Residents, scan here to check in to noon conference!
PHYSICIAN WELLNESS AND COVID: HOW A BAD SITUATION CAN GET WORSE AND WHAT WE CAN DO ABOUT IT.

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DISCLOSURES

• None
FOR DISCUSSION

• How are we approaching our own wellness?
• How has this past year affected us?
• How have our roles as a medical professional been challenged?
• What can we do to build and develop personal and professional wellness?
STRESS IS NOT BURNOUT

Fact 1
STRESS ≠ BURNOUT

STRESS
- Characterized by over engagement
- Over reactive emotions
- Produces Urgency and Hyperactivity
- Leads to anxiety d/o
- Primary damage is physical
- May kill you prematurely

BURNOUT
- Characterized by disengagement
- Emotions are blunted
- Produces helplessness and hopelessness
- Loss of motivation, ideals, hope
- Leads to detachment and depression
- Primary damage is emotional
- May make life seem not worth living
STRESS IS NOT ALWAYS “BAD”
REMINDER: “BURNOUT” IMPLIES **REGULARLY** FEELING AS IF YOU…

### MSLACH DEFINITIONS
- Depersonalization
- Decreased feelings of personal accomplishment
- Emotional exhaustion

### EXAMPLES
- treating patients coworkers as if they were impersonal objects
- feeling emotionally drained from work
- feeling dread upon waking knowing you have to face another day
- being more calloused/ insensitive to people
- not caring what happens to your patients.
- disliking working with you patients/ coworkers.
- regretting your decision to enter medicine.
BURNOUT IS A THREAT TO YOUR CAREER AND HAPPINESS IN LIFE.

Fact 2
WELLNESS, BURNOUT, & RESILIENCY

But is what we are feeling “burnout”? 
THE RISK OF TRIVIALIZING THE WORD: BURNOUT

FIGURE 1. Personal and professional repercussions of physician burnout.
WHAT HEALTHCARE WORKERS ARE FEELING

• Overwhelmed
• Anxious
• Demoralized
• Afraid
• Frustrated
• Worried
• Guilty
• Angry
• Disappointed
• Disengaged
• Helpless
• Isolated
• Stressed
• …but is that burnout?
AS IF PHYSICIAN BURNOUT WAS NOT ENOUGH, THIS YEAR WE HAVE SEEN…

• COVID
• Racial injustice
• Political unrest and incivility
And we have not had any time to process most of it
WELCOME TO THE CLUB.
JOHN HARDT, PHD

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SO WHAT CAN BE DONE ABOUT IMPROVING OUR WELLNESS?

• Acknowledge and process the problem(s).
• Deepen our focus on the positive and work for solutions.
• Support one another.
• Work for solutions.
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THERE IS NO ONE FIX FOR PREVENTING BURNOUT AND DEVELOPING WELLNESS

Fact 3
THERE IS NO "ONE SIZE FITS ALL" FIX

• Shared responsibility
  • Individual
  • Organization

• Common themes

• Lots of individual variances

• Increasing Community and Mission
THE SOLUTION FOR WELLNESS WILL NOT COME FROM ANYTHING OTHER THAN YOUR AWARENESS AND EFFORT.

Fact 4
ONE APPROACH TO PERSONAL WELLNESS

Disclaimer: These are only my thoughts, but …
Remember

- It takes time and commitment.
- It is not a one time investment.
- You will struggle.
- Time at the top may be transient.
- It DOES pay off!!!
AT LOYOLA MEDICINE, WE ACCEPT, EMBRACE, EMPATHIZE, AND WORK FOR SOLUTIONS FOR WELLNESS.

GME Wellness Week

Fact 5
WORKING THRU THE PROBLEM: SUPPORTING ONE ANOTHER

• Watch for the warning signs
  • Isolation
  • Anger
  • Personality changes
  • Tardiness/ increased absenteeism

• Don’t be afraid to reach out and ask: “are you ok?”

• Connect with one another
  • Appropriate social distancing and masks, of course…
And if you are the one who is struggling please know you are not alone and you are cared for and supported
INSTITUTIONAL RESOURCES:
INDIVIDUAL-EMPLOYEE ASSISTANCE PROGRAM

- Carebridge
  - www.myliferesources.com
  - 800-437-0911
- Confidential/ Free
- 24/7 Crisis/ Suicide Prevention Hotline
- Resource for
  - Child Care, Elder Care, Pet Care
  - Finances
  - Stress/ Depression/ Substance abuse
- Individual support
INSTITUTIONAL RESOURCES

• Chaplain Services 69056
• Care for the Caregiver
• Physician Resiliency Coaches
• Personal physician
• Department of Psychiatry
WORKING FOR SOLUTIONS

An individual and institutional effort
OUR INSTITUTIONAL AND PROFESSIONAL COMMITMENT TO ONE ANOTHER

• We will
  • utilize our resources to care for and respect our patients and one another.
  • listen to each other.
  • work to support and help one another.
  • use our talents to work thru this and emerge smarter and stronger.

• This is our mission and commitment as physicians.
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