



#### **ACGME Mandate**

Residents must demonstrate competence in the ability to recognize and develop an plan for one's own personal and professional well-being.

#### **Known Issues**

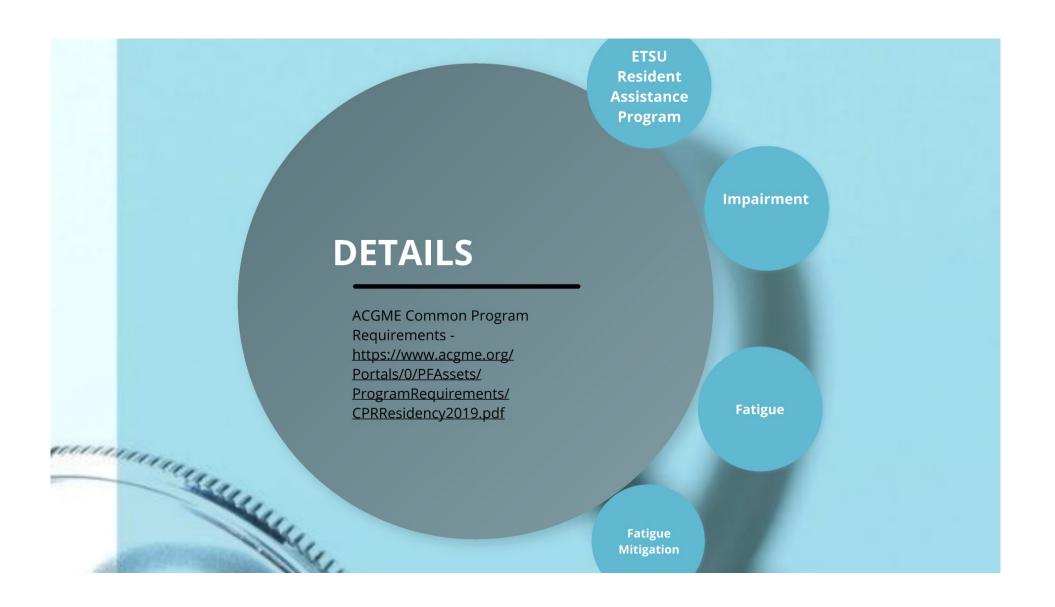
**Work Compression** 

Emotional Well-Being Suffers after Adverse Events

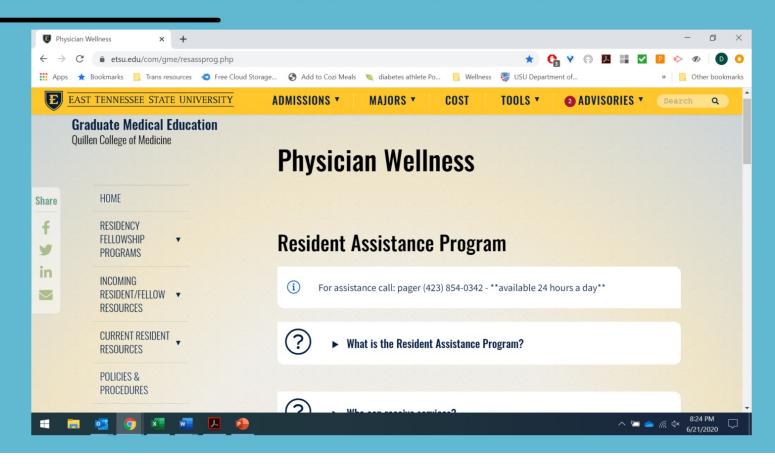
Stanford Duck

System Issues are the Center of Burnout





#### **ETSU RESIDENT ASSISTANCE PROGRAM**



## **IMPAIRMENT**

Mental illness

Substance Abuse

Burnout

## **MENTAL ILLNESS**

#### **DEPRESSION:**

As common as it is in the general population - 20% of women and 10% of men

Suicide rates are higher for physicians, especially female physicians

Program Director, faculty and Coordinator will be monitoring you for changes in behavior

## **SUBSTANCE ABUSE**

14% prevalence for ETOH and 6% for other substances

Addicted physicians can continue to function at high levels for a long time before their performance at work is impaired

Program Director, faculty and Coordinator will me monitoring you for changes in behavior

## **BURNOUT**

Definition: loss of emotional, physical and mental energy

Estimated 45%+ of physicians, and this is increasing!

(GME) will send out surveys twice per year and your Program Director and Coordinator will be monitoring you for Burnout

Train-the-trainer sessions are rolling out for Burnout prevention

#### **FATIGUE**

A state of exhaustion or extreme tiredness Overwhelming Globally affects functioning Different than simply being tired

Moodiness, irritability
Limited speech or flat affect
Impaired problem solving
Sedentary nodding off (e.g. during conference)
Medical errors
Micro-sleeps (5-10 second lapses in attention)
Repeatedly checking work
Difficulty focusing on tasks

# FATIGUE MITIGATION

If you are showing signs of clinical fatigue, you must stop and alert a faculty member!!

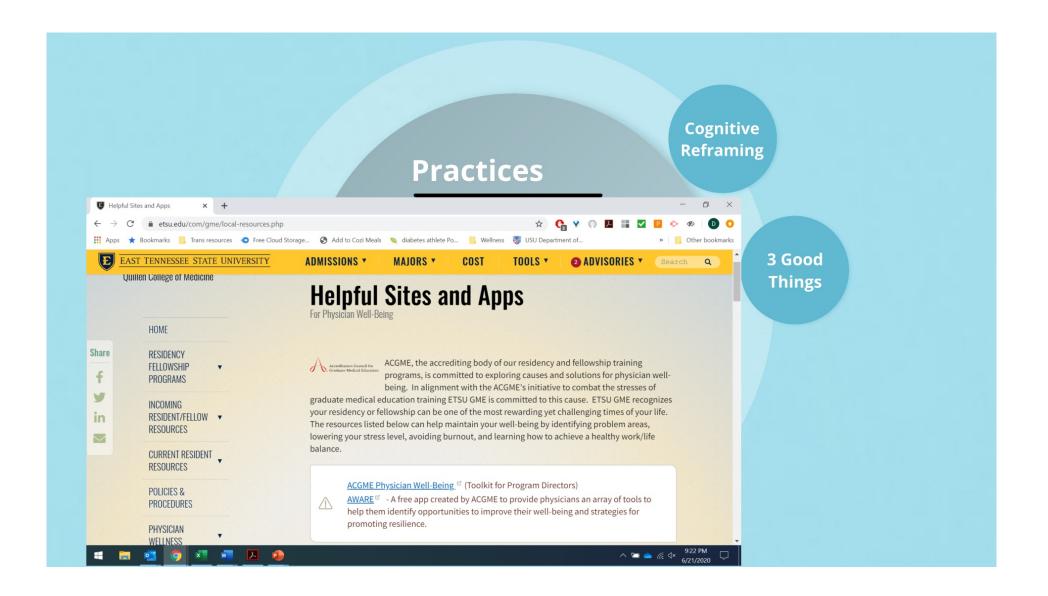
There is a taxi service that will take you home and is paid for by GME.

PLEASE use it if you are too fatigued to safely drive home!

#### **Fatigue Mitigation Tips**

- Get a full night's rest (most people need 8 hours of sleep) before any work day
- If you are on night float, you must sleep during the day
- Expose yourself to bright light before starting your shift, if possible
- If using caffeine, use it only when working and feeling sleepy (not when awake or on weekends)
- Nap during the call/shift especially if you are tired or didn't get adequate day sleep. Shorter, more frequent napping (15-45 minutes every 2-3 hours) helps avoid sleep inertia.





#### **Cognitive Reframing**

Change your response to be able to move forward You are the only one who can change your own response to a situation, you can't change how someone else reacts

Think of a time when something made you angry
How can you change your thinking/response to
make you less angry?
How can you be aware of this in the future to
not become angry?

#### **3 Good Things**

Before going to bed, write down 3 things you did today that benefited someone else

This practice has evidence-based outcomes regarding improvement in mood/outlook the next morning!



## **Stories**

Work got my better self

I love you and it's not your fault

