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Graduate Medical Education

Stress Management

Resident Wellness Program
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- **Disclosures - none**



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Residents' Wellness Program

Curriculum Modules include:

- Overview of the Wellness Program
- Managing Change & Transition
- Stress Management
- Time Management
- Sleep Hygiene
- Conflict Resolution
- Panel Discussion





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Objectives

- Identify stressors in residency
- Recognize stress reduction techniques
- Identify a personal goal to improve your personal health
- Discuss techniques for implementing stress management
- Discuss techniques for improving mindfulness and resiliency



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Definitions

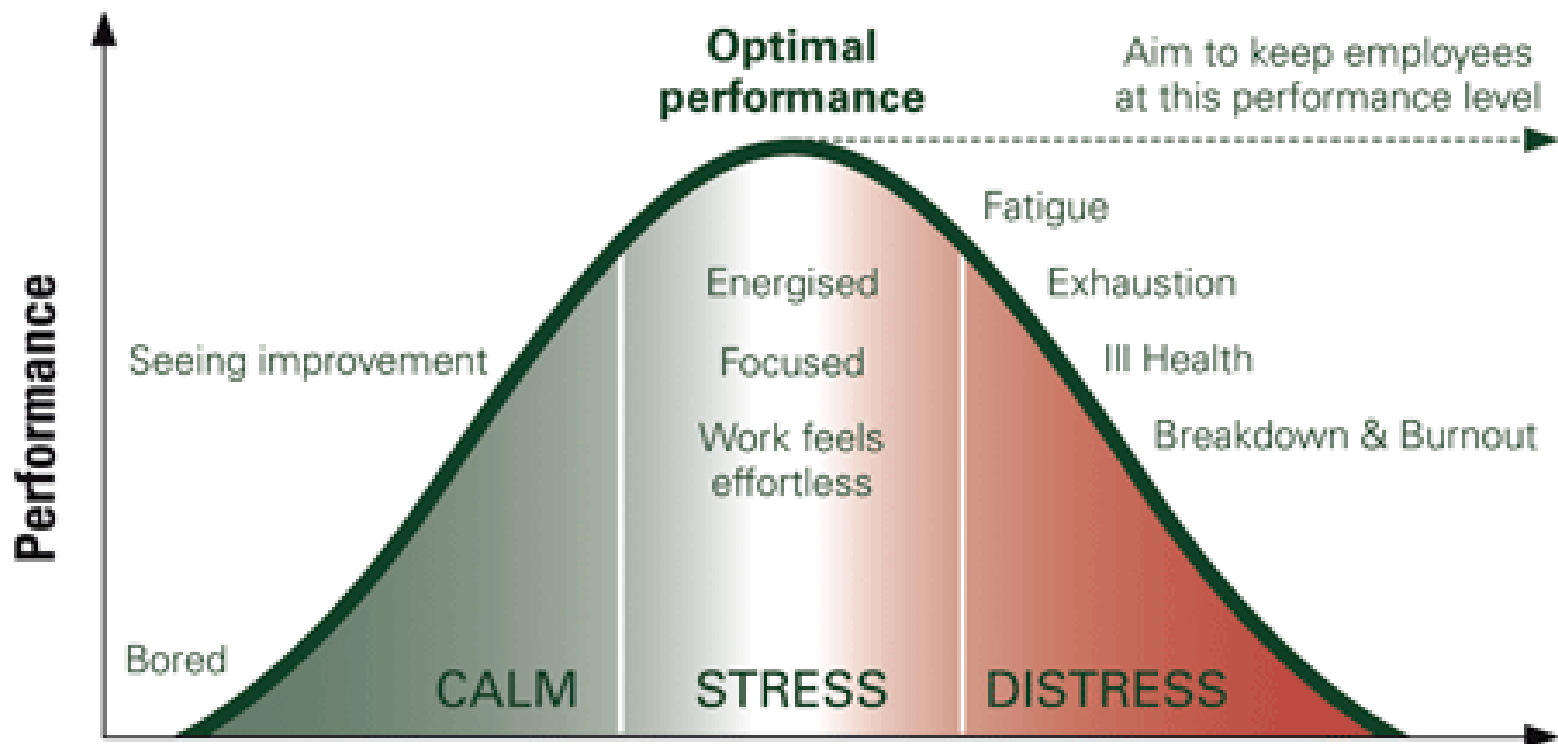
- **Stress:** a state of mental or emotional strain or tension resulting from adverse or very demanding circumstances
- **Burnout:** physical or mental collapse caused by overwork and stress
 - 3 domains: emotional exhaustion, depersonalization and lack of personal accomplishment
- **Mindfulness:** the quality or state of being conscious or aware of something
- **Resilience:** the capacity to recover quickly from difficulties
- **Reflection:** serious thought or consideration



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Stress, Performance & Burnout

Human Performance Curve





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Stress vs Burnout

Stress → sense of urgency that impels individuals to actively engage to meet a challenge

Burnout → arises when stress becomes so severe relative to one's own emotional, cognitive, and/or physical resources that one loses motivation to perform and has a sense of hopelessness that leads to disengagement



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2 Item MBI

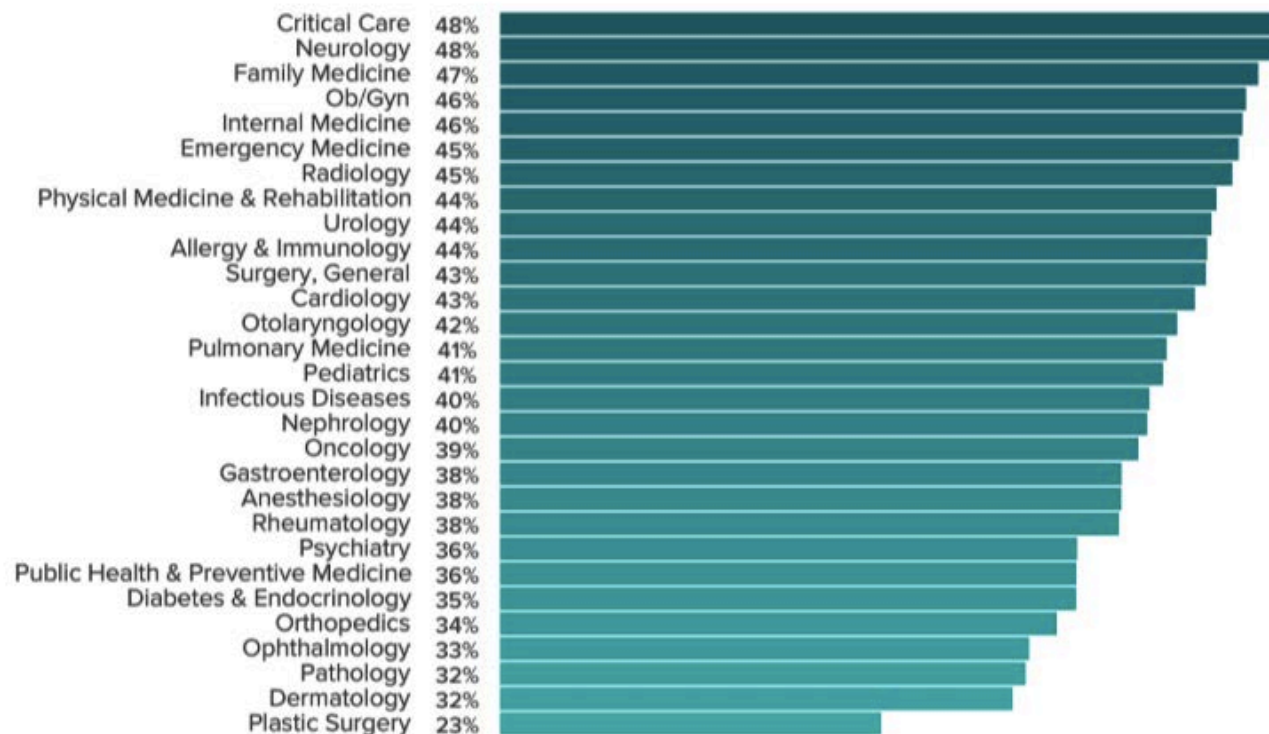
- I feel burned out from my work
 - Emotional exhaustion
- I have become more callous toward people since I took this job
 - Depersonalization



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Burnout

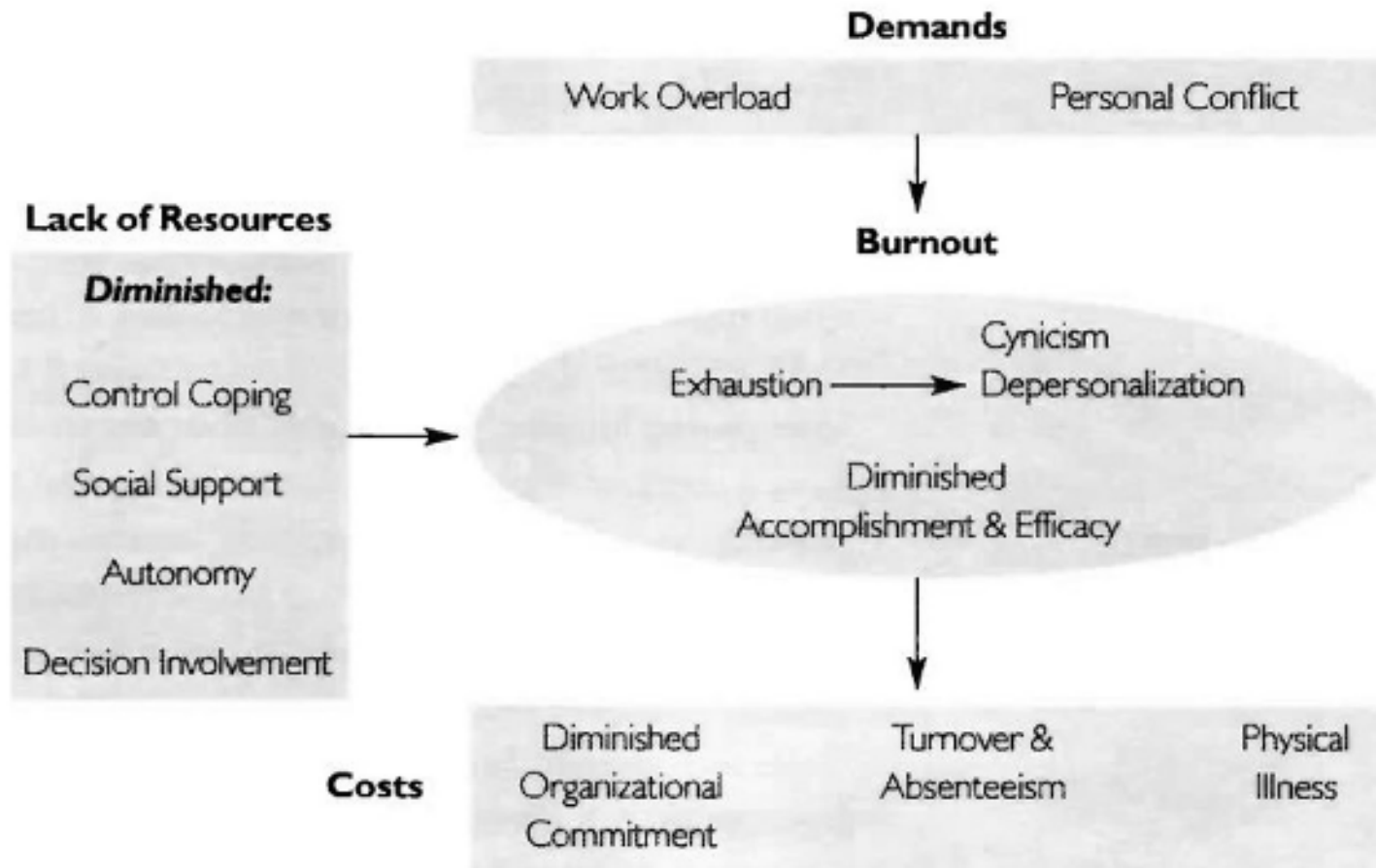
Which Physicians Are Most Burned Out?





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Development of Burnout in the Work Environment





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How do you cope with stress?



"STRESS"

THE CONFUSION CREATED WHEN
ONE'S MIND OVERRIDES THE
BODY'S BASIC DESIRE TO CHOKE
THE LIVING DAYLIGHTS OUT OF
SOMEBODY WHO DESPERATELY
NEEDS IT !



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Stress Reduction Techniques

- Combat tactical breathing
- Laughing out loud
- Listening to music



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Getting Personal . . .

JANUARY 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2



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Mindfulness Coping Techniques

- Deep Breathing
- Meditation
- Reflective Writing
- Self-Compassion
- Gratitude Practice





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There's an app for that

- TalkSpace
- Stigma Mood Tracker & Journal
- HeadSpace
- Breath2Relax
- Happify
- Pacifica





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Resilience Research Centre

The capacity of individuals to navigate their way to the psychological, social, cultural, and physical resources that

- Sustain their well-being
- Capacity individually and collectively to negotiate for these resources



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Developing Physician Resilience

Positive value	Negative potential
Service	Deprivation
Excellence	Invincibility
Curative competence	Omnipotence
Compassion	Isolation



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Developing Physician Resilience

FRAMEWORK FOR LINKING CULTURAL NORMS IN MEDICINE WITH BURNOUT FACTORS AND POTENTIAL INTERVENTIONS

Positive value	Negative potential	Burnout factor(s)	Potential mental training interventions
Service	Deprivation	Compassion fatigue Entitlement	Reframing Appreciation and gratitude
Excellence	Invincibility	Emotional exhaustion	Mindful self-compassion Inner critic awareness
Curative competence	Omnipotency	Ineffectiveness Cynicism	Self-awareness Generous listening
Compassion	Isolation	Depersonalization	Connection and community Silence as energizing



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Reflect to Increase Resilience

DIAGNOSTIC QUESTIONS FOR SELF-REFLECTION, SELF-CARE, AND ALIGNMENT TO VALUES

How can I take care of myself so that I can be of service to others?

How can I strive for excellence and at the same time have compassion for myself when I don't have all the answers or I make a mistake?

How can I offer my expertise in order to cure illness and at the same time stay open to what my patients have to teach me about their own healing?

How can I maintain an empathetic connection with my patients and at the same time protect myself?



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Summary

- Recognize common wellness issues related to stress
- Implement techniques for diminishing stress and improving resiliency and mindfulness
- Develop a personal goal to improve your personal health



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www.fsap.emory.edu

The screenshot shows a web browser displaying the Emory Faculty Staff Assistance Program (FSAP) website. The browser's address bar shows the URL www.fsap.emory.edu. The page features a dark blue header with the Emory logo and the text "Faculty Staff Assistance Program". Navigation buttons for "APPOINTMENTS" and "IN CRISIS" are visible, along with links for "SCHOOLS", "LIBRARIES", and "RESOURCES". A search bar is located in the top right. Below the header is a yellow navigation bar with links for "HOME", "EMOTIONAL HEALTH", "WORKPLACE RESOURCES", "EVENTS & WORKSHOPS", and "ABOUT". The main content area includes a large graphic on the left celebrating "30 FSAP" with the text "Serving Emory for over 30 Years". On the right, a banner image shows a person sitting on a dock by a lake at sunset, with the text "Feeling Stressed? Find a solution." Below this, there are two small thumbnail images of people.



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Work Life Resource Center



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Human Resources

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+YOU

Your Work Life





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Questions





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Thank you to the original creators of this module

Jennifer Rothkopf

Beki Wurster, MD

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