Clinician Wellbeing and Resilience: Impacting Patient Safety

Midwest Medication Safety Summit
Indianapolis, Indiana

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Disclosures

• Nothing to disclose
Objectives

• Describe the three classic dimensions of clinician burnout

• Outline two potential burnout mitigation strategies supported by science

• Identify two methods to enhance daily performance and safe practice as a clinician

Driving the discussion

Burnout syndrome among healthcare professionals

During his inaugural address, newly elected ASHP President Paul W. Bush emphasized the implementation of new strategies to improve resilience among pharmacy practitioners. Many untapped lessons from other industries related to burnout prevention likely exist, and ongoing investigation into best practices relevant to healthcare may help to identify additional strategies for mitigating burnout.
Driving the discussion

- Describe the three classic dimensions of clinician burnout
- Outline two potential burnout mitigation strategies supported by science
- Identify two methods to enhance daily performance and safe practice as a clinician

Driving the discussion

- Burnout syndrome definition: A prolonged response to chronic emotional and interpersonal stressors on the job
- Dimensions of burnout syndrome
  - Emotional Exhaustion
  - Depersonalization and Cynicism
  - Decreased sense of Personal Accomplishment
- MBI – Maslach Burnout Inventory

Driving the discussion

- Survey of American College of Clinical Pharmacy (ACCP) members – 974 responses (11.4% response rate)
- Assessed using Maslach Burnout Inventory
- 61% burnout rate among respondents
Driving the discussion

<table>
<thead>
<tr>
<th>Table 4. Burnout Rate of US Health Care Professionals</th>
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<tbody>
<tr>
<td>Specialty</td>
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<td>Internal medicine</td>
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<td>Surgery</td>
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<td>Obstetrics and Gynecology</td>
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Driving the discussion

- Burnout and Patient Safety
  - Medical Residents in Ireland
    - Poor well-being and burnout correlated with medical errors
    - 64% of residents with burnout reported making a mistake
    - 22% of residents without burnout reported making a mistake
  - Intensive Care Units in Switzerland
    - Burnout = Emotional Exhaustion, Depersonalization, Inefficacy
    - Measured patient care areas and clinicians
    - A correlation between burnout and adjusted mortality***

Checking in . . .

1. How many of you have felt one or more dimensions of burnout?

2. Find a partner and discuss last time you felt “burnt out”
Maintaining Performance and Avoiding Burnout

- Brad Stulberg
  - High ability growing up
  - Athletic recognition
  - Consummate worker
  - McKinsey and Co
  - Consultant to the White House at 24

- Steve Magness
  - Running phenom in HS
  - One of the fastest 18 yo on Earth
  - Scholarship offers and Olympics

- Stulberg and Magness
- High Performers that “Burntout” and plateaued
- Evidence based suggestions

The Growth Equation
- The scientific cycle behind growth and development
- How to prime for peak performance and daily productivity
- The power of purpose as a performance enhancer

The Growth Equation
Stress + Rest = Growth

Learning Zone
Comfort Zone
Pain and Dysfunction Zone

Time
The Growth Equation

- Stress is the same as practice or a "just manageable challenge"
- Rest is a break (physical or mental) that is restorative

PRACTICE – Allen Iverson

Effective Practice – TED Ed

Periodization: From athletic training, involves intense periods of stress followed by specific rest to allow for growth.
The Growth Equation

- What does good practice look like?
  - Minimal distractions – Technology
  - Single tasking vs Multi-tasking
  - Breaks to include restorative activity
    - Exercise, nature, listening to music, meditation, shower, talking to a friend, playing music or practicing a new language

- What does the book say?
  - Remove distractors when practicing
  - Complete focused practice in 50 to 90 min blocks divided by focused rest
  - Try first. Ask for help later

- What do you say?
  - How can the principles of practice, stress + rest, and just manageable challenges be used to improve safety?


The Growth Equation

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The Growth Equation

Mindfulness Meditation

- Turning it “on” and “off” – stress to rest
  - School board and presentation by counselors
  - 10% happier and mindfulness meditation
  - Dan Harris on ABC News - Video

The Need for Mindfulness in Healthcare

Incorporating Mindfulness into Clinical Practice

- Reduce stress
- Improve patient outcomes
- Enhance well-being


(For more information, visit Stulberg and Magness' website.)
The Growth Equation

Mindfulness Meditation

- Mindfulness meditation takes practice
- Lots of kinds of meditation
- Does anyone here currently have a meditation practice?

Let's try it

www.calm.com

The importance of sleep

- Does sleep affect your performance?
  - Yes
  - No

- Does a lack of sleep affect your performance in a negative way?
  - Yes
  - No

The Growth Equation


https://www.jointcommission.org/assets/1/18/SEA_48.pdf

Sleep. 2011; 34(7):943-950

The Growth Equation

What does the book say about improving your sleep hygiene?
- Eliminate blue light 90 minutes before bed
- Try mindfulness meditation
- No exercise or alcohol right before bed
- Sleeping Environment – no light, right temperature, no electronics

What do you say?
- How could improved or monitored clinician sleep improve patient safety?

Thank you! Questions?