

Does a Wellness Curriculum Impact Resident Burnout and Medical Knowledge?

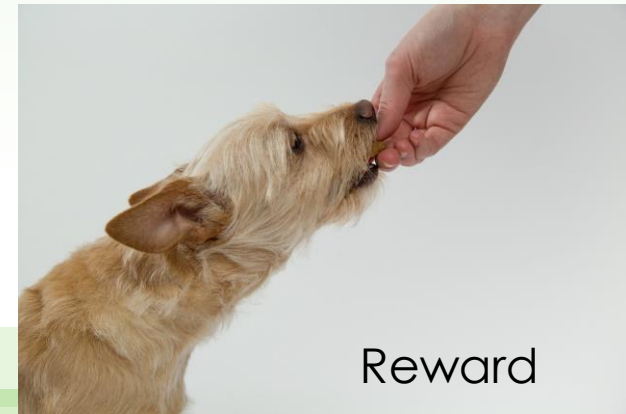
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Disclosures

None

Mismatch Between Individual and Learning Environment



50%

Effects of Burnout

- Patient Care
- Safety Events
- Patient Satisfaction
- Mental Health
- Career Choice Regret

An hourglass-shaped graphic is centered on the page. The top bulb of the hourglass is wider and contains the word "wellbeing". The bottom bulb is narrower and contains the word "burnout". The entire graphic is rendered in black and white, with the bulbs being white and the connecting neck and outer borders being black.

wellbeing

burnout

ACGME Common Program Requirements

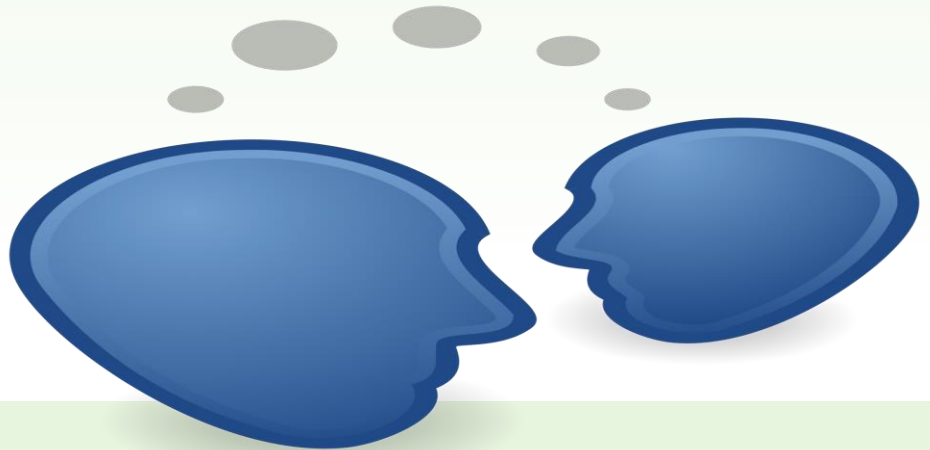
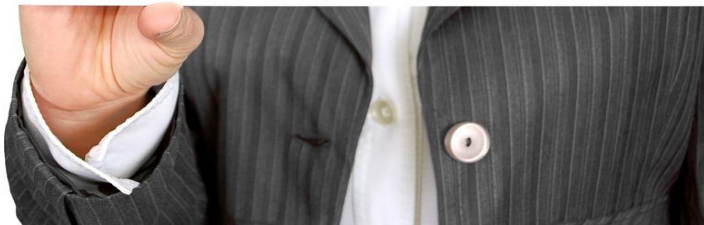
“Programs...have the same responsibility to address well-being as other aspects of resident competence. Physicians and all members of the health care team share responsibility for the well-being of each other.”

Needs Analysis

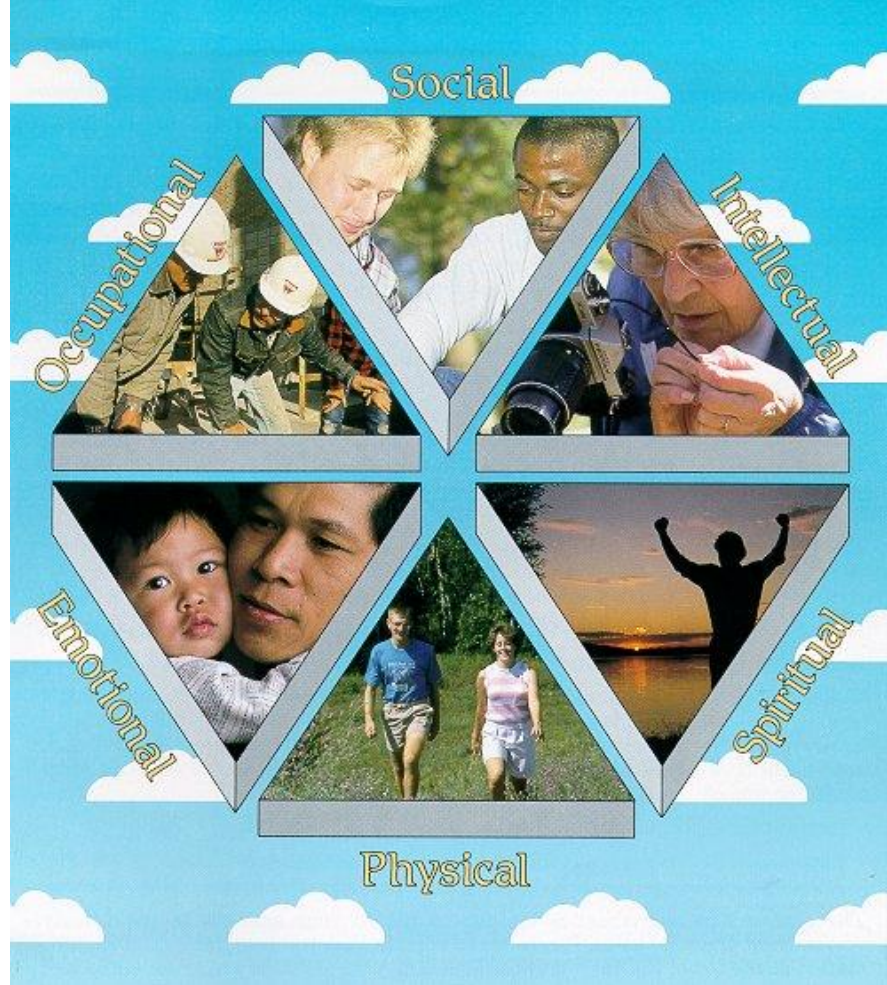
- How important is it to include education about wellness topics into residency training?
- How relevant is the topic of wellness to the resident physician?
- How comfortable are you with your knowledge of wellness principles as they apply to the practicing EM physician?
- How highly do you value the incorporation of wellness principles into maintenance of your career as a practicing EM physician?



CHIEF EXECUTIVE OFFICER







Choose Wellness EM

Emergency Medicine Curriculum

Mission

To promote health and resilience through engagement in the six common dimensions of Wellness--Emotional, Intellectual, Occupational, Physical, Social, and Spiritual--in order to create a lifelong approach to self-care, and sustained joy and satisfaction as an emergency physician.

Vision

Train and sustain healthy, fulfilled emergency physicians

Social

Spiritual

Occupational

Physical

Emotional

Intellectual

EMOTIONAL WELLNESS

CHOOSE WELLNESS EM

EMERA

NICK HARTMAN, MD MPH



You have completed the African American - European American IAT.

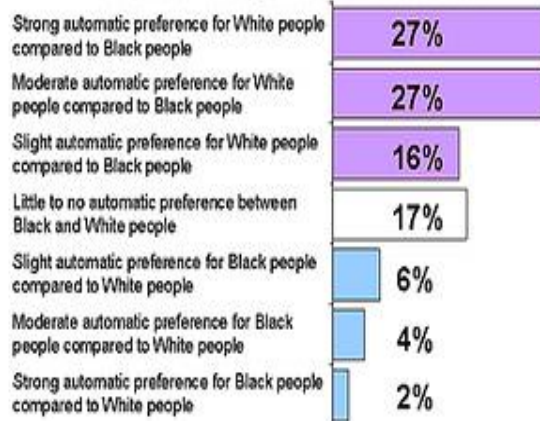
Your Result

Your data suggest little to no automatic preference between European American and African American.

Thank you for your participation. Just below is a breakdown of the scores generated by others. Most respondents find it easier to associate *African American* with *Bad* and *European American* with *Good* compared to the reverse.

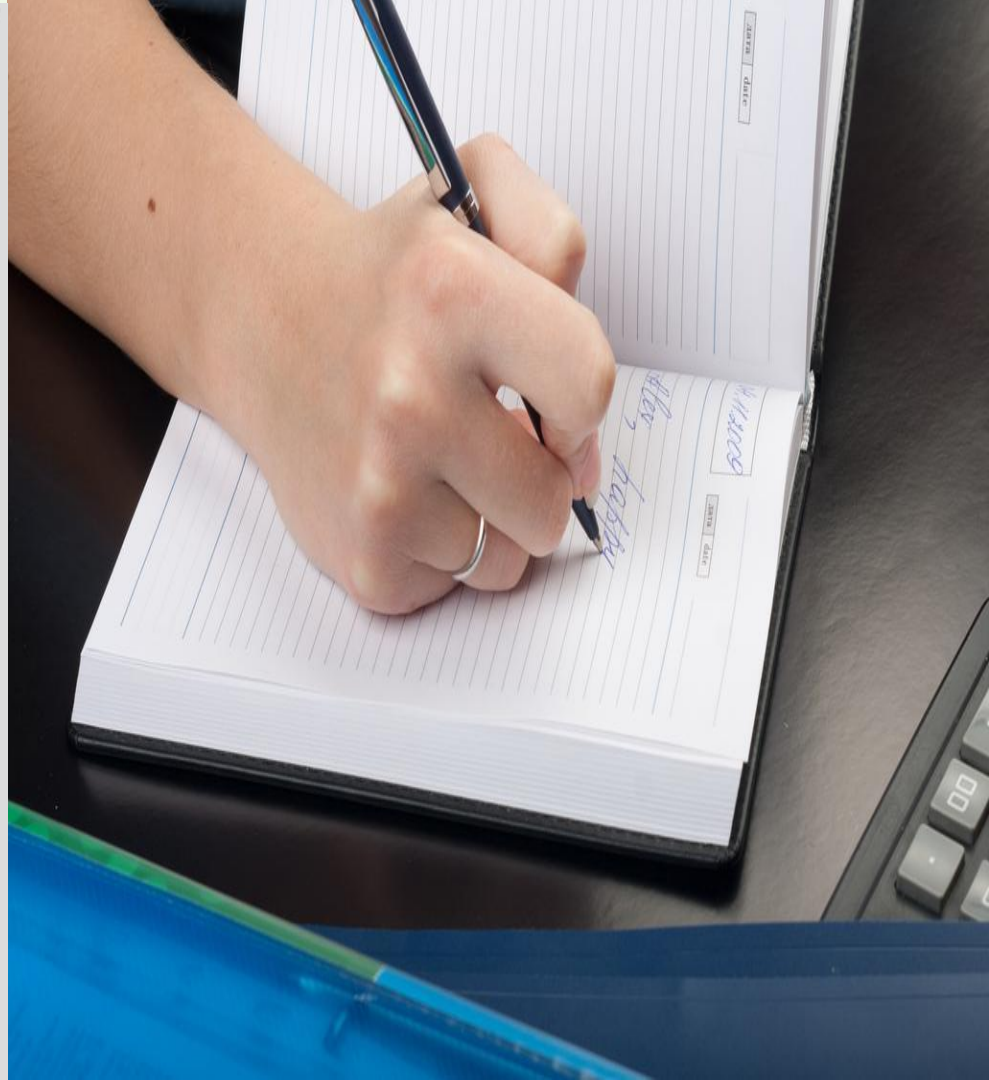
Many of the questions that you answered on the previous page have been addressed in research over the last 10 years. For example, the order that you performed the response pairing is influential, but procedural corrections largely eliminate that influence (see [FAQ #1](#)). Each visitor to the site completes the task in a randomized order. If you would like to learn more about the IAT, please visit the [FAQs and background information](#) section.

Percent of web respondents with each score



[Click for detailed summary](#)

You are welcome to try [additional demonstration tasks](#), and we encourage you to register (easy) for the [research site](#) where you will gain access to studies about more than 100 topics about social groups, personality, pop culture, and more.







Choose Wellness EM

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Social

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Physical

Emotional

Intellectual

Lessons Learned







Something I've read...
Something I've read...
Something I've read...

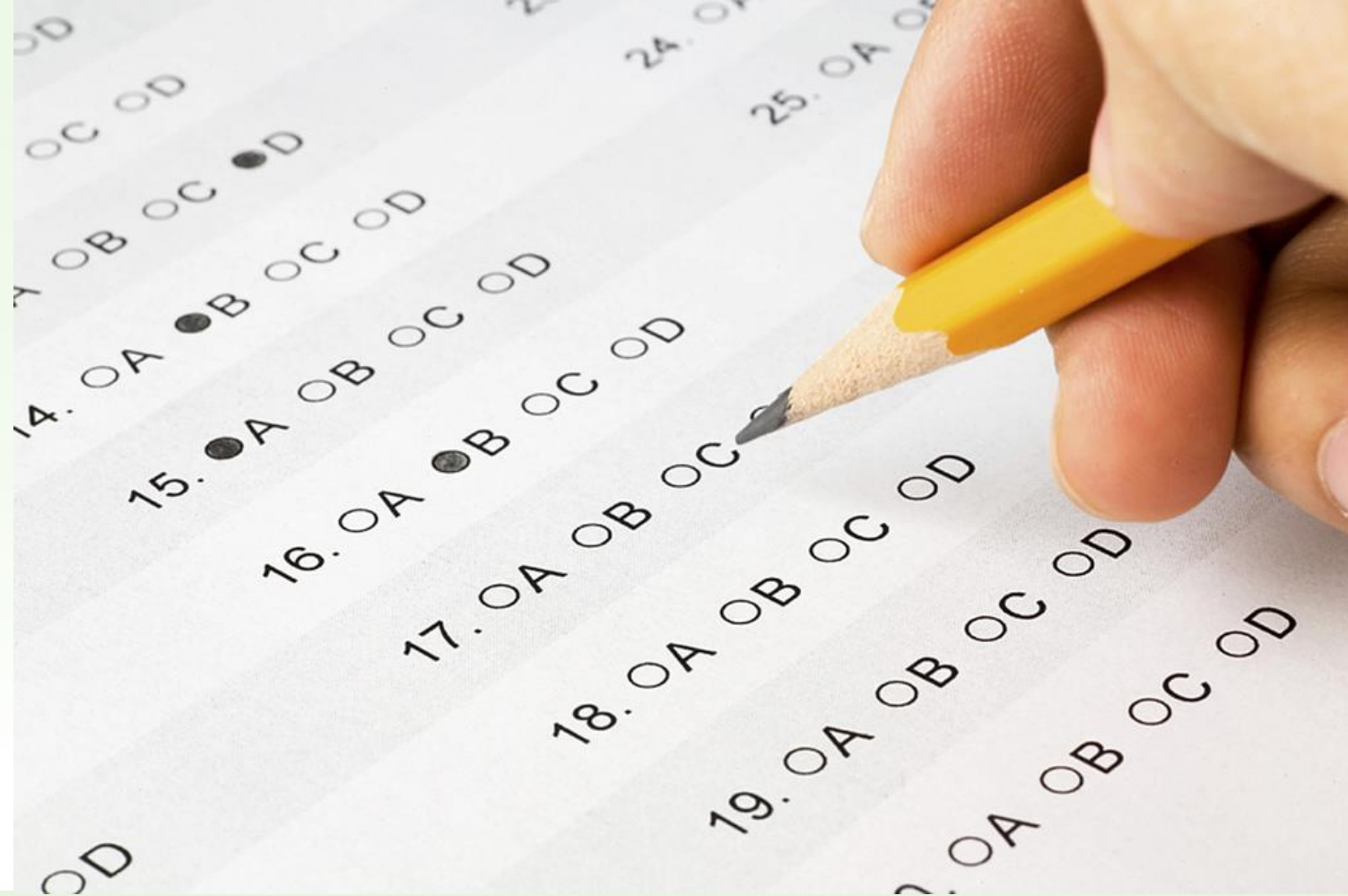
Something I've read...
Something I've read...
Something I've read...

When academics argue



Burnout Prevalence

	Intervention	Control
Feb 2017	13.8%	7.3%
Aug 2017	7.9%	8.5%
Feb 2018	10.3%	8.5%



Recap

- Burnout relatively stable over time
- Burnout not associated with medical knowledge
- Burnout and medical knowledge not affected by wellness curriculum

...we looked at one more association: Burnout and Depression

- During the past month, have you often been bothered by feeling down, depressed, or hopeless?
- During the past month, have you often been bothered by little interest or pleasure in doing things?

Research Conclusions

- Burnout relatively stable over time
- Burnout not associated with medical knowledge
- Positive depression screen associated with higher burnout
- Wellness Curriculum: no effect on burnout scores, medical knowledge, or rates of positive depression screens

What happened ?



Next Steps....Wellness 2.0

- Emphasize resident autonomy and engagement
- Align values / Needs assessment
- Encourage but don't mandate
- Individualize, provide options
- Respect preexisting time burden
- Target both individual and learning environment
- Measure burnout/depression/grit
- Culture

RESIDENT WELLNESS CONSENSUS SUMMIT

May 15th 2017



HIPPO
EDUCATION

EEM
ESSENTIALS OF EM



EMRA

Wellness
THINK TANK
Emergency Medicine

Back to Bedside



Request for Proposals: Due March 15, 2019

Are you a resident or fellow looking to foster meaning in your learning environment?



National Academy of Medicine

Action Collaborative on Clinician Well-Being and Resilience



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Wellness & Resiliency

In This Section

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[Innovation Grants](#)

[Wellness & Resiliency](#)

CHARM

The Collaborative for Healing and Renewal in Medicine (CHARM) is a group of medical educators, leaders at academic medical centers and experts in burnout research and interventions designed to promote learner wellness, which is formed with the support of the Alliance for Academic Internal Medicine (AAIM). CHARM's mission is to gather best practices; promote investigation of the impact of learner burnout; develop tools for educators to address learners in distress; and advocate for the recognition and inclusion of initiatives that foster well-being among learners.



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Leadership

Performance Training and Public Health for Physician Burnout

Article · March 15, 2017

Rich Joseph, MD, MBA
Brigham and Women's Hospital



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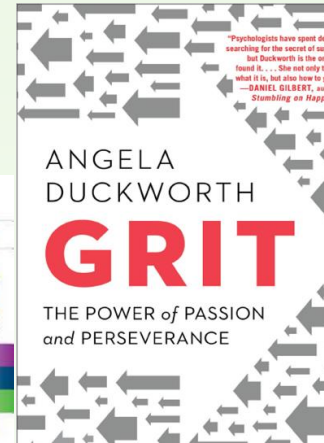
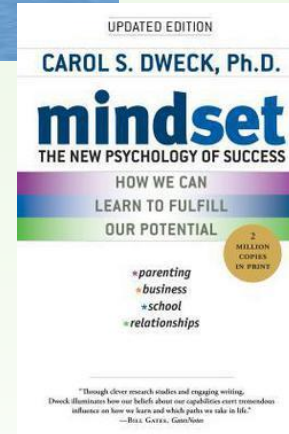


MASTER RESILIENCE TRAINING SKILLS

RESILIENCY COMPETENCIES WITH SELF-AWARENESS, SELF-REGULATION, OPTIMISM, MENTAL AGILITY, STRENGTHS OF CHARACTER, CONNECTION

MASTER RESILIENCE TRAINING SKILLS OVERVIEW

M.R.T. Competencies: Self-awareness, Self-regulation, Optimism, Mental Agility, Strengths of Character, Connection



The Future

- Longitudinal study of interventions
- Collaboration/Investigations across specialties and practice environments
- Ongoing investigation of measurement instruments
- Integration of organizational and individual strategies

EMERGENCY MEDICINE EDUCATION RESEARCH ALLIANCE



EMERA

EDUCATIONAL DISCOVERY AND INNOVATION THROUGH COLLABORATION

Top References

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National Collaborations

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National Collaborations

ACGME: Physician well-being. Accreditation Council for Graduate Medical Education website. <https://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being>

<https://www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being/ACGME-Symposium-on-Physician-Well-Being>

AMA: Steps Forward. <https://edhub.ama-assn.org/steps-forward/module/2702511>

National Academy of Medicine: Action Collaborative on Clinician Well-Being and Resilience: <https://nam.edu/initiatives/clinician-resilience-and-well-being/>