
- Clinical advice nurses to take evening and weekend pages
 - ▶ Reduces non-urgent overnight calls

WELLNESS INITIATIVES WITHIN TRAINING PROGRAMS



Anesthesia: PRIME program

PRIME – Physician Resiliency In Medicine

- ▶ Resident wellness program
- ▶ Week-end retreat held in August of the CA-1 year. Modeled after Jon Kabat-Zinn's Mindfulness-Based Stress Reduction (MBSR) Program.
- ▶ Followed by bimonthly wellness sessions until graduation
 - Class specific
 - Held during protected didactic time

Annual Scholarship Program

- ▶ Grant awards to fund resident research opportunities.
 - Competitive process.

General Surgery: Balance in Life program

- ▶ **The mission of the Balance in Life program is to support and promote the physical, psychological, social, and professional well-being of General Surgery residents and to provide them with the tools they will need to successfully navigate life as a surgeon.**
- ▶ 4 aspects of well-being
 - Physical: refrigerator, *MD appointments*
 - Psychological: Sessions with a psychologist
 - Social: Retreats
 - Professional: Peer-peer mentorship program, Educations sessions, *Class representatives*



Challenges

- ▶ Creating a culture shift
 - Engage the C-suite
 - Engage the Department Chairs
 - Engage the Faculty, Program Directors
- ▶ Wellness at the attending physician level
 - Stressed and burned out mentors are ill equipped to promote resident wellness
- ▶ Offload resident work burden
 - EMR, Non urgent overnight paging
- ▶ Financial support
 - Hiring clinical support, e.g. APPs to reduce non-educational workload
 - Protected time for PDs/faculty to address wellness initiatives
- ▶ Survey tools: how best to do this?