

# Building your wellness toolkit: promoting connection to joy and purpose

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Division of Hospital Medicine Director of Faculty Wellness

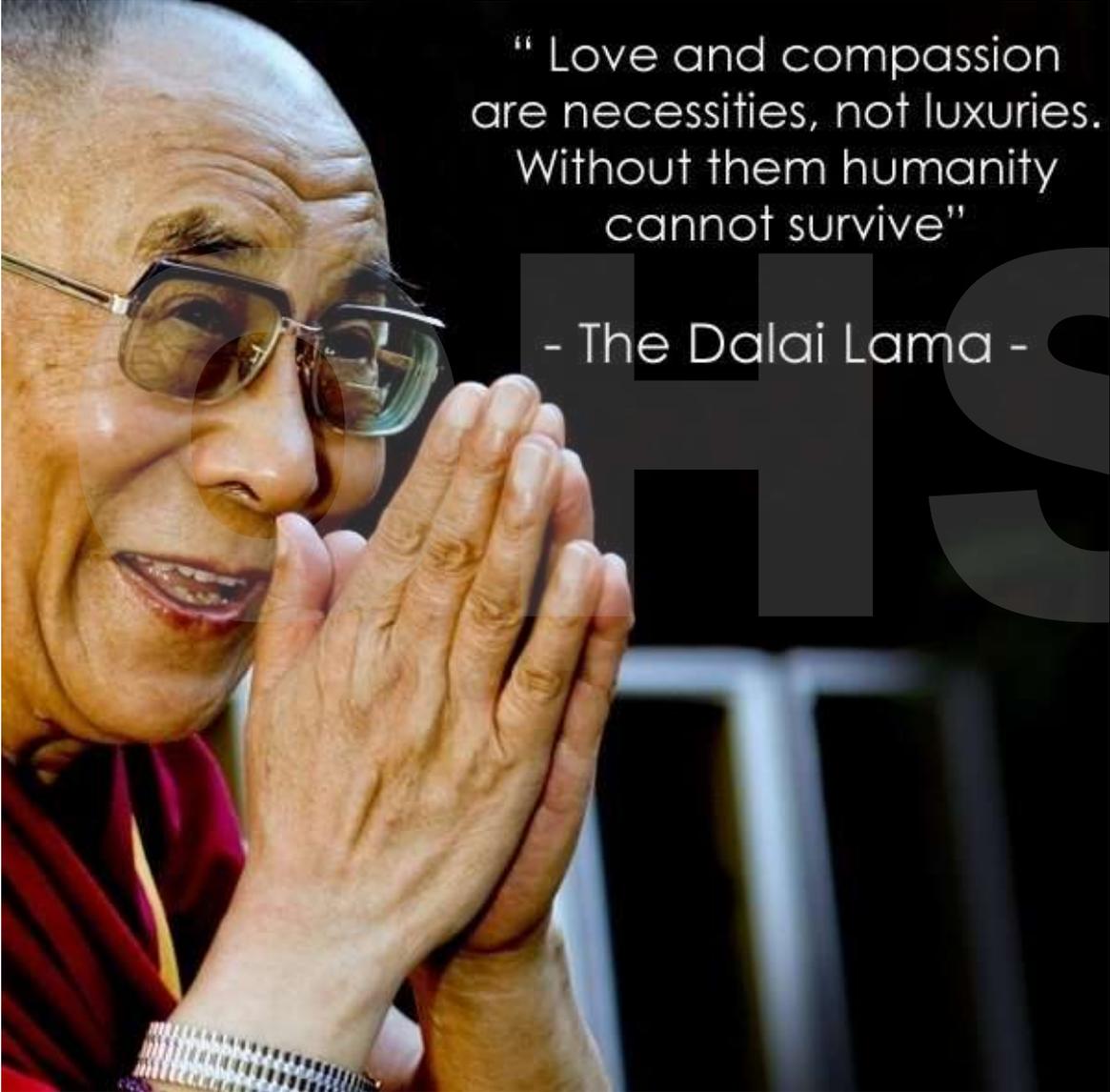
OHSU



# Disclosures

- No financial disclosures
- Certified Healthcare provider in the Stress Management and Resiliency Training Program (SMART-3RP) through the Benson Henry Institute for mind body medicine MGH

# Can We Still Talk About Wellness in 2020?



“ Love and compassion  
are necessities, not luxuries.  
Without them humanity  
cannot survive”

- The Dalai Lama -

- Wellness/Self-Care create the conditions for Love and Compassion
- Fear/greed/us v them/ ignorance/complacency scarcity thinking etc. create the conditions for racism and suffering etc.
- Yes, we can talk about wellness. We should also act with Compassion.

# Session Objectives

- Understand that clinician wellness is influenced by a combination of systemic and individual drivers
  - Joy in practice through room for compassion.
    - In our systems and ourselves
- Relate the importance of wellness habits to well-being
- Choose at least one individual wellness habit to regularly incorporate into your wellness toolkit

# Getting Started....



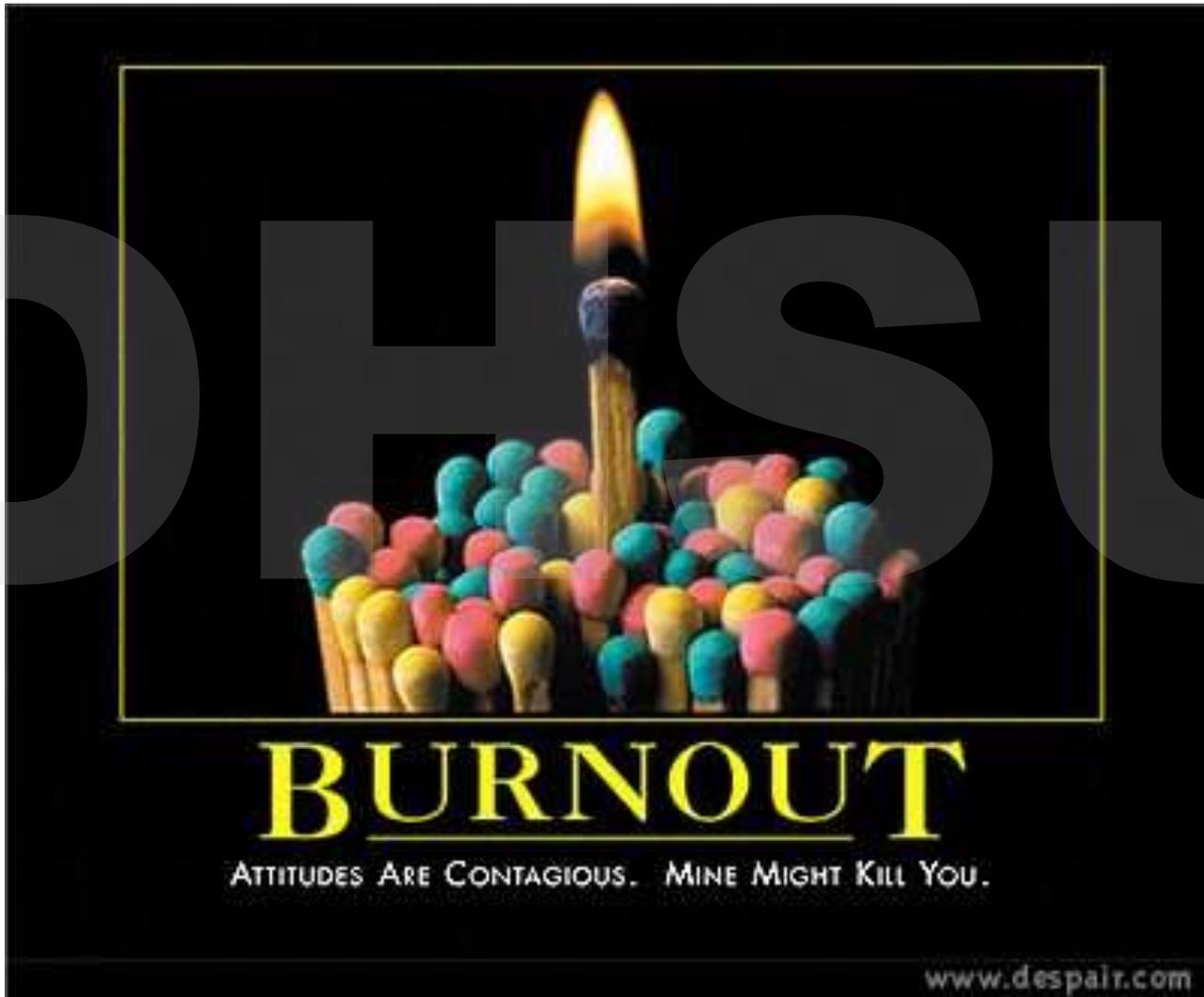
# Enter Residency, Then Faculty Practice...



Image accessed at <https://www.bma.org.uk/connecting-doctors/b/the-secret-doctor/posts/that-other-doctor-i-become-when-tired>

Image accessed at <https://www.doctorscouncil.org/2014/08/burnout-is-it-me-or-is-the-system-designed-that-way/>

# Exhausted, Depersonalized, Devalued



**BURNOUT**

ATTITUDES ARE CONTAGIOUS. MINE MIGHT KILL YOU.

[www.despair.com](http://www.despair.com)

It Can Get Better...



Back to Where We Started...

PEOPLE HELPING PEOPLE



# What is Clinician Well-Being?

- Capacity to be your best self
- Maintain connection to joy and purpose in your work (Engagement)
  - Joy in practice through room for compassion. In our systems and in ourselves.
  - Conditions that allow love and compassion
- Human flourishing

# The Reciprocal Domains of Physician Well-Being



# Clinician Wellness Toolkit

1. **Systems of Care Matter Most**
2. Understanding stress response
3. Basic Self Care
4. The tools you already have
5. Mindfulness/Meditation
6. Self-Development/Emotional Intelligence
7. Positive psychology/Gratitude
8. Have a plan



# Systems Matter Most

JAMA Internal Medicine | [Original Investigation](#) | PHYSICIAN WORK ENVIRONMENT AND WELL-BEING

## Controlled Interventions to Reduce Burnout in Physicians A Systematic Review and Meta-analysis

Maria Panagioti, PhD; Efharis Panagopoulou, PhD; Peter Bower, PhD; George Lewith, MD; Evangelos Kontopantelis, PhD; Carolyn Chew-Graham, MD; Shoba Dawson, PhD; Harm van Marwijk, MD; Keith Geraghty, PhD; Aneez Esmail, MD

JAMA Intern Med. doi:10.1001/jamainternmed.2016.7674  
Published online December 5, 2016.

## Interventions to prevent and reduce physician burnout: a systematic review and meta-analysis

*Colin P West, Liselotte N Dyrbye, Patricia J Erwin, Tait D Shanafelt*

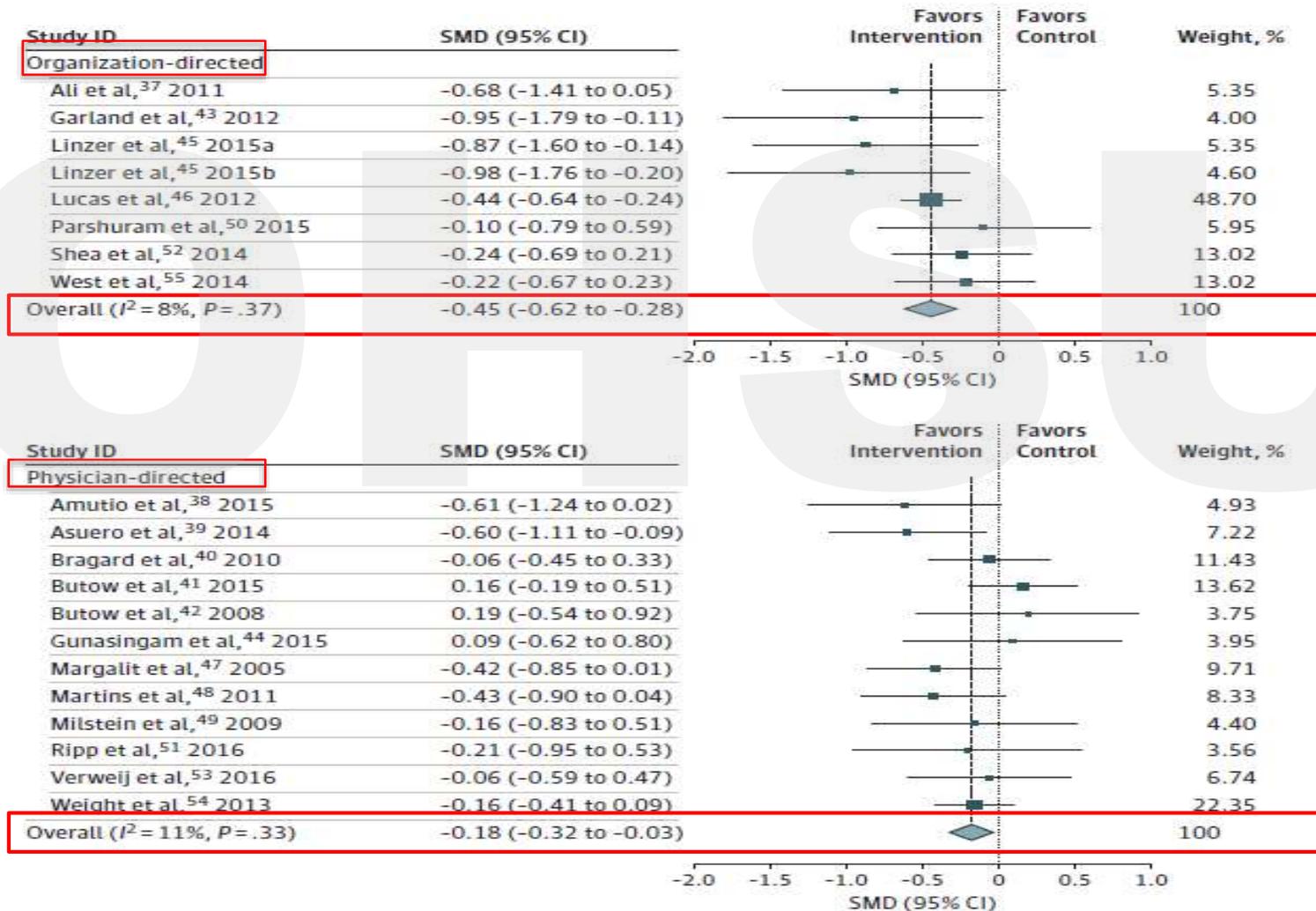
*Lancet 2016; 388: 2272-81*

# Physician Wellness Meta-Analyses

- Panagioti
  - 19 controlled studies (1550 physicians)
  - Heterogeneous methods and interventions
    - 2 categories for studies
      - Organization
      - Physician
  - Outcomes of emotional exhaustion
- West
  - 15 controlled studies (716)
  - 37 cohort studies (2914)
  - Heterogeneous methods and interventions
    - Organization
    - Physician
  - Outcomes of emotional exhaustion and depersonalization
    - (Maslach Burnout Inventory)

# Physician Wellness - Panagioti

Figure 3. Forest Plot of the Effects of Different Types of Interventions on Burnout Scores



# Physician Wellness -West

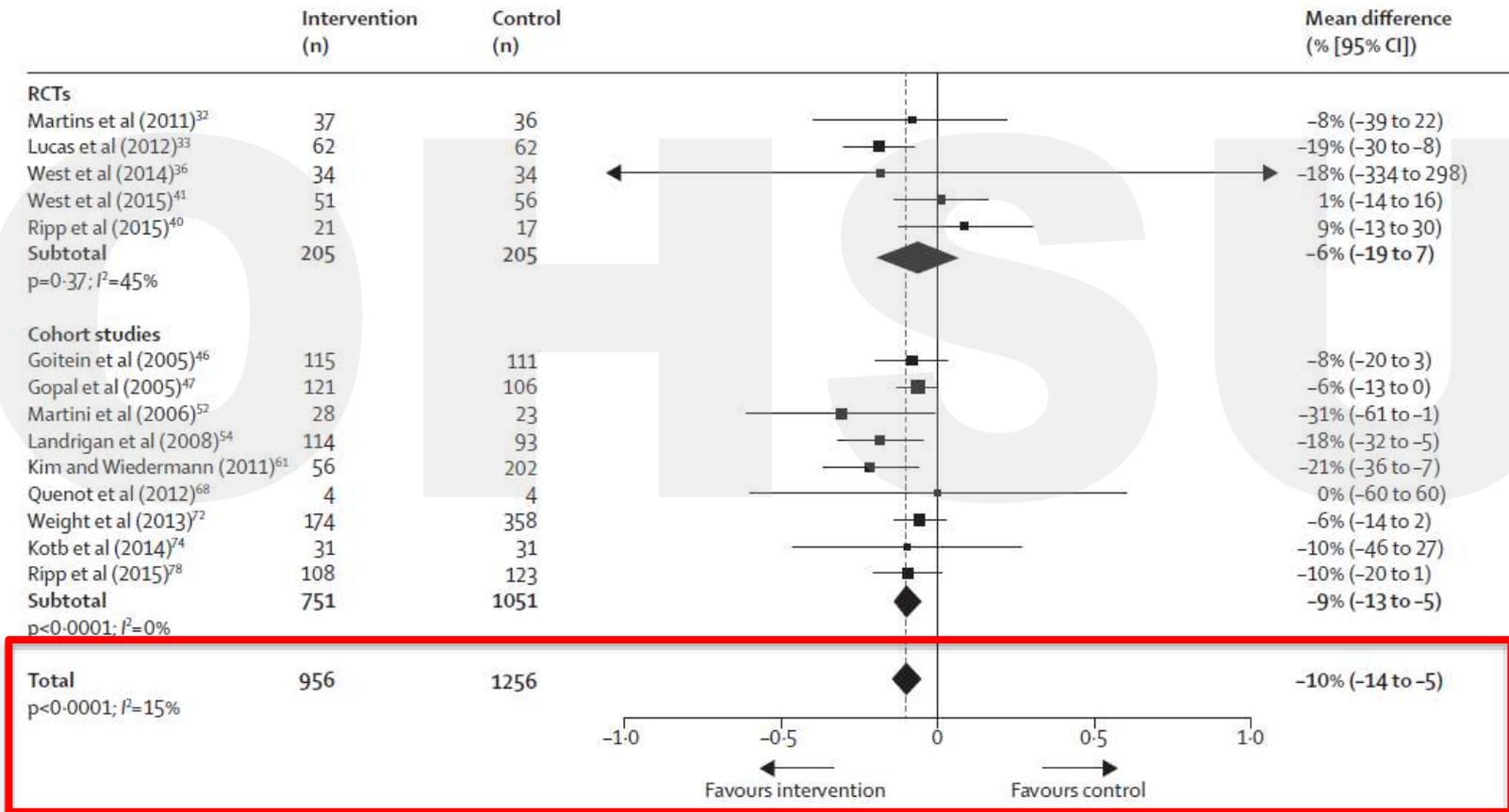


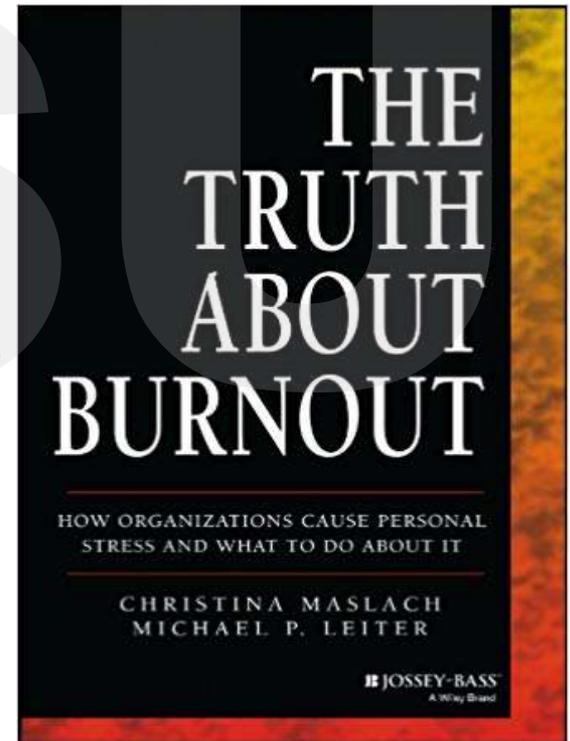
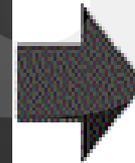
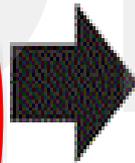
Figure 2: Overall burnout  
 RCT=randomised controlled trial.

# Systems of Care Matter Most

- An organization must promote engagement, not burnout

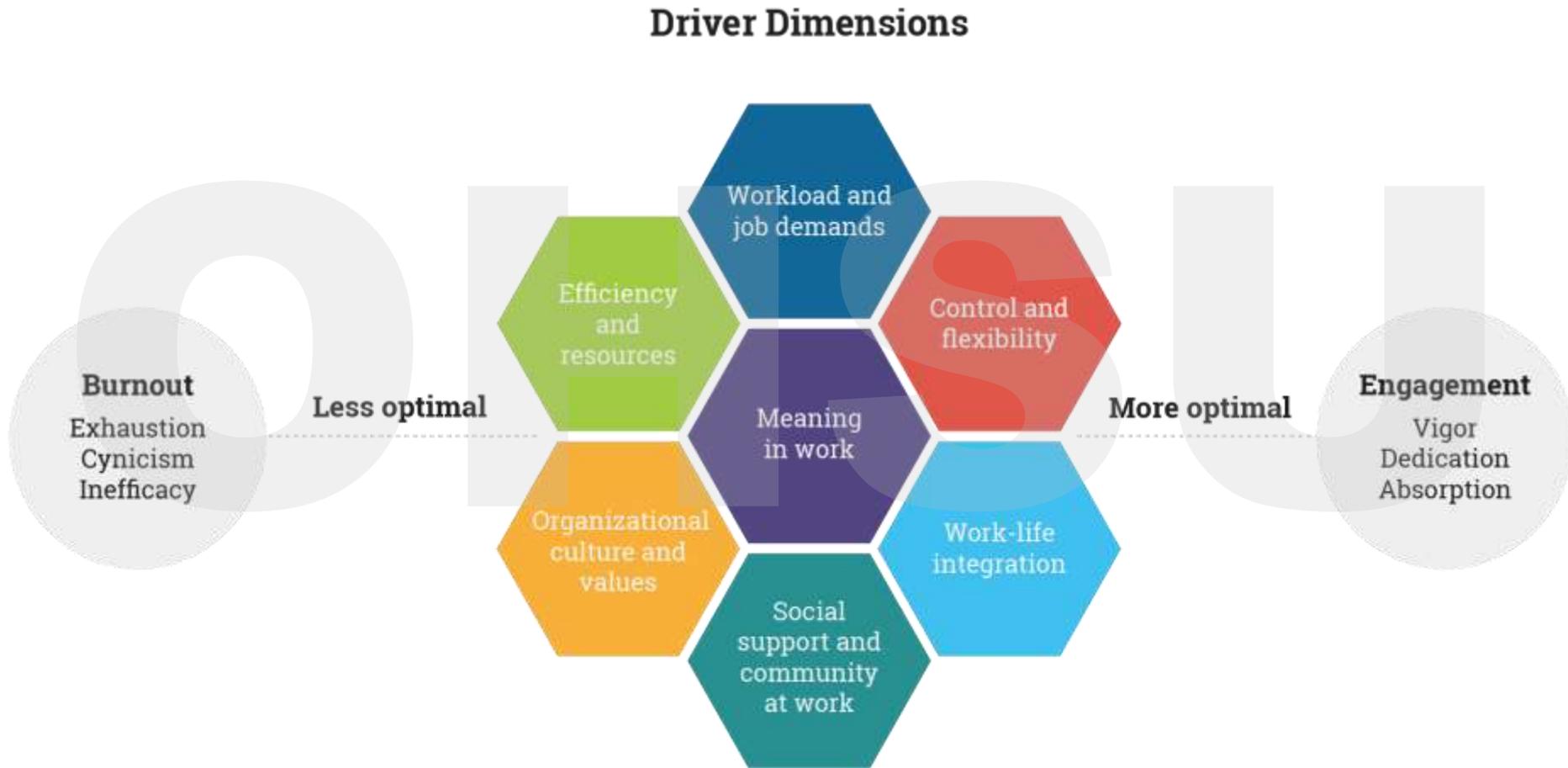
## Worklife

- Workload
- Control
- Reward
- Community
- Fairness
- Values



Maslach. Consulting Psychology Journal: Practice and Research, Vol 69(2), Jun 2017, 143-152

# Clinician Well-Being: Not Just About “Happy” Clinicians



Shanafelt et al Mayo Clin Proc January 2017;92(1):129-146 n

Drivers of burnout and engagement in physicians	 <b>Individual factors</b>	 <b>Work unit factors</b>	 <b>Organization factors</b>	 <b>National factors</b>
 <b>Workload and job demands</b>	<ul style="list-style-type: none"> <li>• Specialty</li> <li>• Practice location</li> <li>• Decision to increase work to increase income</li> </ul>	<ul style="list-style-type: none"> <li>• Productivity expectations</li> <li>• Team structure</li> <li>• Efficiency</li> <li>• Use of allied health professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Productivity targets</li> <li>• Method of compensation               <ul style="list-style-type: none"> <li>- Salary</li> <li>- Productivity based</li> </ul> </li> <li>• Payer mix</li> </ul>	<ul style="list-style-type: none"> <li>• Structure reimbursement               <ul style="list-style-type: none"> <li>- Medicare/Medicaid</li> <li>- Bundled payments</li> <li>- Documentation requirements</li> </ul> </li> </ul>
 <b>Efficiency and resources</b>	<ul style="list-style-type: none"> <li>• Experience</li> <li>• Ability to prioritize</li> <li>• Personal efficiency</li> <li>• Organizational skills</li> <li>• Willingness to delegate</li> <li>• Ability to say "no"</li> </ul>	<ul style="list-style-type: none"> <li>• Availability of support staff and their experience</li> <li>• Patient check-in efficiency/process</li> <li>• Use of scribes</li> <li>• Team huddles</li> <li>• Use of allied health professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Integration of care</li> <li>• Use of patient portal</li> <li>• Institutional efficiency:               <ul style="list-style-type: none"> <li>- EHR</li> <li>- Appointment system</li> <li>- Ordering systems</li> </ul> </li> <li>• How regulations interpreted and applied</li> </ul>	<ul style="list-style-type: none"> <li>• Integration of care</li> <li>• Requirements for:               <ul style="list-style-type: none"> <li>- Electronic prescribing</li> <li>- Medication reconciliation</li> <li>- Meaningful use of EHR</li> </ul> </li> <li>• Certification agency facility regulations (JCAHO)</li> <li>• Precertifications for tests/treatments</li> </ul>
 <b>Meaning in work</b>	<ul style="list-style-type: none"> <li>• Self-awareness of most personally meaningful aspect of work</li> <li>• Ability to shape career to focus on interests</li> <li>• Doctor-patient relationships</li> <li>• Personal recognition of positive events at work</li> </ul>	<ul style="list-style-type: none"> <li>• Match of work to talents and interests of individuals</li> <li>• Opportunities for involvement               <ul style="list-style-type: none"> <li>- Education</li> <li>- Research</li> <li>- Leadership</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Organizational culture</li> <li>• Practice environment</li> <li>• Opportunities for professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evolving supervisory role of physicians (potentially less direct patient contact)</li> <li>• Reduced funding               <ul style="list-style-type: none"> <li>- Research</li> <li>- Education</li> </ul> </li> <li>• Regulations that increase clerical work</li> </ul>
 <b>Culture and values</b>	<ul style="list-style-type: none"> <li>• Personal values</li> <li>• Professional values</li> <li>• Level of altruism</li> <li>• Moral compass/ethics</li> <li>• Commitment to organization</li> </ul>	<ul style="list-style-type: none"> <li>• Behavior of work unit leader</li> <li>• Work unit norms and expectations</li> <li>• Equity/fairness</li> </ul>	<ul style="list-style-type: none"> <li>• Organization's mission               <ul style="list-style-type: none"> <li>- Service/quality vs profit</li> </ul> </li> <li>• Organization's values</li> <li>• Behavior of senior leaders</li> <li>• Communication/messaging</li> <li>• Organizational norms and expectations</li> <li>• Just culture</li> </ul>	<ul style="list-style-type: none"> <li>• System of coverage for uninsured</li> <li>• Structure reimbursement               <ul style="list-style-type: none"> <li>- What is rewarded</li> </ul> </li> <li>• Regulations</li> </ul>
 <b>Control and flexibility</b>	<ul style="list-style-type: none"> <li>• Personality</li> <li>• Assertiveness</li> <li>• Intentionality</li> </ul>	<ul style="list-style-type: none"> <li>• Degree of flexibility:               <ul style="list-style-type: none"> <li>- Control of physician calendars</li> <li>- Clinic start/end times</li> <li>- Vacation scheduling</li> <li>- Call schedule</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Scheduling system</li> <li>• Policies</li> <li>• Affiliations that restrict referrals</li> <li>• Rigid application practice guidelines</li> </ul>	<ul style="list-style-type: none"> <li>• Precertifications for tests/treatments</li> <li>• Insurance networks that restrict referrals</li> <li>• Practice guidelines</li> </ul>
 <b>Social support and community at work</b>	<ul style="list-style-type: none"> <li>• Personality traits</li> <li>• Length of service</li> <li>• Relationship-building skills</li> </ul>	<ul style="list-style-type: none"> <li>• Collegiality in practice environment</li> <li>• Physical configuration of work unit space</li> <li>• Social gatherings to promote community</li> <li>• Team structure</li> </ul>	<ul style="list-style-type: none"> <li>• Collegiality across the organization</li> <li>• Physician lounge</li> <li>• Strategies to build community</li> <li>• Social gatherings</li> </ul>	<ul style="list-style-type: none"> <li>• Support and community created by Medical/specialty societies</li> </ul>
 <b>Work-life integration</b>	<ul style="list-style-type: none"> <li>• Priorities and values</li> <li>• Personal characteristics               <ul style="list-style-type: none"> <li>- Spouse/partner</li> <li>- Children/dependents</li> <li>- Health issues</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Call schedule</li> <li>• Structure night/weekend coverage</li> <li>• Cross-coverage for time away</li> <li>• Expectations/role models</li> </ul>	<ul style="list-style-type: none"> <li>• Vacation policies</li> <li>• Sick/medical leave</li> <li>• Policies               <ul style="list-style-type: none"> <li>- Part-time work</li> <li>- Flexible scheduling</li> </ul> </li> <li>• Expectations/role models</li> </ul>	<ul style="list-style-type: none"> <li>• Requirements for:               <ul style="list-style-type: none"> <li>- Maintenance certification</li> <li>- Licensing</li> </ul> </li> <li>• Regulations that increase clerical work</li> </ul>

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Shanafelt et al Mayo Clin Proc January 2017;92(1):129-146 n



# Surveys/Resources

The screenshot shows the homepage of the AMA STEPSforward website. At the top left, the AMA logo and 'STEPSforward' branding are visible. A navigation bar includes links for 'PRACTICE SUPPORT', 'GET UPDATES', 'CONTACT US', and 'SHARE'. Below this, a secondary navigation bar features 'HOME', 'MODULES', 'LIVE EVENTS', and 'HOW IT WORKS'. The main content area has a blue background with the headline 'Redesign your practice. Reignite your purpose.' and a sub-headline 'AMA strategies to revitalize your practice and improve patient care.' A 'Browse modules >' button is present. Three quote boxes are featured: a green one stating 'The patients get a lot more time and attention from our team.', a blue one saying 'Before, there wasn't enough time in the office visit to get it all done.', and a red one with 'Every day I was walking into a fire hose of stuff coming at me...'. A purple button says 'See how it works >'. At the bottom, three module categories are listed: 'Conducting effective', 'Creating a strong team', and 'Electronic health', each with a 'NEW' tag.

This advertisement promotes the 'WELL PROGRAM' by ACLGIM. It features a photograph of a smiling female and male doctor in white coats. The text on the left reads 'WELL PROGRAM' in large green letters, followed by 'Wellness Engaged Longitudinal Leaders' and a green 'APPLY TODAY' button. On the right, the ACLGIM logo is shown with the text 'ACLGIM WORK LIFE & WELLNESS' and 'Association of Chiefs & Leaders of General Internal Medicine'.

# The Business Case for Investing in Physician Well-being

Tait Shanafelt, MD; Joel Goh, PhD; Christine Sinsky, MD

JAMA Intern Med. doi:10.1001/jamainternmed.2017.4340

Published online September 25, 2017.

Figure 2. Worksheet to Project Organizational Cost of Physician Burnout

1. Input data:	Enter values
N = No. of physicians at your center	_____
BO = Rate of burnout of physicians at your center	_____ <sup>a</sup>
TO = Current turnover rate per year	_____ <sup>b</sup>
C = Cost of turnover per physician	_____ <sup>c</sup>

**2. Calculations:**  
**Estimated Cost of Physician Turnover Attributable to Burnout**

A. TO without burnout (solve for TO without burnout):  
 Formula:<sup>d</sup>  
 $TO = [TO \text{ without burnout} \times (1 - BO)] + [(2 \times TO \text{ without burnout}) \times BO]$   
 Simplified formula:  
 $TO \text{ without burnout} = TO / (1 + BO)$

B. Projected No. of physicians turning over per year due to burnout (solve using input variables and TO without burnout value from step A):  
 Formula:  
 No. of physicians turning over due to burnout per year =  $(TO - TO \text{ without burnout}) \times N$

C. Projected cost of physician turnover per year due to burnout (solve using input variables and No. of physicians turning over due to burnout per year from step B):  
 Formula:  
 Estimated cost of turnover due to burnout =  $C \times \text{No. of physicians turning over due to burnout per year}$

**Example Using N = 450; BO = 50%; TO = 7.5%; C = \$500 000**

A. TO without burnout:  
 $0.075 = [TO \text{ without burnout} \times (1 - 0.5)] + [(2 \times TO \text{ without burnout}) \times 0.5]$   
 or  $0.075 / (1 + 0.5) = 5\%$

B. No. of physicians turning over due to burnout per year:  
 $(0.075 - 0.05) \times 450 = 11.25$

C. Projected cost of physician turnover per year due to burnout:  
 $\$500\,000 \times 11.25 = \$5\,625\,000$

<sup>a</sup> National mean, approximately 54%.

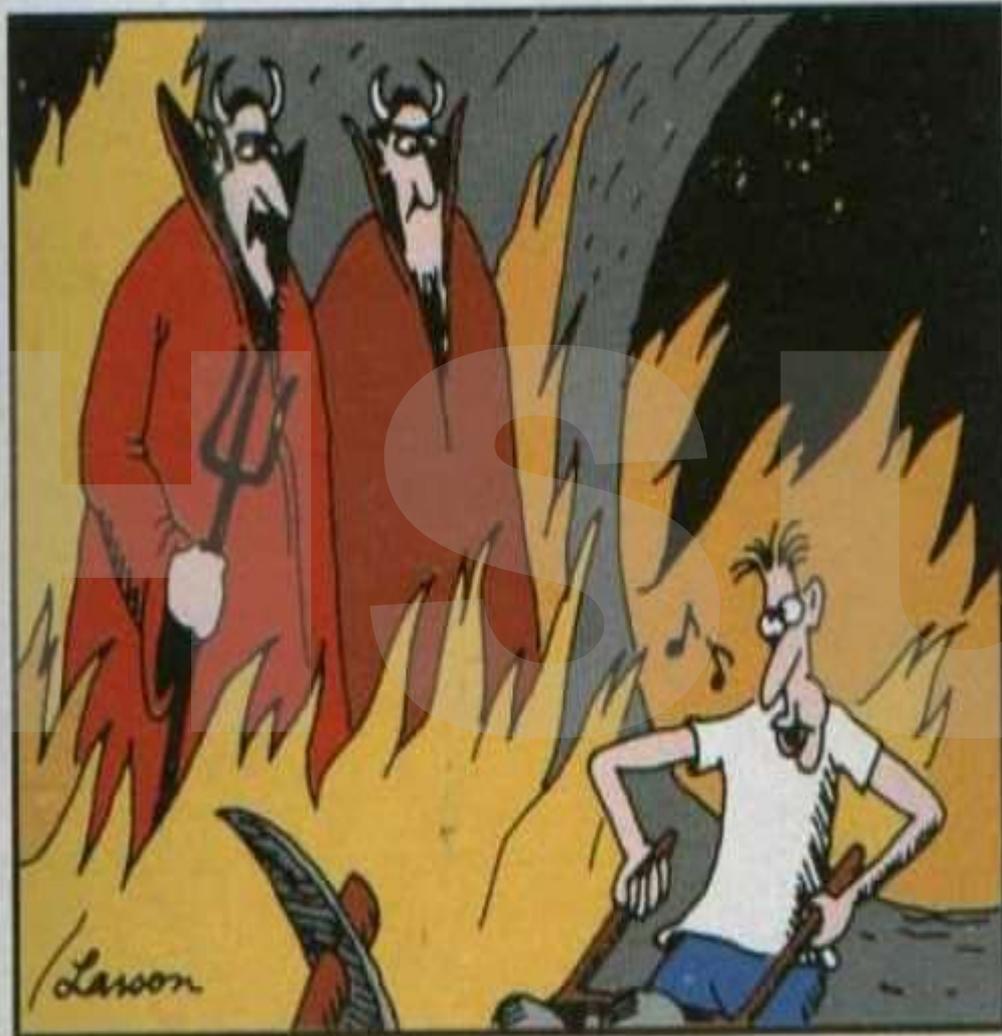
<sup>b</sup> National mean, approximately 7%.

<sup>c</sup> Mean cost of \$500 000 to \$1 000 000 per physician.

<sup>d</sup> Assumes that burned out physicians are approximately 2 times as likely to turn over as non-burned out physicians.



This is not  
what I'm  
talking about  
for clinician  
well-being....

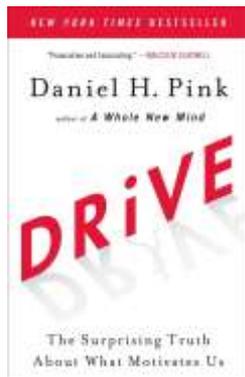


"You know, we're just not reaching that guy."

Credit: Gary Larson

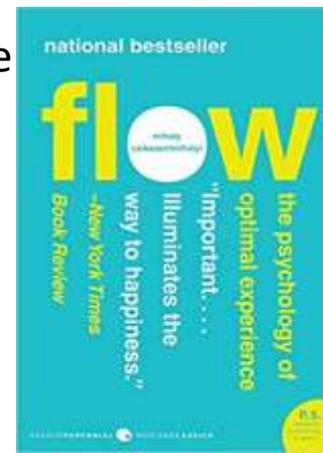
# Engagement and Flow

- Strict “Work-Life Balance” is a loaded term and not the goal
  - Set up for disappointment
- More useful goals are:
  - Self care
  - Engagement with meaningful work in systems that value people
  - Flow



Workplace engagement

- Positive, fulfilling state of mind
- Vigor
- Dedication
- Absorption
- (Utrecht Definition)



# Well-Being is Multifactorial

## The Reciprocal Domains of Physician Well-Being

Chart illustrating the 3 domains of physician well-being, with each domain reciprocally influencing the others.

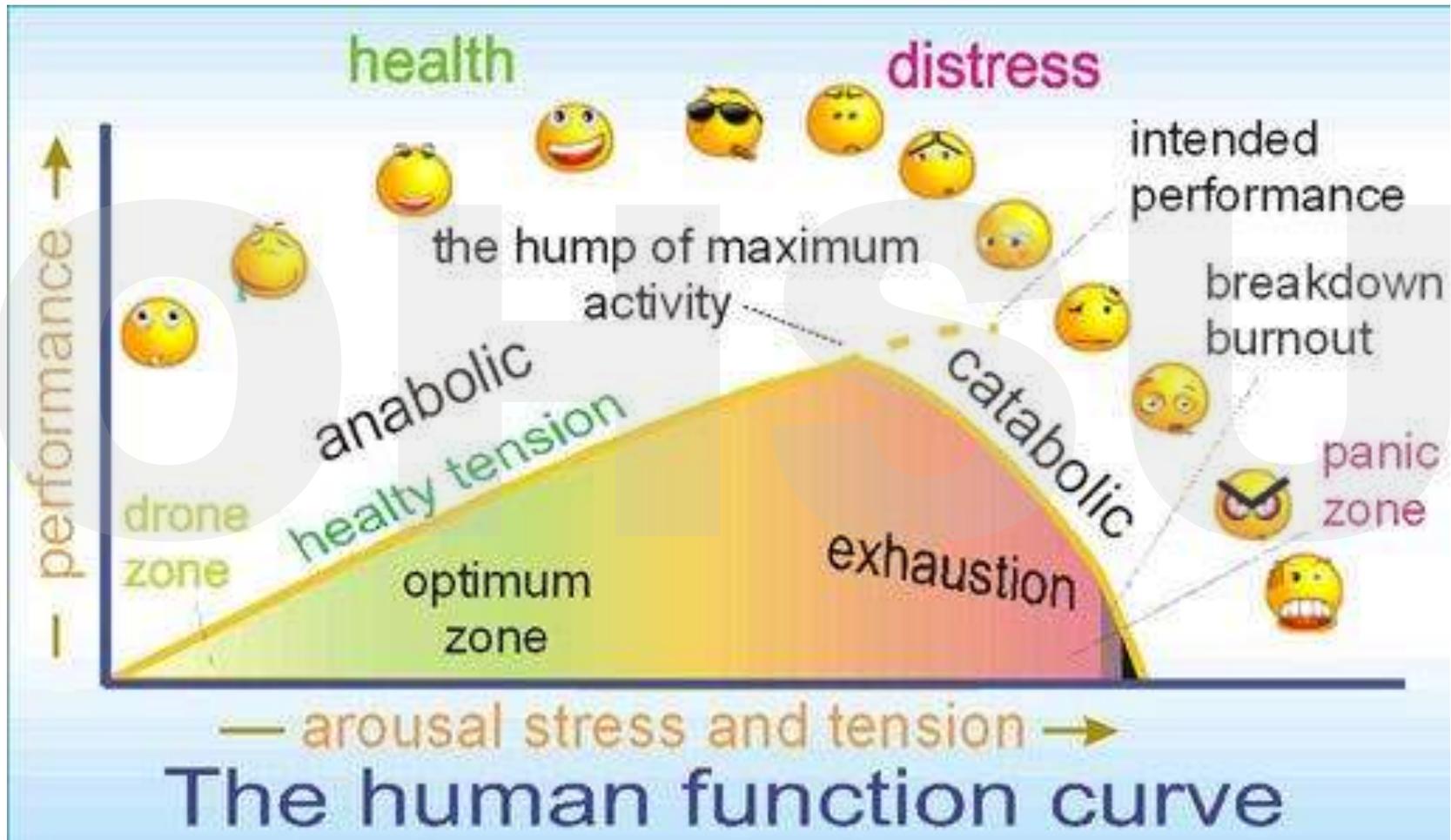


Source: Patty Purpur de Vries  
NEJM Catalyst (catalyst.nejm.org) © Massachusetts Medical Society

# We Are Human

- Individual traits\*
  - Type A
  - High Achievers
    - workaholics
  - Judgmental
  - Self-conscious
  - Ineffective coping
  - Humans have limits
- Career traits
  - Stress
  - Mistakes
  - Bad outcomes
  - Tragedy
  - Suffering

# Yerkes-Dodson Law



Human Function Curve: Peter Nixon

Image accessed from <http://www.back2health4you.com/looking-at-stress-from-a-cellular-perspective/the-human-function-curve-4-1> on 1/16/19

# Clinician Wellness Toolkit

1. Systems of Care Matter Most
2. **Basic Self Care**
3. The tools you already have



**NOTICE**

**Read and understand operator's manual and all other safety instructions before using this equipment.**



# Make Room for Self Care

- Sleep
  - 7-8 hours, limit screen time before bed
- Exercise
  - Moderate intensity, 30-45 min, 3-5 x week
- Nutrition
  - Eat the food groups, get outside help if needed
- This is harder than it sounds
  - Make a plan, make changes, get a partner



Image accessed from <https://www.simplypsychology.org>

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# Your Energy Battery

- Drain

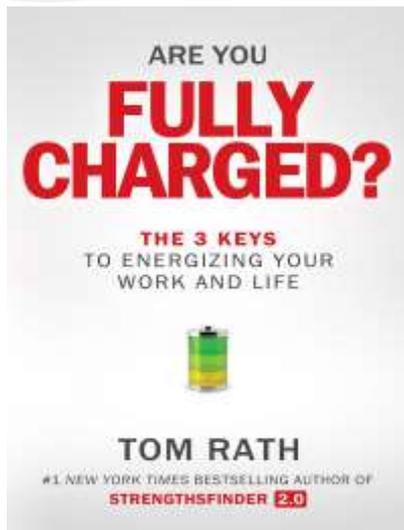
- Recharge



# Your Energy Battery

## • Drain

- Conflict at work
- Angry patients
- Too many long days
- Arguments at home
- Lack of sleep/exercise
- Too many drinks



## • Recharge

- Exercise
- Quality time with loved ones
- Community connection
- Rewarding work/Flow
- Hobbies
- Passion projects
- Meditation/Spirituality
- Learning new things
- Sharing messages I care about
- Gratitude
- Nature



Professional Alkaline Battery  
Pile Alcaline Pour Professionnels

9V

LR71PC1604

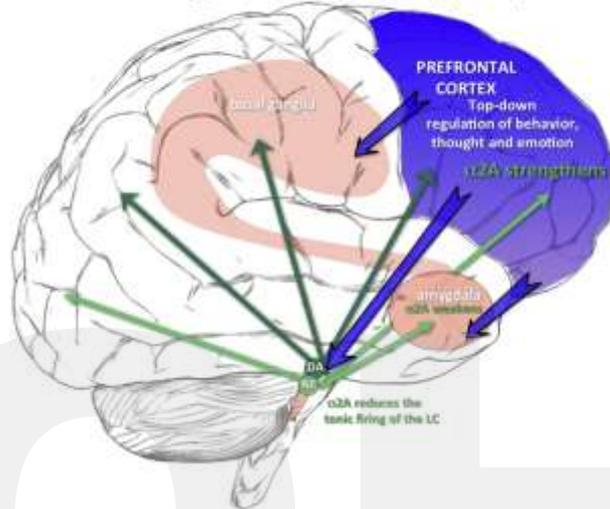
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# Prefrontal regulation during alert, non-stress conditions

**ALERT, SAFE, INTERESTED**  
Moderate levels of catecholamine release strengthen dIPFC, weaken amygdala, and reduce tonic LC firing (NE:  $\alpha 2A$ )



## Dorsal Medial Pre Frontal Cortex (DMPFC)

- Reality testing
- Error monitoring

## Dorsal Lateral PFC (DLPFC)

- Top-down guidance of attention and thought

## Right Inferior PFC (RIPFC)

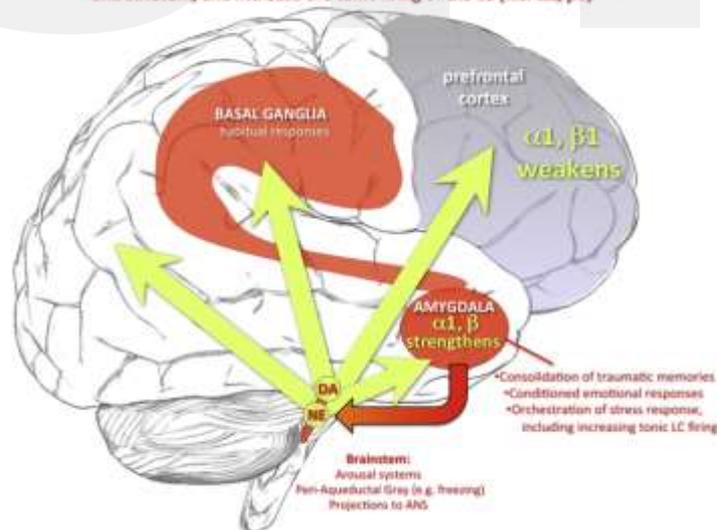
- Inhibits inappropriate motor actions

## Ventral Medial PFC (VMPFC)

- Regulates emotion

# Amygdala control during stress conditions

**STRESS**  
High levels of catecholamine release weaken dIPFC, strengthen amygdala and striatum, and increase the tonic firing of the LC (NE:  $\alpha 1, \beta 1$ )



# Fight or Flight...Sometimes Useful





# Chronic Stress



Allostatic Load

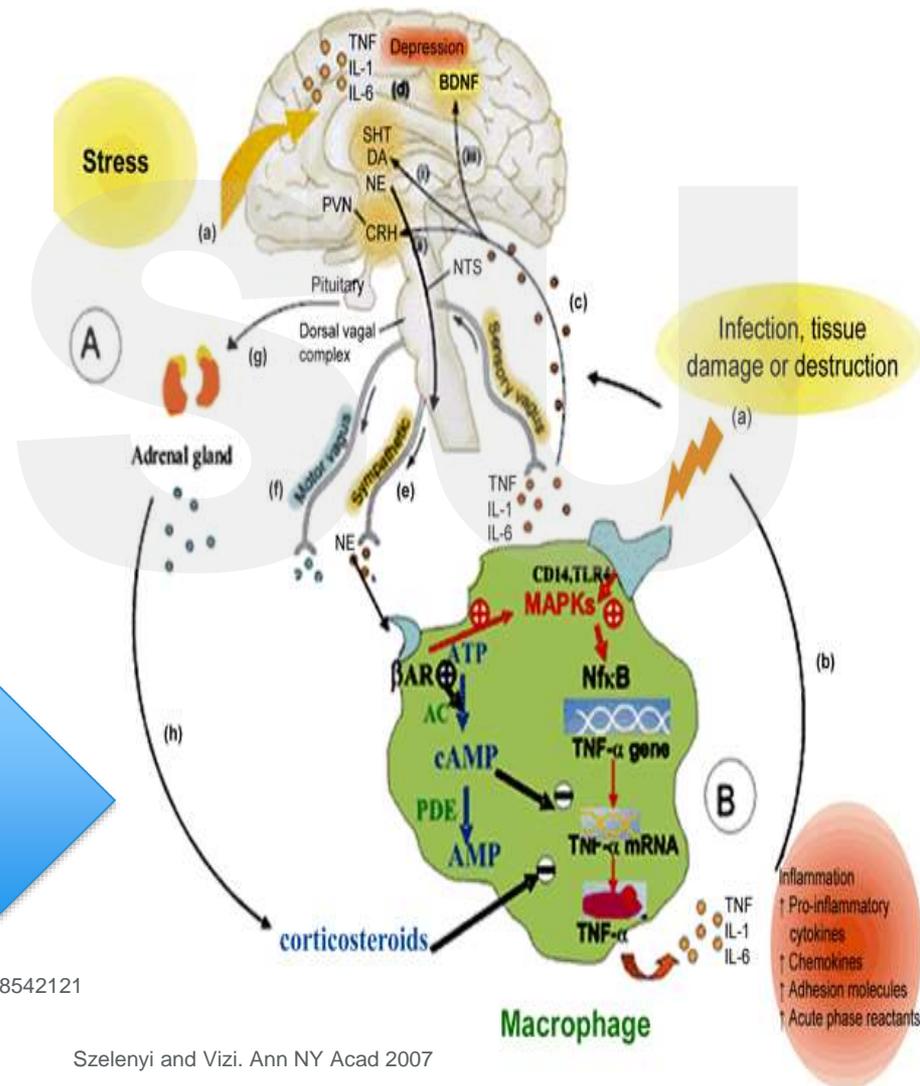


Image accessed from <https://www.wsj.com/articles/hospitals-address-widespread-doctor-burnout-1528542121>

# Our Stress Response



- Individual specific, but general themes are:
- Physical Signs
  - Sweaty palms, stomach/chest tightness, rapid/shallow breathing etc
- Negative emotions
  - Anger, irritability, anxiety
- Negative automatic thoughts
  - “They don’t like me” “I don’t like them” “Us v Them”
  - “This is going to fail”

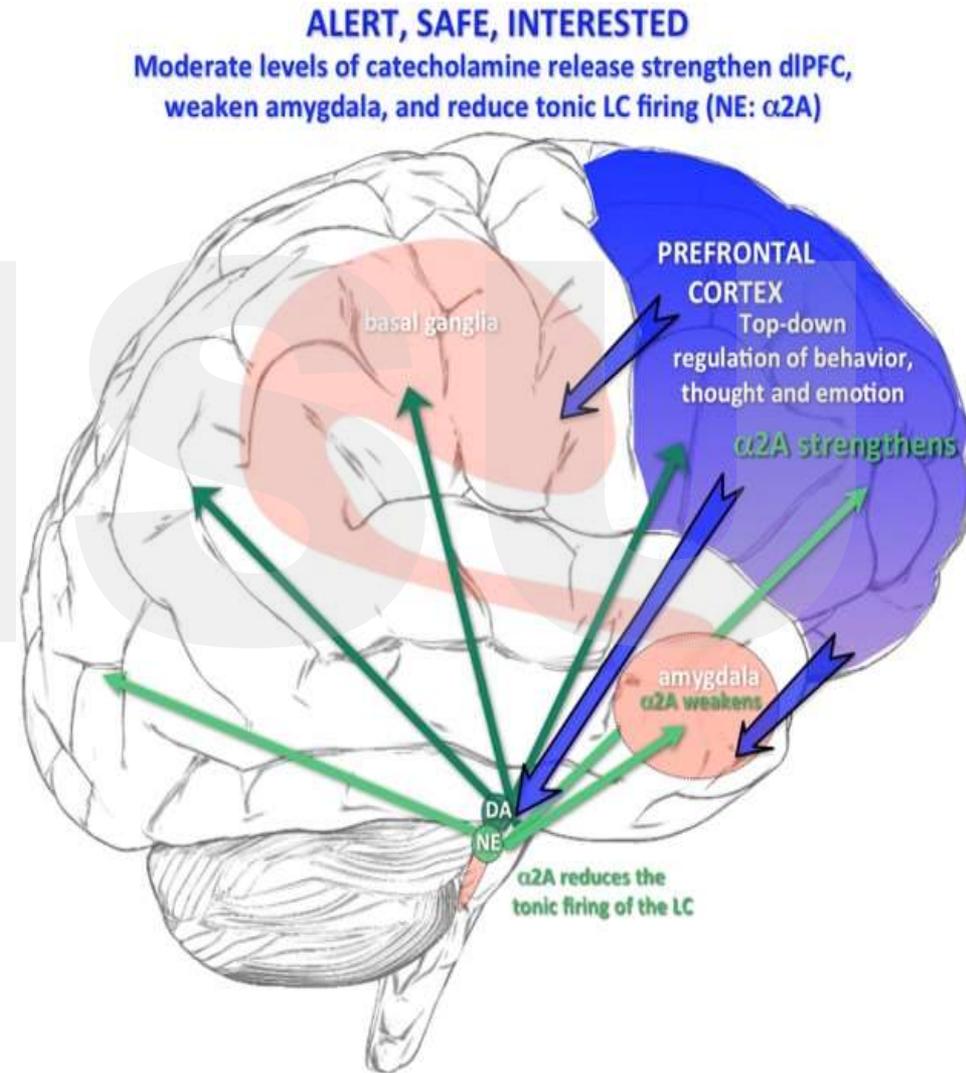
# Our Stress Response

- Just being aware of the feelings in the body is helpful
- Mindfulness is a great tool for this (more later)



# Relaxation Response:

- Focused, Receptive Awareness- Our Best Self
- Positive conditioning: optimism, gratitude
- Higher level thinking, collaboration
- Reward and motivation; move towards desired state
- Allostasis: restores mind - body balance in support of resilience
- Parasympathetic versus sympathetic nervous system



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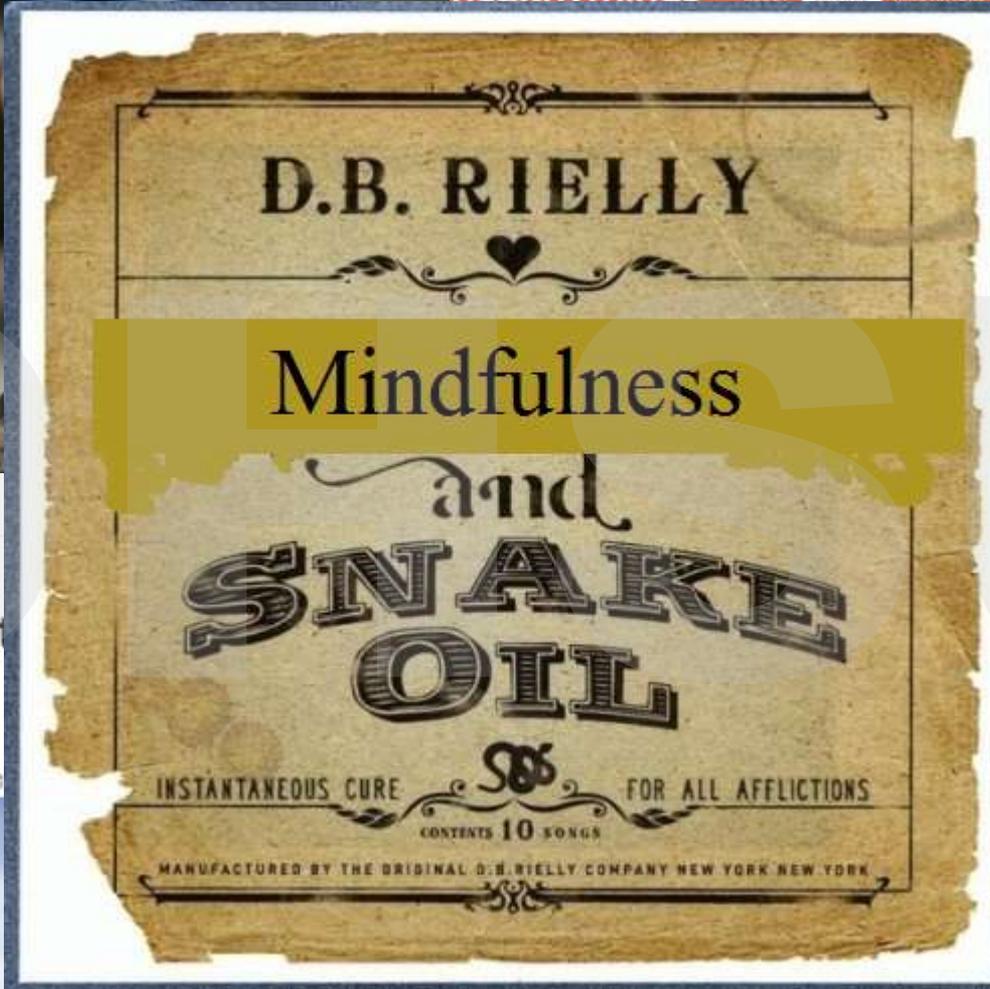
# The Latest in Military Strategy: Mindfulness

healthminds

ABOUT SCIENCE INNOVATIONS JOIN THE MOVEMENT NEWS & EVENTS GIVE CONNECT

of Mindfulness  
icer Resilience and

ake for Better Doctors



# Mindfulness

# and SNAKE OIL

INSTANTANEOUS CURE  FOR ALL AFFLICTIONS  
CONTENTS 10 SONGS

MANUFACTURED BY THE ORIGINAL D.B. RIELLY COMPANY NEW YORK NEW YORK

PSYCHOLOGY

## How Medita

by Emma Seppälä

DECEMBER 14, 2015

Save Share Print Size



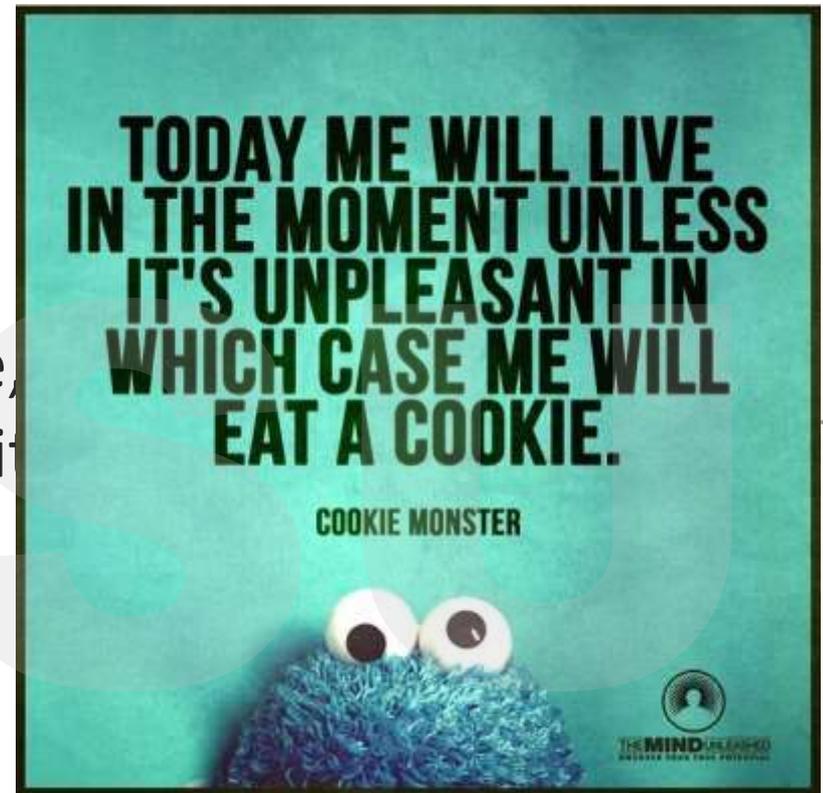
meditation that appears to benefit CEOs more than recreation or relaxation do alone.

As CEO of the TLEX Institute, Johann Berlin specializes in bringing mindfulness training to CEOs and corporate teams. He says he's seeing a growing interest among leaders in meditation as a way to build leadership skills - and achieve



# Mindfulness

- Jon Kabat-Zin definition: paying attention in a particular way, on purpose, in the present moment, with non-judgement
- Meditation and other contemplative practices are methods of training our brains for mindfulness





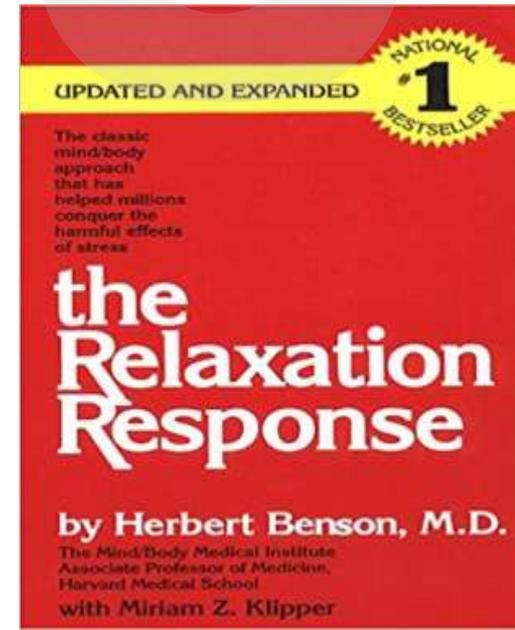
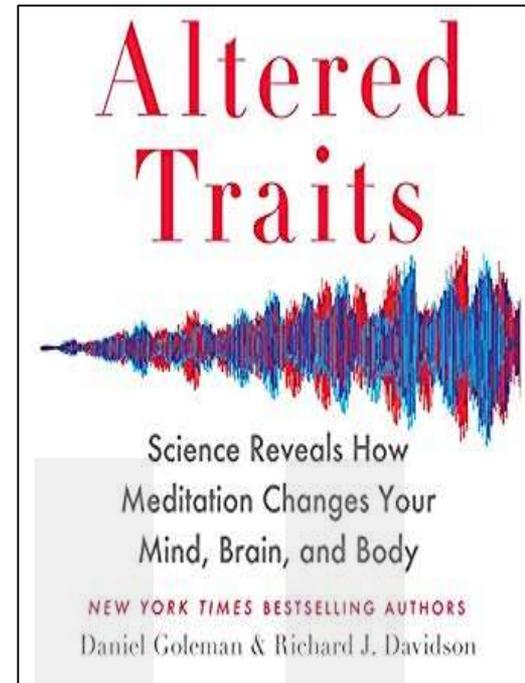
Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

(Viktor E. Frankl)

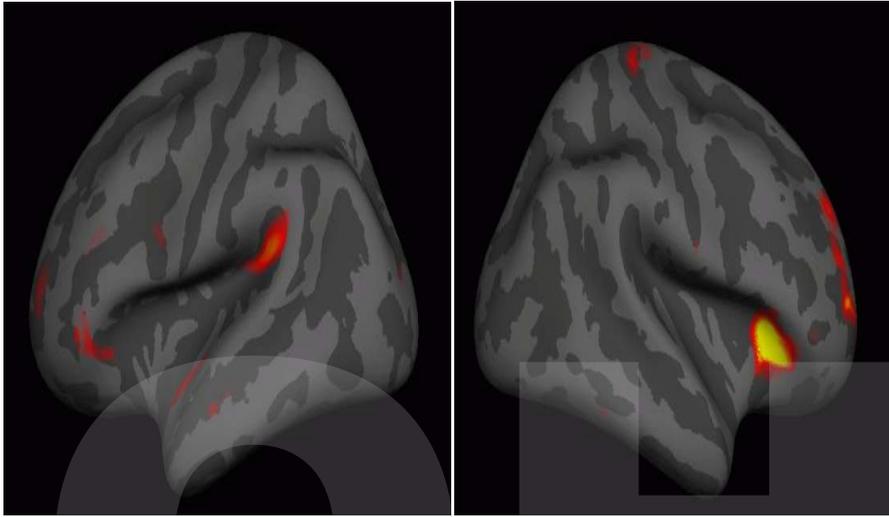
[izquotes.com](http://izquotes.com)

# Meditation

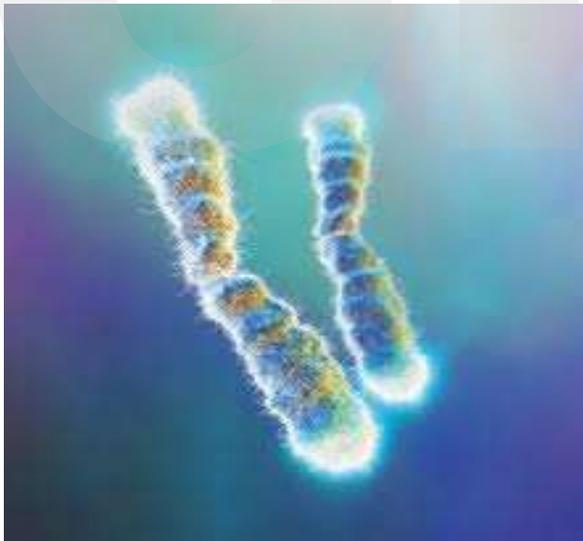
- Meditation refers to a variety of techniques
  - secular and religious
- Meditation is not dependent on specific thoughts
  - it is awareness and experience
- Meditation reinforces the neural pathways associated with Relaxation Response (RR)



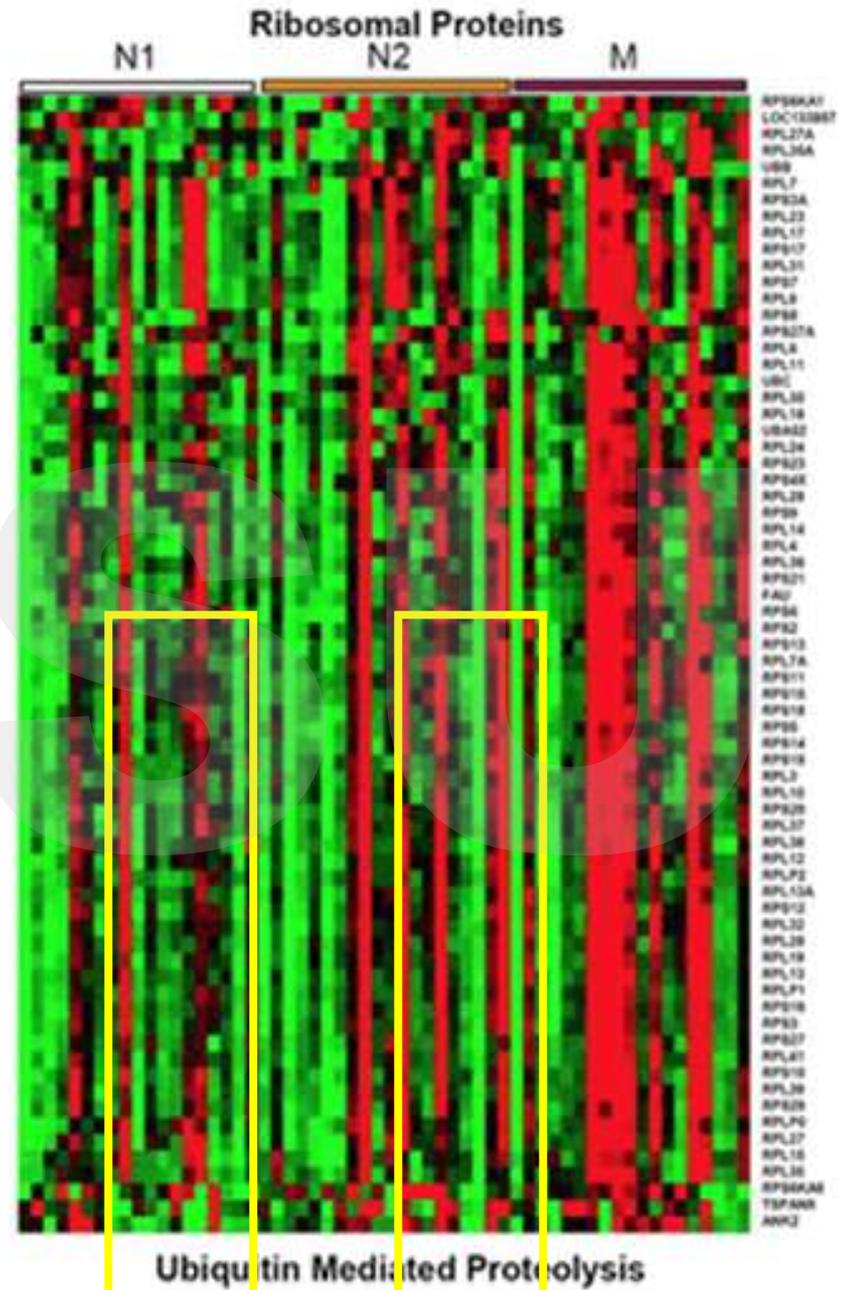
# Cortical Thickness



Lazar, 2005



Jacobs, 2011

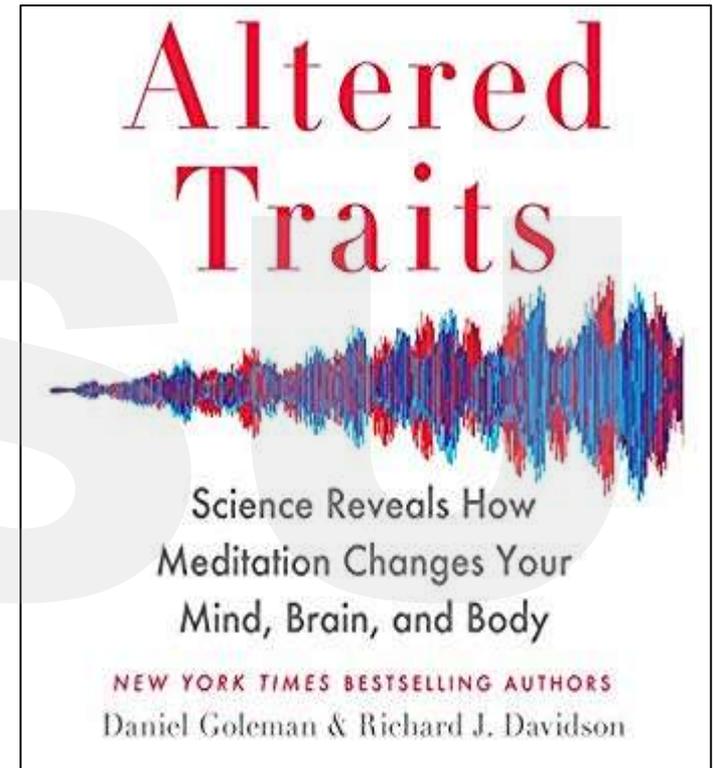


Dusek, 2008

Ubiquitin Mediated Proteolysis

# Meditation/Mindfulness Benefits

- Stress management
- Equanimity
- Self-compassion/Compassion
- Mood regulation
- Attention/Focus
- Anxiety management
- Empathy
- Few keep meditating because of this list, they do it because life feels better when they practice



# Meditation

- Practice begins with attention regulation
- When the mind wanders, simply return to chosen focus and begin again
  - “Not thinking” is not the goal
  - Returning to the chosen focus is the goal and the “Workout” of meditation

# Let's take a moment



# RR Eliciting Techniques

- Single-pointed Focus (see; hear; and/or feel)
- Body Scan/Yoga Nidra
- Mindful Awareness
- Guided Imagery: safe or joyful place; behavior change; and insight
- Loving Kindness
- Contemplation
- Tonglen
- Yoga
- Certain types of prayer
- So many more



# Tips for Starting a Practice

- Start with the basics: Breath awareness
- Find time for a daily practice
  - Consistent place and time
  - Chair, cushion, lying down
  - 5 minutes counts
- Avoid “Doing it wrong” thoughts
  - The goal is not to stop thinking (that only happens when we are dead 😊).

# Additional Meditation Resources

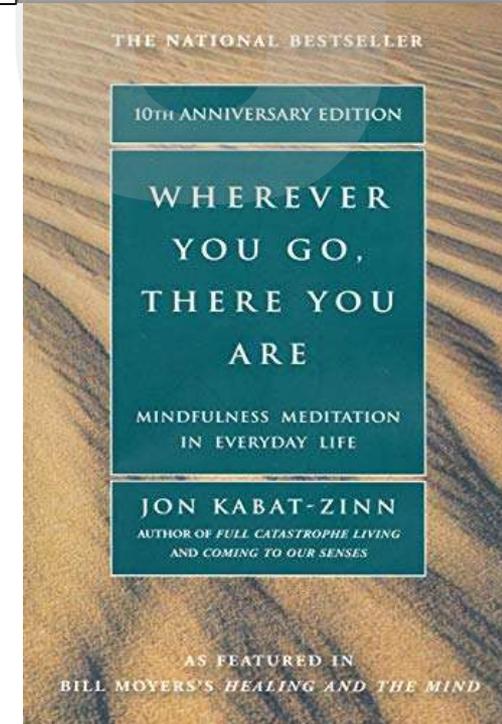
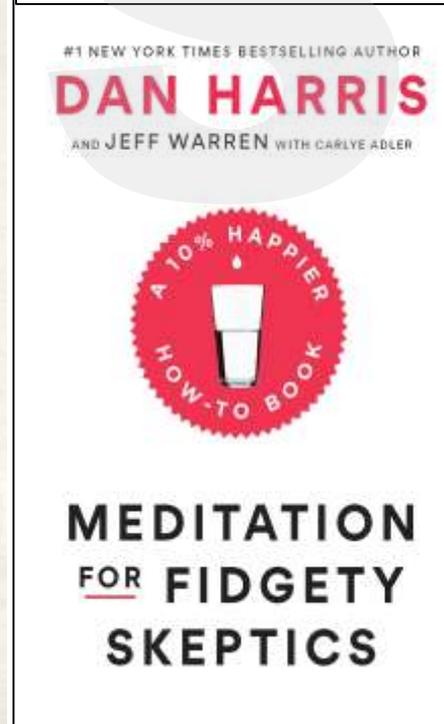
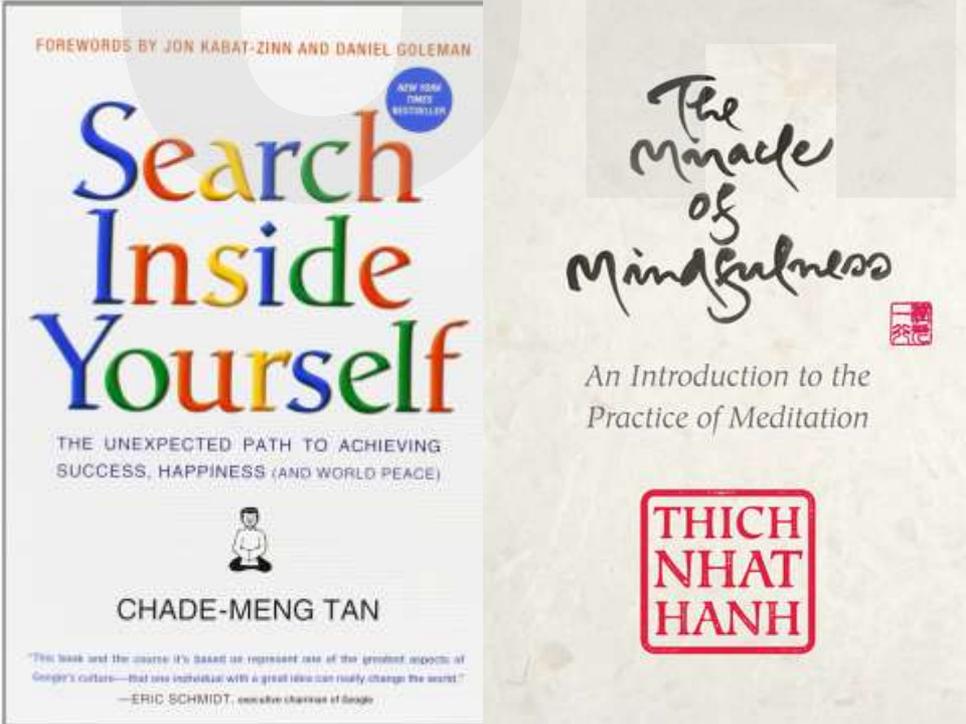
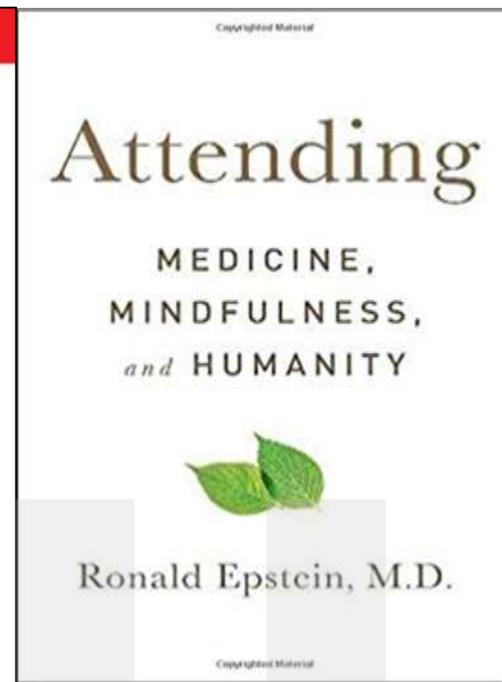
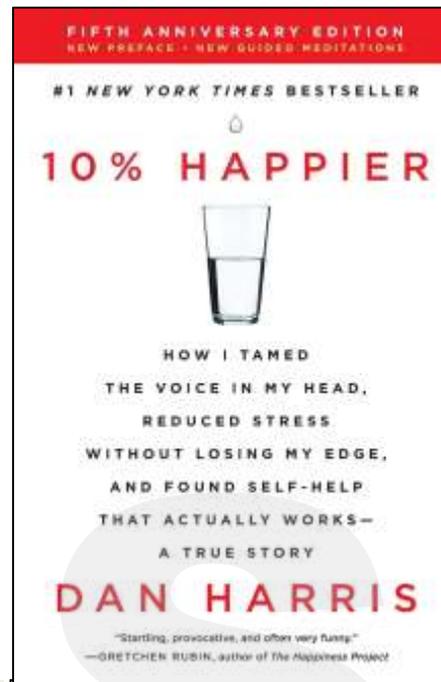
- Apps

- 10% Happier
- Insight Timer
- Headspace
- Calm

- Instruction

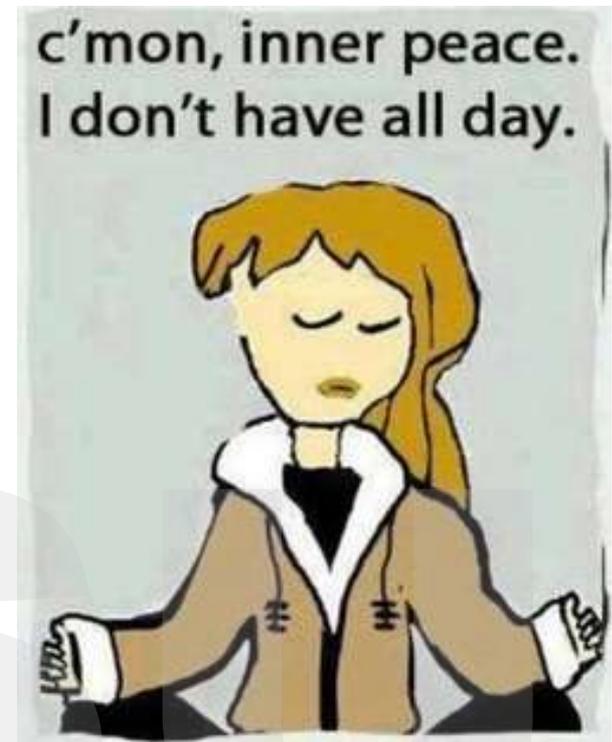
- Find a local practice center
- Retreats
- MBSR courses
- SMART-3RP

# Additional Meditation Books



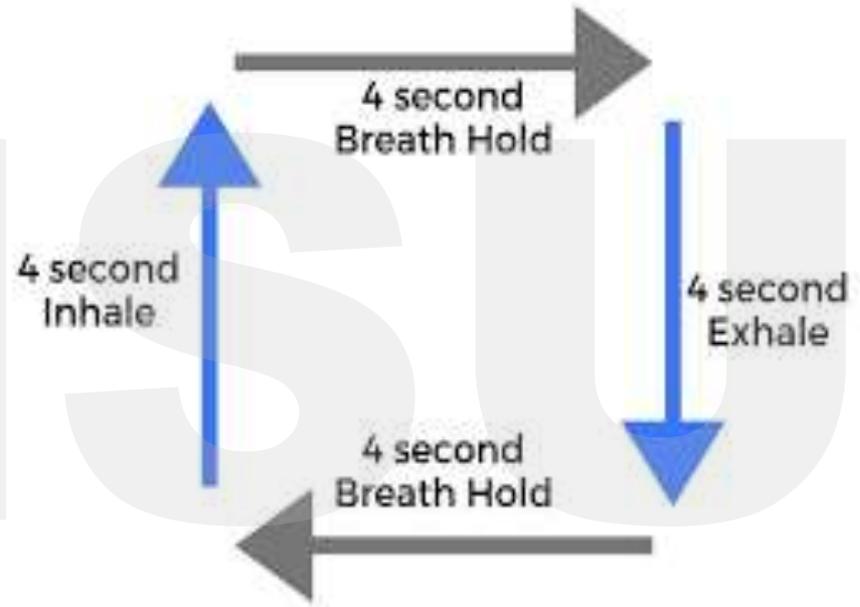
# Mini's

- You don't need to wait for formal
- Just one breath
- Hand washing
- Breath counting
- Key phrases with the breath
  - Just This, Peace/Joy, Compassion etc
- Walking meditation mini's
  - Just feel your feet while you are walking



# Breath-Box Mini

- Inhale on a slow 4 count
- Hold for 4 count
- Exhale on a slow 4 count
- Hold for 4 count
- Repeat as desired



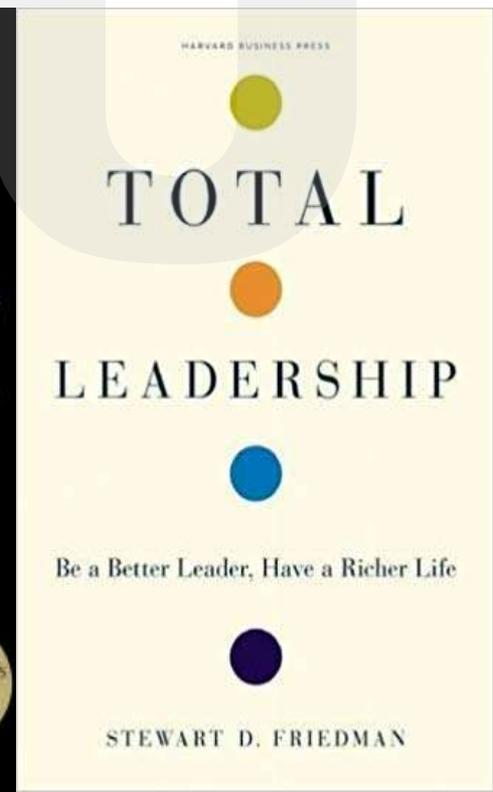
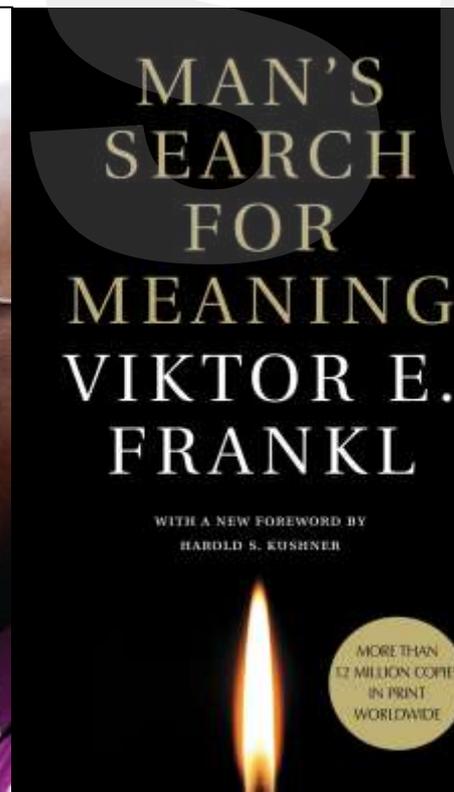
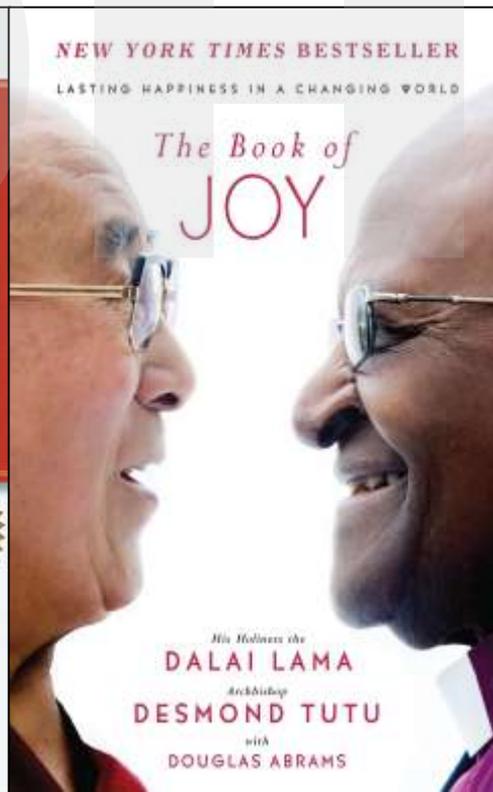
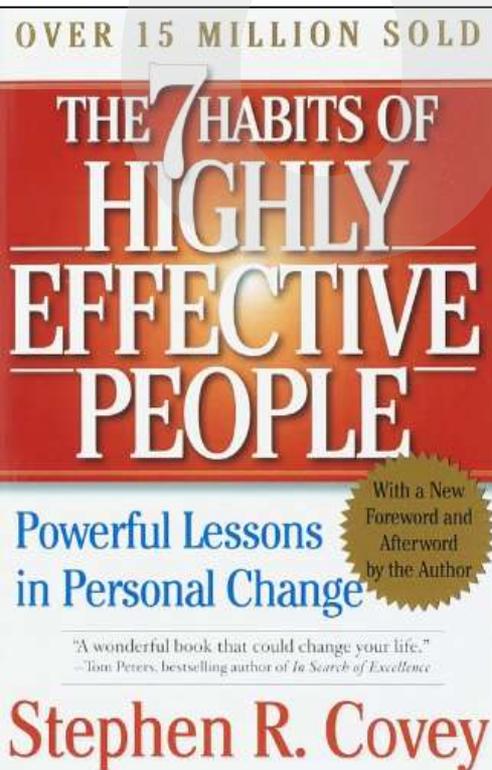
# Clinician Wellness Toolkit

1. Systems of Care Matter Most
2. Basic Self Care
3. The tools you already have
4. Understanding stress response
5. Mindfulness/Meditation
- 6. Self-Development/Emotional Intelligence**
7. Positive psychology/Gratitude
8. Have a plan



# Self Development

- If you want to maintain your well-being, start with how you lead yourself



# Emotional Intelligence

- Choose to manage emotions, or choose to be run by them

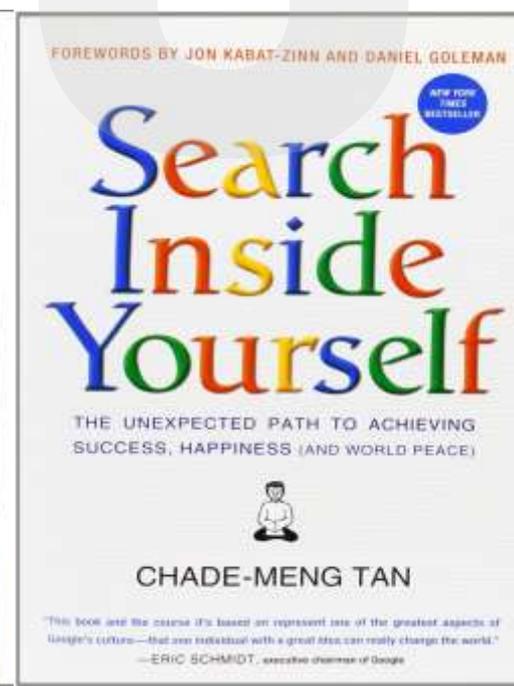
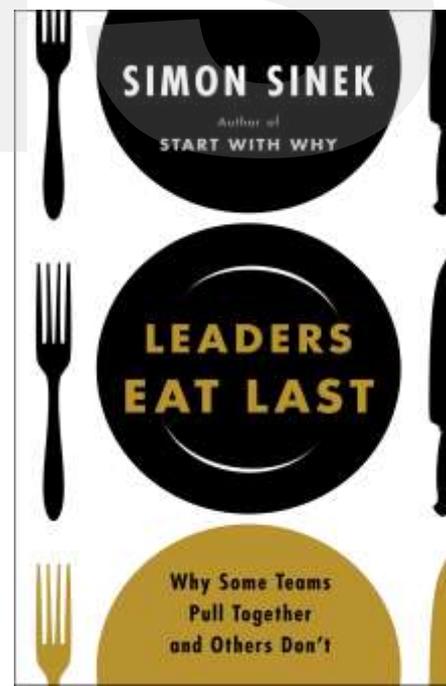
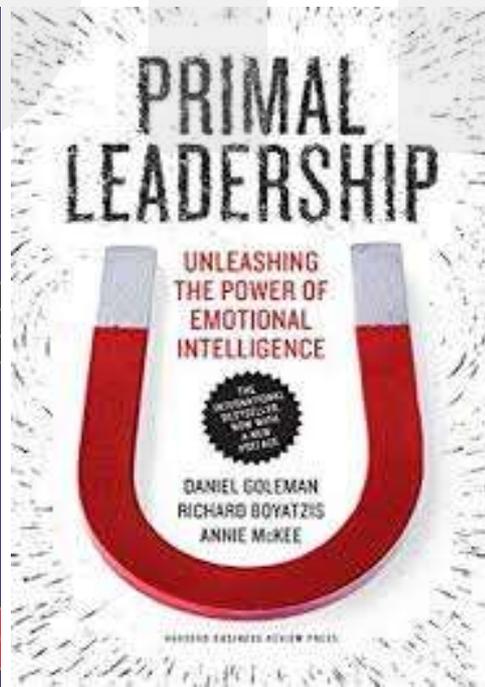
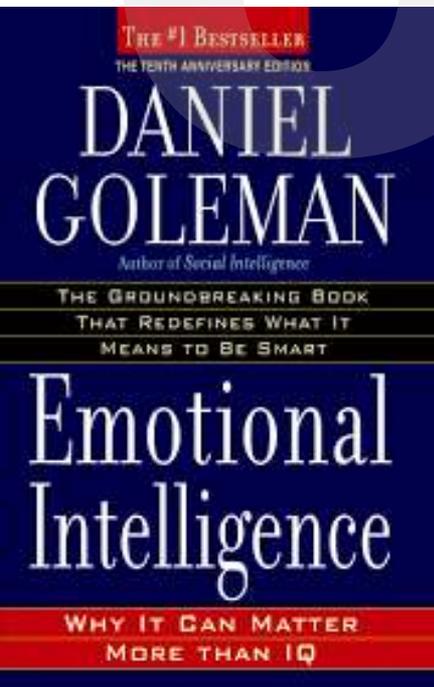
**THE ICEBERG OF SUCCESS & HAPPINESS**

**IQ**

**EQ**

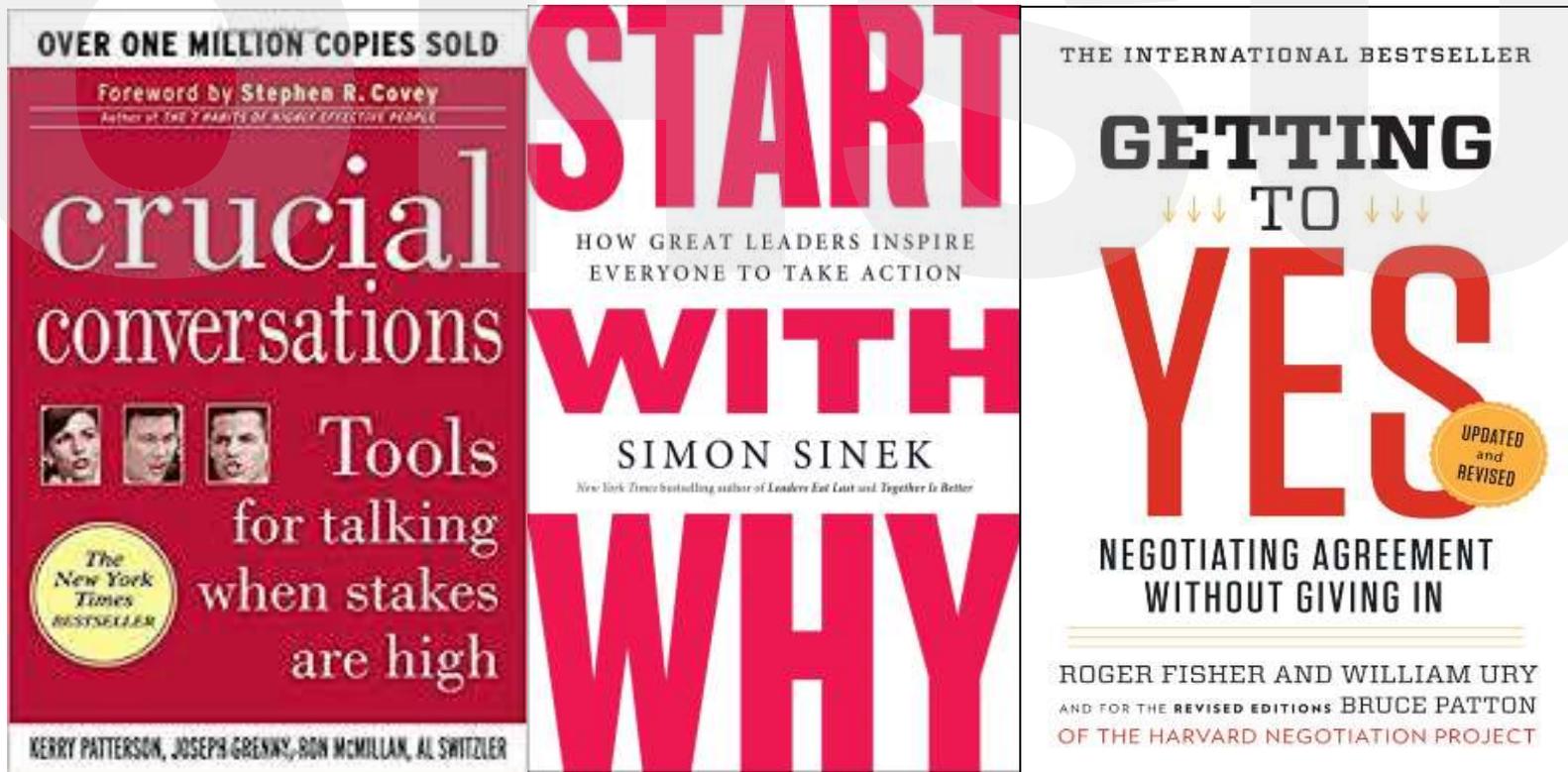
# Emotional Intelligence

- Choose to manage emotions, or choose to be run by them



# Communication

- Much of the inter-personal suffering that occurs in our lives is due to miscommunication. This can change.

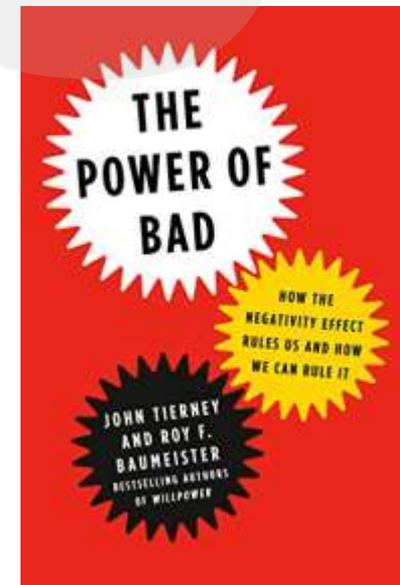
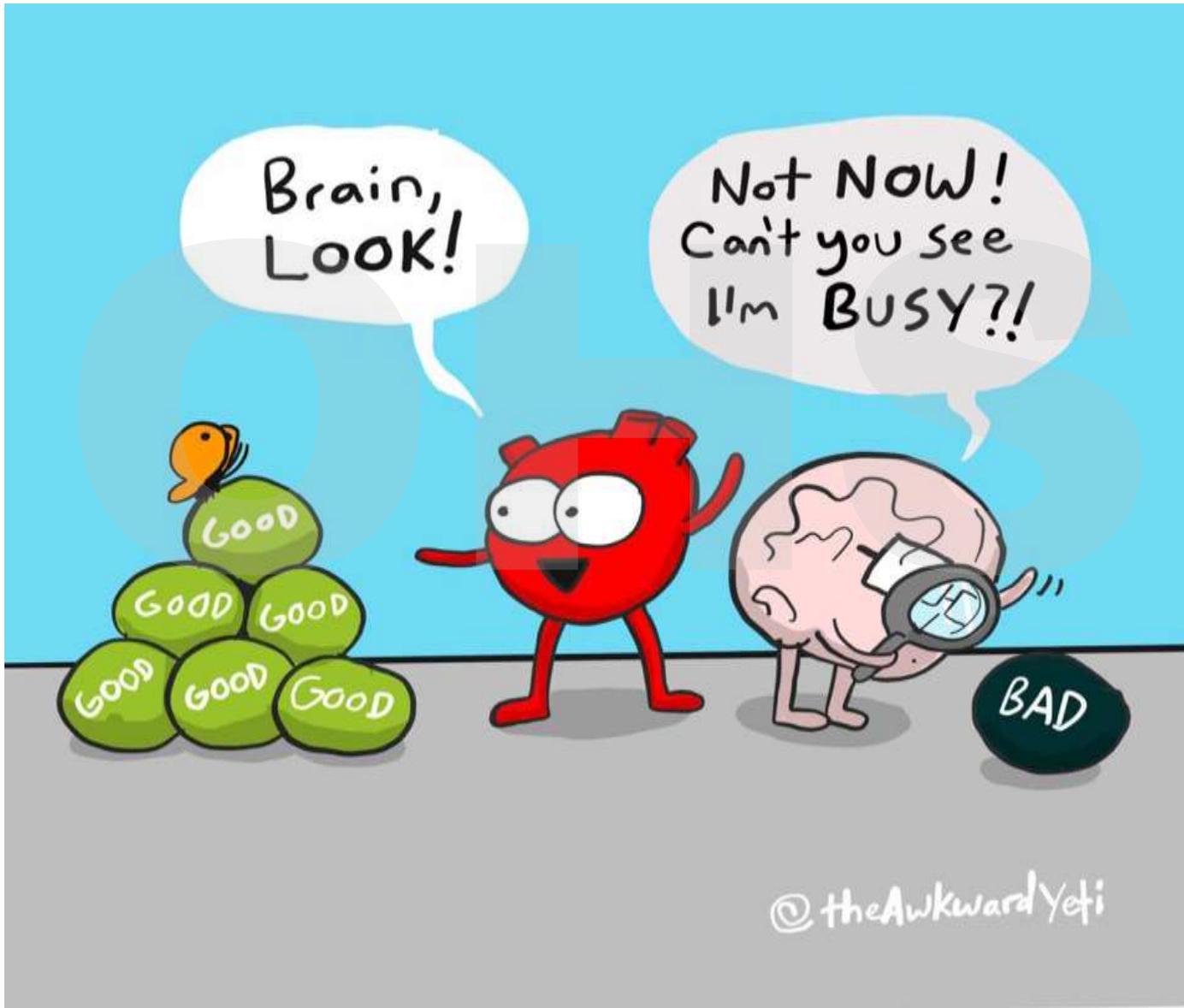


# Clinician Wellness Toolkit

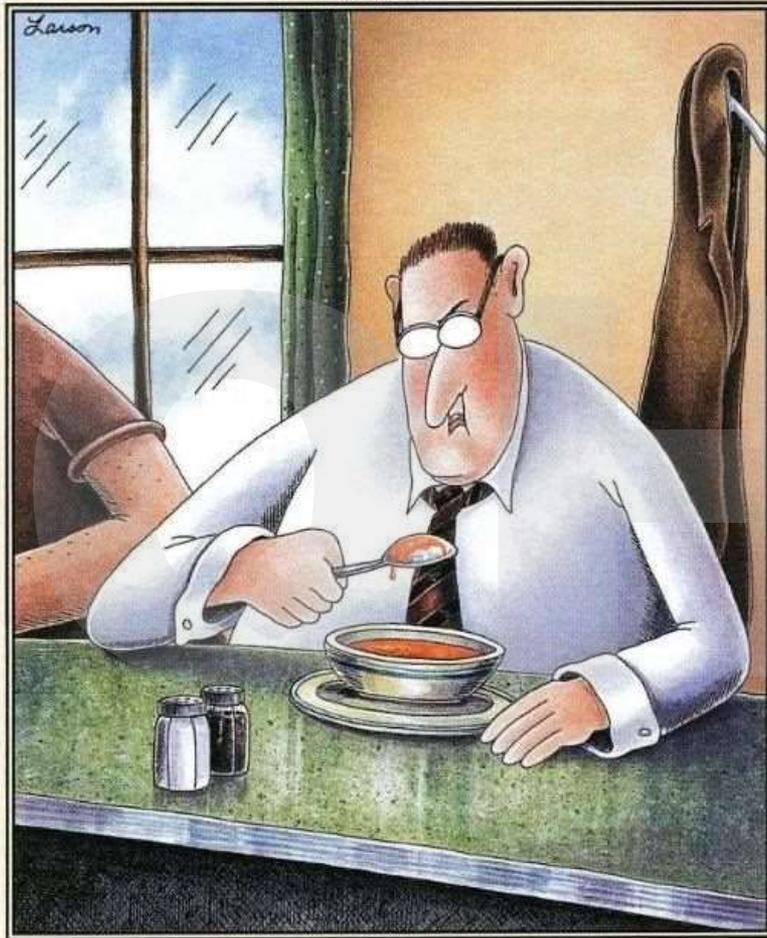
1. Systems of Care Matter Most
2. Basic Self Care
3. The tools you already have
4. Understanding stress response
5. Mindfulness/Meditation
6. Leadership Training/Emotional Intelligence
- 7. Positive psychology/Gratitude**
8. Have a plan



# Negativity Bias



# Cognitive Reframing



Darrell suspected someone had once again slipped him a trick spoon with the concave side reversed.

Credit: Gary Larson

- The stories we tell ourselves matter, we can change them
- Common Distortions
  - Fortune telling
  - Mind reading
  - Catastrophizing
  - Should statements
  - Personalization
  - All or nothing
  - Overgeneralization

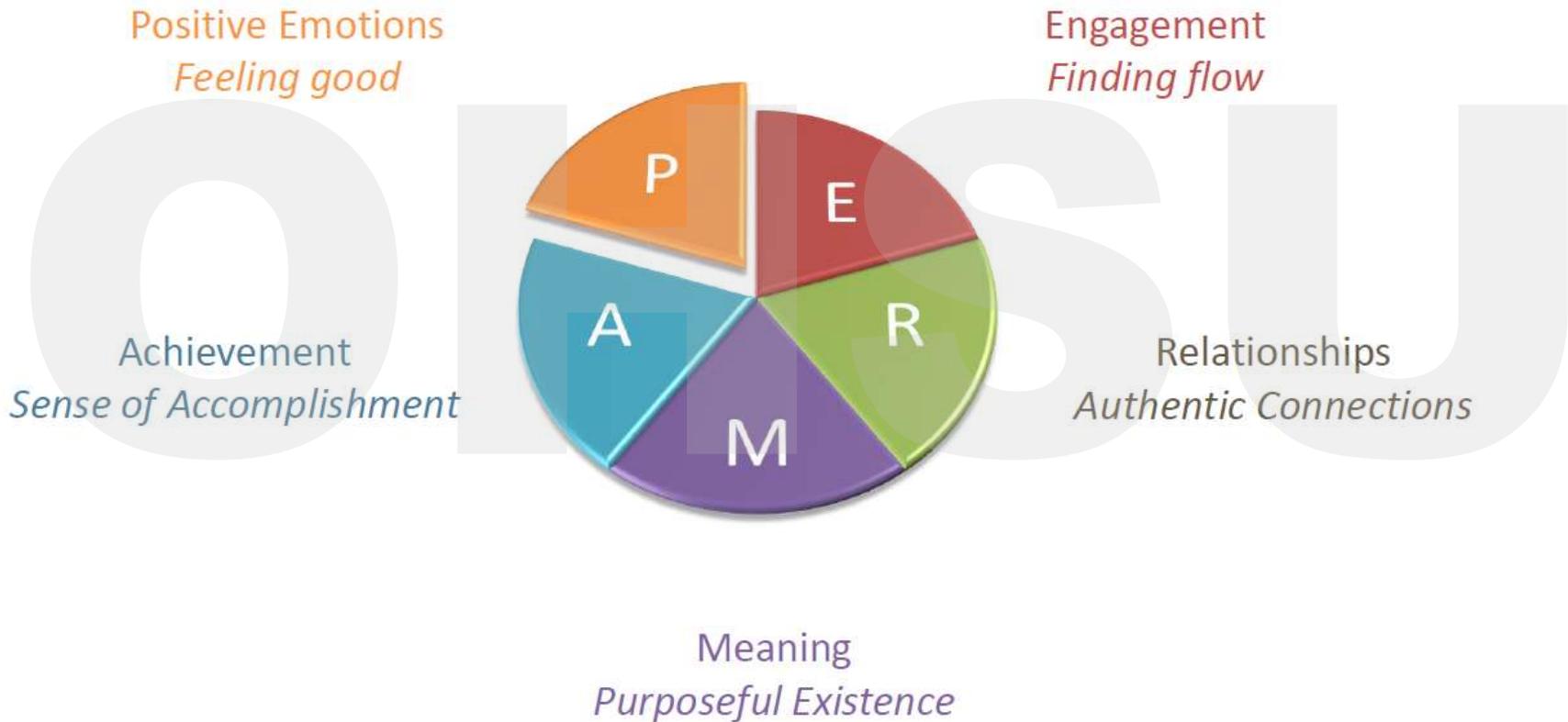
Burns, D. (1989). *The feeling good handbook: Using the new mood therapy in everyday life*. NY, NY US: William Morrow & Co.

# Three Good Things

- 1.
- 2.
- 3.

Seligman, Steen, Park & Peterson (July-August 2005)  
Positive Psychology Progress; Empirical Validation of  
Intervention. *American Psychologist*

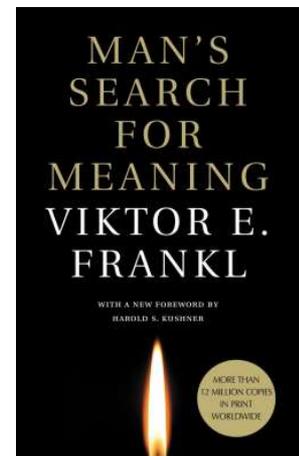
# Positive Psychology: Well-Being



# Meaning



- We are humans who are experts in helping other humans who are in trouble (Compassion)
- Cultivate that meaning in your work
  - Reflection/Narrative/Journal
  - Make meaning an intentional part of your workplace and your day
  - Connection to the whole team



West, Dyrbye, Rabatin. Intervention to promote physician well-being, job satisfaction, and professionalism: a randomized clinical trial. *JAMA Intern Med.* 2014

Using the New Positive Psychology to Realize Your Potential for Lasting Fulfillment

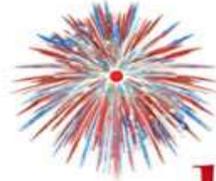
# Authentic Happiness

"At last, psychology gets serious about glee, fun, and happiness. Martin Seligman has given us a gift."  
—Daniel Goleman, author of *Emotional Intelligence*

Martin E. P. Seligman, Ph.D.  
Bestselling author of *Learned Optimism*

"A compelling view of a positive human future, for individuals, corporations, and nations, brilliantly told." —Tony Hsieh, author of *Delivering Happiness* and CEO of Zappos.com, Inc.

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# Flourish

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Martin Seligman

NEW YORK TIMES BESTSELLING AUTHOR



# Have a Plan



- Experiencing burnout during your career is common but not inevitable
- If you do experience burnout, it can get better
- Have a plan for who you will talk to if you find yourself burned out:  
Emotional exhausted, Depersonalization, Low sense of accomplishment
  - OHSU: RFWP
  - Other practices: Consider asking your HR department about EAP resources
  - Family/Friends/Counselling
- Be a part of making changes in your system or make a change for yourself

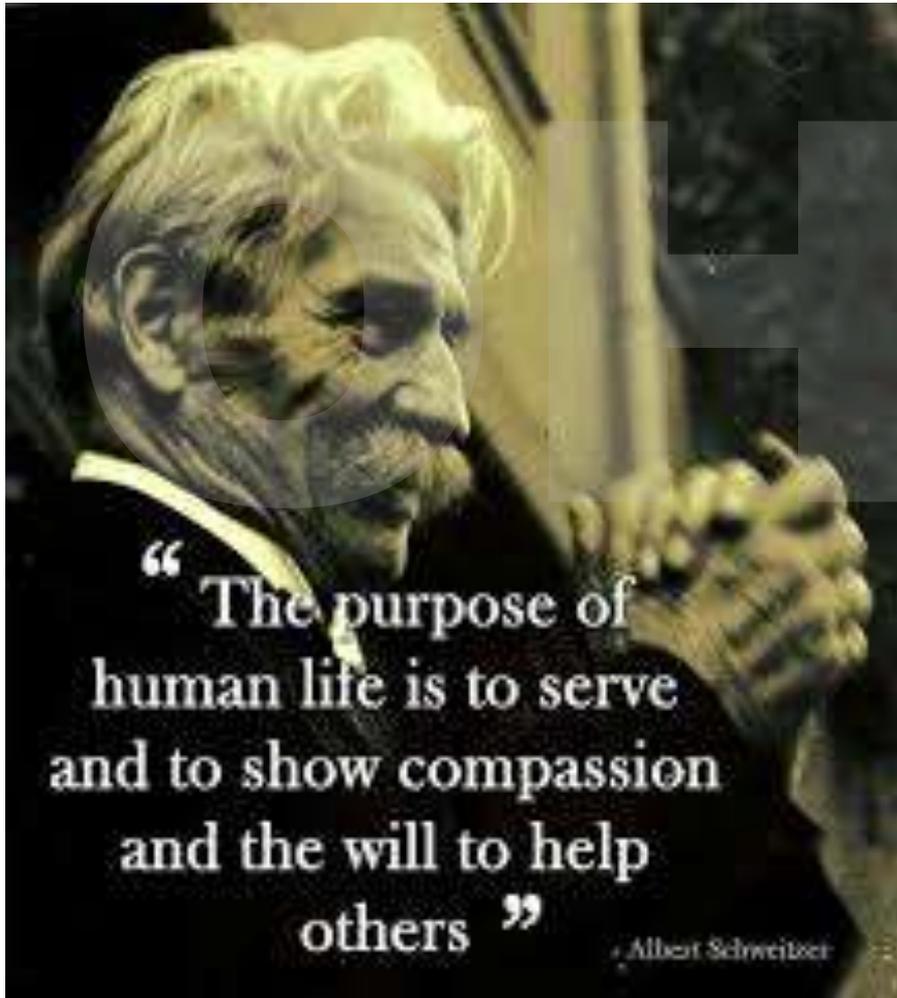


# Now that you have heard this talk...

- Understand that clinician wellness is influenced by a combination of systemic and individual drivers
  - Joy in practice through room for compassion.
    - In our systems and ourselves
- Relate the importance of wellness habits to well-being
- Choose at least one individual wellness habit to regularly incorporate into your wellness toolkit
- Get out your phones
  - Send yourself an email with the one thing (or more). For extra accountability, CC a friend, significant other, co-worker...

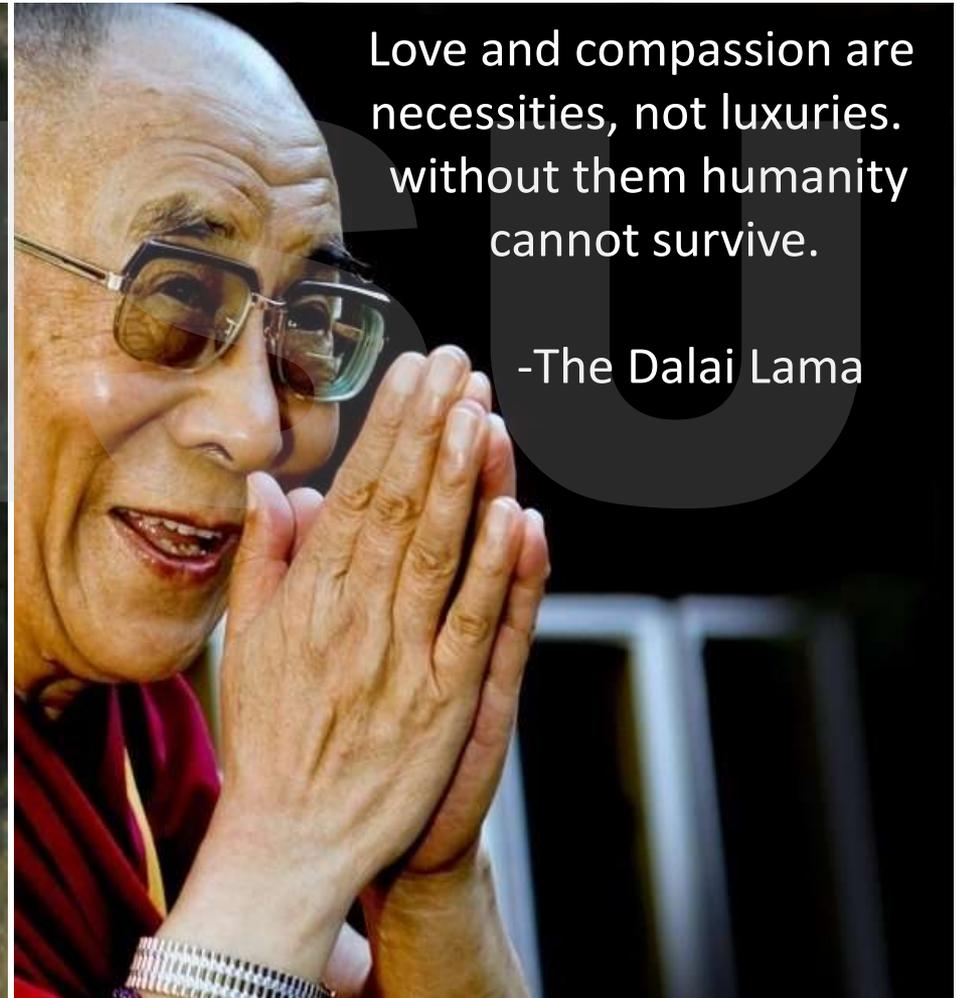
# Thank You!

Email: [clemenja@ohsu.edu](mailto:clemenja@ohsu.edu)



“ The purpose of human life is to serve and to show compassion and the will to help others ”

- Albert Schweitzer



Love and compassion are necessities, not luxuries. without them humanity cannot survive.

-The Dalai Lama