

**Resident
Doctors
of Canada**



**Médecins
résidents
du Canada**

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

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Why does resiliency matter?

27-75%

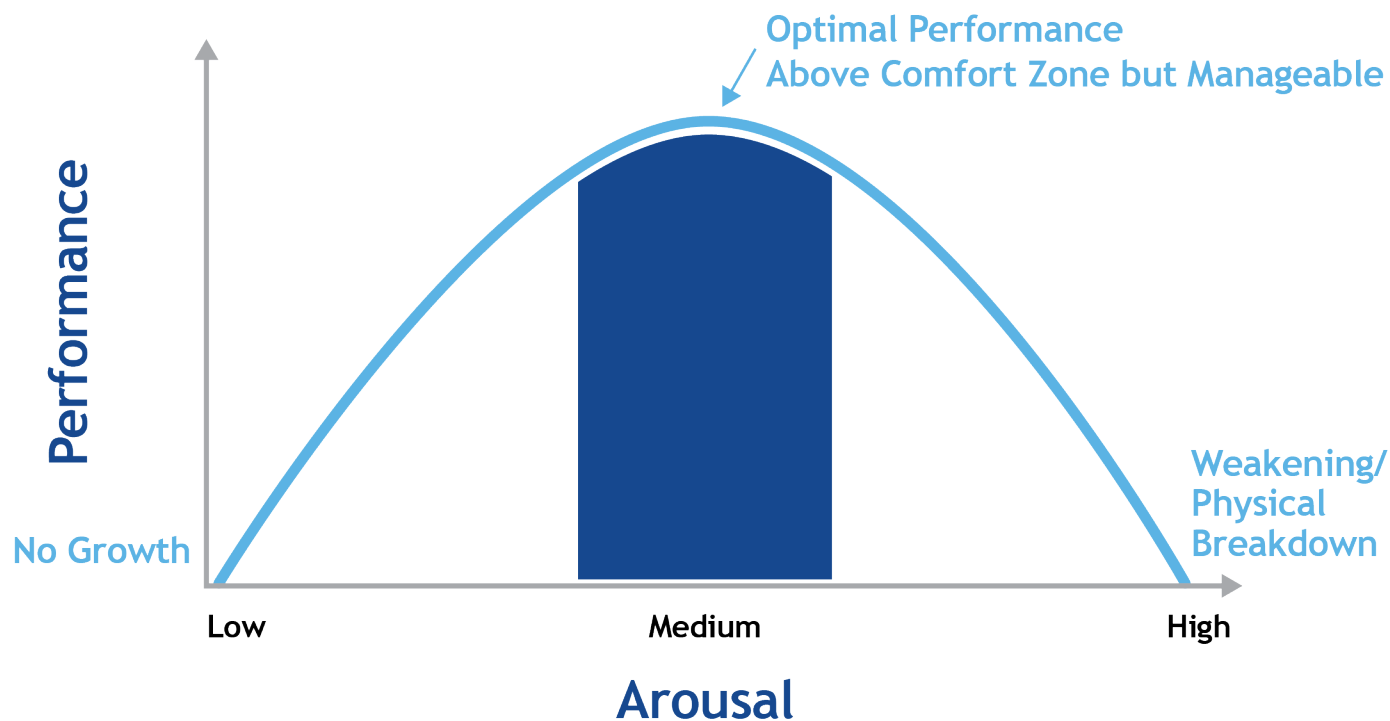
of residents experience burnout



Source: Ishak, 2009

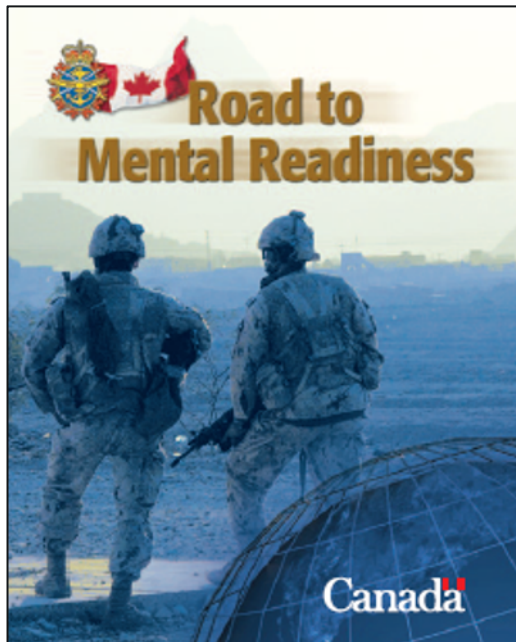
Yerkes-Dodson Law

Stress and Performance



Source: Diamond, 2007

Resiliency training



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

The Working Mind



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

Dalhousie University	University of Calgary
Internal Medicine	Surgical Foundations
Surgical Foundations	Anesthesia
Family Medicine	

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

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

* $p < .05$

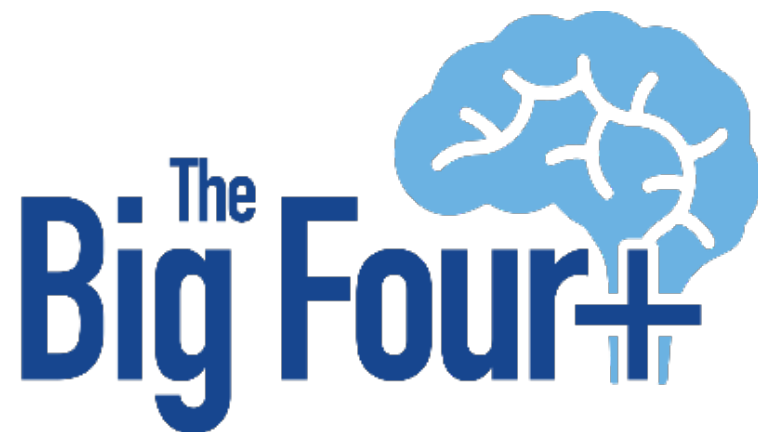
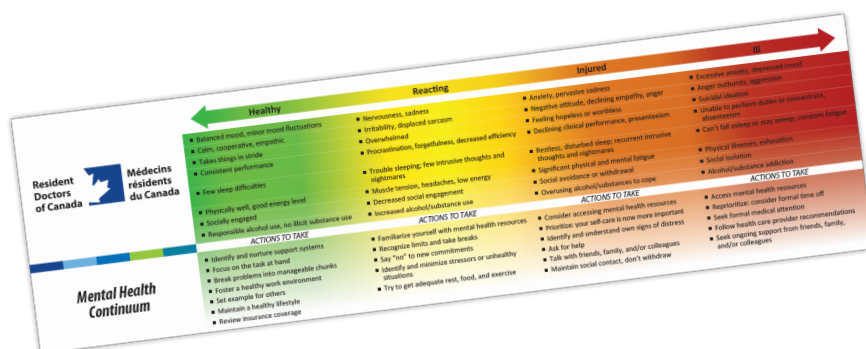
Feedback form

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

Yes	No	Unsure
163 (94%)	2 (1%)	8 (5%)

Feedback form

- ▶ 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

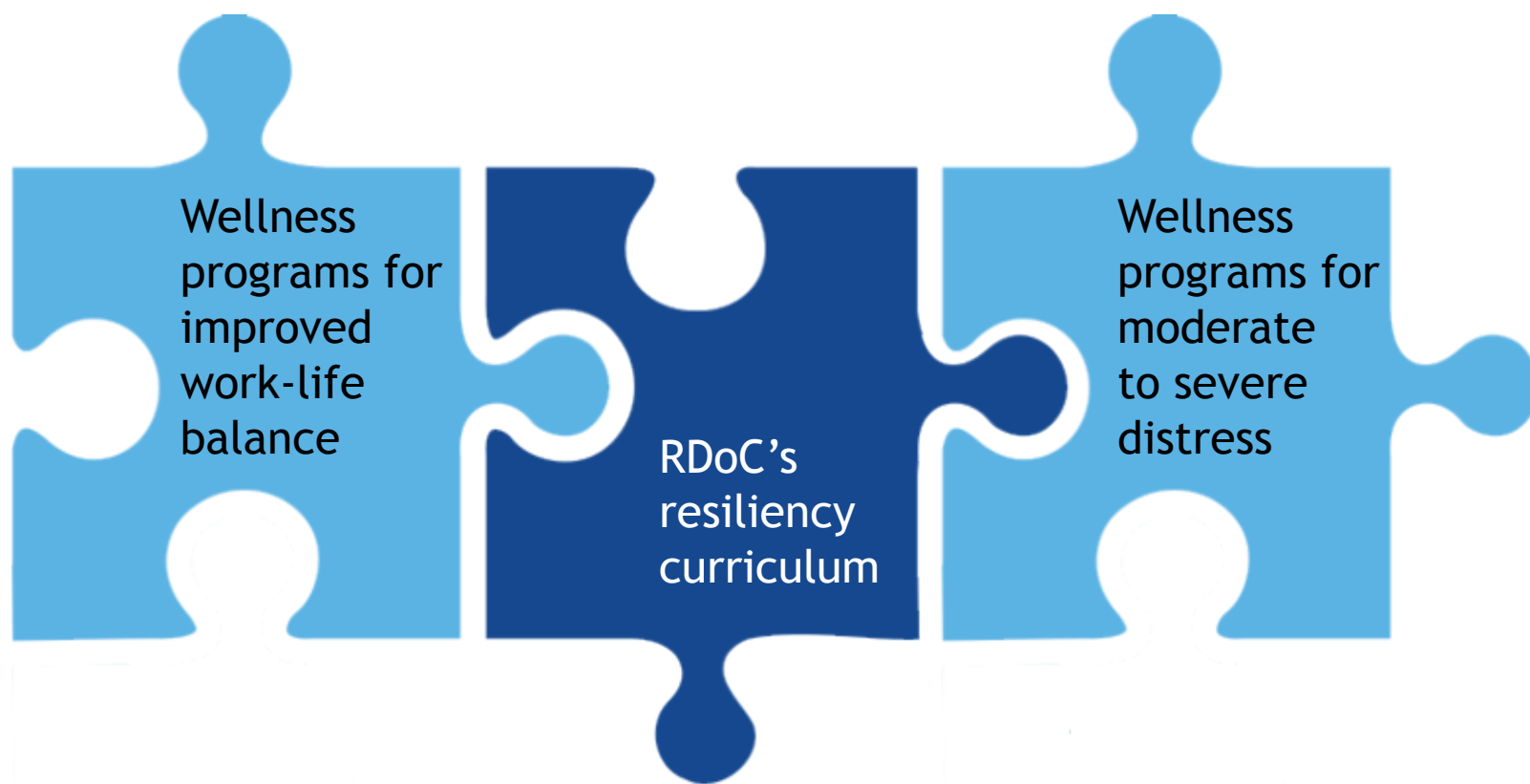
- ▶ “Though I have not had to experience the red zone, I have friends that have. This workshop gave me tools to help them.”
- ▶ “A great outlet/platform to help residents start talking about issues we all feel but often are not openly discussing with each other.”

The importance of seeking help



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

Curriculum implementation



Next steps

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

Questions?

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