Strengthening Resident Resiliency for Rewarding, Sustainable Careers

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Objectives

- Understand the need for resident doctor resiliency
  - Examine prevalence of resident burnout
- Describe the impact of poor resident well-being
- Discuss approaches to resident resiliency training
- Discuss how organizations can promote resiliency
Disclosures

- I am a resident doctor
Why does resiliency matter?

27-75% of residents experience burnout

[10,12]
Resident burnout by specialty

- Overall
- Obstetrics and Gynecology
- Internal Medicine
- Neurology
- General Surgery
- Psychiatry
- Family Medicine

[10, 12]
Contributors to resident burnout

Professional
- Patient care
- Supervision of learners
- Information overload
- Career planning

Personal
- Family obligations
- Finances
- Limited time for self-care
- Inadequate coping skills

Situational
- Sleep deprivation
- Heavy workload
- Poor learning environment

[1,2,3,4,8]
Impact of work-related fatigue

Work-related fatigue has had an impact on the following aspects of your life (N=1549)

- Relationship with friends: 82%
- Relationship with family: 80%
- Physical Health: 83%
- Mental Health: 73%

Had an Impact (% of respondents)
Resident mental health

Depression rate: 21.2%
Implications of burnout

- Decreased career satisfaction
- Decreased professionalism
- Suboptimal patient care
- Physical illness
- Substance abuse
- Depression
- Suicidal ideation
Role of resiliency

Stress and Performance

- Performance
- Arousal
- Low
- Medium
- High

- Optimal Performance
  - Above Comfort Zone but Manageable
- No Growth
- Weakening/Physical Breakdown

[5]
Examples of resiliency techniques in medicine

- Mindfulness-based stress reduction and relaxation
  - Reduction in psychological distress, anxiety
  - Increased empathy

- Stress management training
  - Better performance
  - Increased use of coping mechanisms

[11,14,15]
Resiliency training
RDoC’s Resiliency Curriculum

- The Mental Health Continuum
- The Big Four+
  - Practical skills to optimize mental health
  - Helps to cope with stress, improve mental well-being, and improve performance
- When to seek support and how to approach colleagues in distress
Long term goals with stakeholders

- Commitment to formalize national resiliency training in medical education.
- Evaluation of resiliency training programs as part of accreditation standards.
- Full support for stakeholder physician health initiatives and internal development of policies and resources to promote physician health and well-being throughout the career lifecycle.
References

Resident Doctors of Canada

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