The value of resiliency training for residents: Results from an RDoC pilot project

Drs. Pamela Lai & Amanda Ritsma

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Why does resiliency matter?

27-75\% of residents experience burnout

Source: Ishak, 2009
Yerkes-Dodson Law

Stress and Performance

Performance

No Growth

Optimal Performance
Above Comfort Zone but Manageable

Weakening/Physical Breakdown

Arousal

Low

Medium

High

Source: Diamond, 2007
Resiliency training

National Defence Défense nationale

Road to Mental Readiness

Mental Health Commission of Canada
Commission de la santé mentale du Canada

The Working Mind

Resident Doctors of Canada
Médecins résidents du Canada
RDoC’s Resiliency Curriculum

- Delivery is peer-to-peer
- Teaches practical skills for stressful situations
- Objectives:
  - Improve mental well-being
  - Optimize performance
  - Identify when and how to seek help for self and peers
2016 pilot project

- 200+ participating residents

<table>
<thead>
<tr>
<th>Dalhousie University</th>
<th>University of Calgary</th>
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<tbody>
<tr>
<td>Internal Medicine</td>
<td>Surgical Foundations</td>
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<td>Anesthesia</td>
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Evaluation

- Pre-workshop questionnaire
  - 132 respondents, 49% female
  - 58% in PGY 1
  - 35% in PGY 2

- Follow-up questionnaire
  - Comparative analyses on 21 sets of paired data

- Feedback form
  - 175 respondents
Pre-post workshop comparisons

<table>
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<tr>
<th>The following were rated on a 5-pt Likert-type scale from 1 = “Strongly Disagree” to 5 = “Strongly Agree”</th>
<th>Pre Mean (SD)</th>
<th>Post Mean (SD)</th>
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<tbody>
<tr>
<td>I feel confident that I could recognize signs of burnout in myself.</td>
<td>3.71 (.96)</td>
<td>4.00 (.45)</td>
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<tr>
<td>I feel confident that I could identify a peer suffering from burnout. *</td>
<td>3.10 (.89)</td>
<td>3.57 (.60)</td>
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<tr>
<td>If a more junior colleague had mental illness, I would want him/her to tell me. *</td>
<td>3.71 (.96)</td>
<td>4.05 (.81)</td>
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<td>I believe I can resist being negatively affected by traumatic events or adverse situations. *</td>
<td>3.05 (1.05)</td>
<td>3.35 (.88)</td>
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*p<.05
Feedback form

Do you feel this workshop was relevant for you? (n=173)

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<tr>
<td>Yes</td>
<td>No</td>
<td>Unsure</td>
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<tr>
<td>163 (94%)</td>
<td>2 (1%)</td>
<td>8 (5%)</td>
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What elements of the workshop were most engaging, practical or helpful?
Feedback form

What elements of the workshop could be improved?

- Smaller groups for discussion
- More interactive exercises
- More discussion of practical implications or consequences of seeking help as a resident
- More concise delivery
- Stories from senior residents
Resident quotes

“I had been feeling a build-up of stress lately and getting near to the ‘injured’ point. It was great to reassess everything and start building a plan today.”

“Extremely relevant. Had a recent stressful case and this put a lot into perspective - made me feel more supported/aware of what to do.”
Resident quotes

“Though I have not had to experience the red zone, I have friends that have. This workshop gave me tools to help them.”

“A great outlet/platform to help residents start talking about issues we all feel but often are not openly discussing with each other.”
The importance of seeking help

In the USA, 300–400 physicians complete suicide every year

Sources: American Foundation for Suicide Prevention, 2015; Schernhammer, 2005
Curriculum implementation

Wellness programs for improved work-life balance

RDoC’s resiliency curriculum

Wellness programs for moderate to severe distress
Next steps

- Ongoing evaluation
- Leadership module
- Train-the-trainer
- National implementation

Questions?

resiliency@residentdoctors.ca