Physician Wellness an Osteopathic Approach

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• I have no conflict of interests

• Objectives:
  • Understand the nature and depth of the problem of Physician burnout, depression and suicide
  • Understand the barriers in solving the problem
  • Start to formulate a plan for your organization and selves in how to address this problem
• What things are you happy about in your Life?

• What things are your unhappy about in your life?

• Studies have shown question two was easier to answer than the first question.
• Doctors are programmed to be workaholics, Superhero perfectionists operating with a pair of cardinal rules
  • The patient comes First- Praise worthy but extremely unhealthy if you never learn the off switch
  • Never show weakness

• As a doctor burns out, one of the symptoms is loss of empathy, compassion, and being cynical and sarcastic about your patients
“I will remember that there is art to medicine as well as science, and that warmth, sympathy, and understanding may outweigh the surgeon’s knife or the chemist’s drug” Louis Lasagna

- The dynamic is to point out the symptoms, and give training to extinguish it.
- Teach them to maintain life balance, physical health and rest as they go through training.
- You do that ..... They will maintain their empathy.
Percentage of physicians burned out: 54%
Percentage of resident physicians suffering from depression: 29%
Estimated number of physicians committing suicide every year: 400

Sources: Shanafelt et. al., 2012 & 2015; Mata et al., 2015; American Foundation of Suicide Prevention, ND; Andrew, 2015
Mental Well-Being & Osteopathic Medical Students (n=10,187)

- 46% of Students screened for depression fell into the Clinical Concern range*
- 10% of Students indicated they had suicidal ideations within 30 days prior to being surveyed*
- 147 were classified as high risk for suicide.

Burnout study in osteopathic residents (otolaryngology) (n=684)

- 10% experienced high burnout
- 76% moderate burnout
- 14% low burnout

Sources: Yost et al. (2014)
Causes of Burnout

Burnout by Region

Consequences of Burnout
(Source: Shanafelt & Noseworthy, 2016)

- Broken Relationships
- Decreased quality of care & increased medical errors
- Alcohol & Substance Abuse
- Decreased Patient Satisfaction
- Depression
- Decreased productivity & professional effort
- Suicide
- Physician Turnover
- Decreased patient satisfaction
- Decreased productivity & professional effort

(Source: Shanafelt & Noseworthy, 2016)
Physician Bias

• **ACGME** - Well-being of physicians in training and healthy learning environments

• **FSMB** - Workgroup to identify resources and strategies to address physician burnout

• **AMA** - Online CME modules regarding well-being, burnout and resilience (Steps Forward) for physicians

• **NAM** - Action Collaborative on Clinical Well-Being and Resilience

• **AACOM** - Mental Health Awareness Taskforce and focus on well-being of Medical Students

• **Other Organizations** - Mayo Clinic, American Hospital Association, state medical associations, physician health programs, etc.
• **Members Now**
  • Issues facing physicians who have graduated and are full members
  • Provide services now

• **Members in the Future**
  (students, interns & residents)
  • Concerted effort to assist
  • Cannot abdicate our responsibility (i.e., wait for others to act, or just not participate)
  • Be present at these crucial times
<table>
<thead>
<tr>
<th>Overarching Goals</th>
<th>Activity to Reach Goals</th>
<th>Pre-Student</th>
<th>Student</th>
<th>Intern Resident Fellow</th>
<th>Early-Career</th>
<th>Mid-Career</th>
<th>Late-Career</th>
<th>Retired</th>
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<tbody>
<tr>
<td>1. Wellness Identification &amp; Promotion</td>
<td>EDUCATION</td>
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<td>2. Burnout/Depression/Suicide</td>
<td>MENTORING</td>
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<td>a) Identification</td>
<td>TOOLKIT</td>
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<td>b) Prevention</td>
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<td>c) Treatment</td>
<td>TRAIN THE TRAINER/FAMILY</td>
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**FIGURE:** Wellness Grid. NOTE: AOA = American Osteopathic Association; COMs = Colleges of Osteopathic Medicine; Prog. = Programs.
Wellness Culture

- Create Framework
- Develop a program
- Foster at an individual level
- Empower faculty and Trainees to confront burnout
- Create sustainable culture of wellness and resiliency
• Osteopathic Conundrum

• Very few practicing osteopaths have the time and resources to devote to another program

• Perfect Opportunity for the COMS, AOA, State Affiliates and Specialty Societies to step up.

• Provides relevance for all organizations and a reason for member to join and exist

• Can be complementary and non competitive
- **Website**
  - What to expect and how to stay healthy
- **Articles** on preparing to be a med student and resilience
- **Cooperating** with AACOM, COMs and other national education groups
  - Links to the schools
- **Marketing /Outreach**
  - Undergrad career centers
  - Include SOMA in efforts
  - Promote AACOM and COMs’ activities
- Website (Articles)
- Promote activities of AACOM and COMs
- Provide national provider information & Crisis hotlines for all states
- Work with AACOM/COMs to help students traveling connect with a nearby COM and resources
- Education about effective mentorship (work with COMs)
- Provide other support as necessary
- Marketing/Outreach
  - Promote AACOM and COMs’ activities
  - SOMA

*Activities will require continuous updating to remain current*
- Website
- Develop a national dialog of culture change (collaboration)
  - State Affiliates
  - Specialty Colleges
  - American Hospital Association
- Train-the-Trainer Program (collaboration)
- Marketing/Outreach
  - Training Programs
  - Bureau of Emerging Leaders
• Website
• Trainer-the-Trainer Program
• Lecture Series (Various meetings live and online)
  • Collaborations with Affiliates and Specialty Societies
• Partner with Federation of State Medical Boards
  • Encourage physicians to seek help and eliminate fear of retribution or suspension
  • Advocate for changes in licensing guidelines to facilitate in destigmatizing mental health issues
• Marketing
  • AOA & Affiliates
• Website

• Collaborate with the Advocates
  • Provide education on recognizing signs and symptoms of burnout, depression, risk of suicide and resilience

• Create media presence
Ideas

- Movie Nights or dinners
- Holiday Potlucks
- Recreational Classes
- Charity Work
- Lunchtime exercise or Yoga
- Sporting events
- Exploring the local or regional attractions

- Some events may be Physician centric
- But remember at all stages if we can include other members of the family the experience may be more fulfilling and rewarding
- Its about building memories not just doing things.
LIFE

Born 00/00/000 - Died 00/00/0000

Live the Dash!
References

- Shanafelt et. al., 2012 & 2015; Mata et al., 2015; American Foundation of Suicide Prevention, ND; Andrew, 2015
- : AACOM Mental Health Awareness Taskforce (2015)
- Peterson & Burnett, 2007
References


