



Address the Stress : SAFEMED SMART

Stress Management and Resilience Training

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Faculty/Presenter Disclosure

Speaker : Dr Margaret O'Rourke

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Address the Stress :

Stress Management and Resilience Training

BACKGROUND

What is **SAFEMED SMART** ?

What happens in **SAFEMED** sessions

What are the benefits of **SAFEMED** ?

What have we learned **NEXT STEPS**

Q&A



Stress in Medicine

Stress and Burnout is High in Medicine and Healthcare....all kinds of reasons*
Most are not aware of their own high stress & fail to spot the warning signs of work stress

There is a cost to caring

- Chronic stress impacts on situational awareness, safety, performance, mental health, communication skills & behaviours with patients ,colleagues and trainees
- Unchecked stress impacts decision making & judgement, Morale, and Wellbeing (Doctor & Patients) Increased medical errors, loss of objectivity
- Stress and Burnout are significant predictors of Empathy, decision making and teamwork

Stress Rates 24-30% Burnout Rates 10-15% (Ishak et al 2013)



Stress in Medicine

- Impairment doesn't always take the obvious form like Alcohol or Substance misuse – snowballing personal stressors/unchecked stress
- Emotional labour/ Toil is high. Many lose pleasure in the work
- Perfectionism & Guilt are alive and well and living in medicine
- Environment has low tolerance for “F” words – Fallibility, Feelings Human Frailty in clinicians





Stress in Medicine

- Factors which increase doctors vulnerability to stress : personal or professional isolation, inadequate professional contacts, overwork and unrealistic self expectations
- Balance needs to be struck between ARMOUR & EMPATHY
- EI skills are a very helpful toolkit in medical practice :Doctors are bright and learn quickly
- All ages and stages need self-care and creating a plan to enable us to cope with our rigorous and stressful work.
- **SAFEMED SMART, ROUNDS** and CPD /CME





Stress defined

- Stress is inevitable – it can be functional or dysfunctional.....
- Dysfunctional Stress occurs when an individual **perceives** that the pressures or demands they experience, over- stretches or exceeds their resources to cope
- Stress unchecked or poorly managed leads to a wide range of bio, Psychosocial and behavioural issues.....dis ease
- Negative stress linked directly with irritability & fatigue.....
- **Safety Enemy No.1**
- Stress impacts performance : situational awareness, decision making and teamwork



Stress starts in medical Training

- High Stress is already present among Medical students
 - Rotenstein et al JAMA 2016 – Depression 27.2%, Suicidal ideation 11%
- Students' health falters in medical school.¹
 - Stress increases, Fatigue increases
 - Alcohol consumption increases.
 - Socialization and exercise decrease.
 - Empathy decreases
- Depression is related to poorer health habits.¹



Stress in Medical Training

- Environment has low tolerance for fallibility
- “Maladaptive behaviors” form if not corrected.²
 - Going to work when sick, Presenteeism.
 - Guilt and Perfectionism, Low EI, Stress unchecked
 - Poor Habits: poor sleep hygiene
 - self-prescribing/medicating & under use of medical care.
- Internships can further erode wellness.^{3,4}
- Ethical Imperative (stressed doctors are less competent providers (Wise 2006)
- Support ameliorates stress in Medical Students (Park et al 2015)



SAFEMED is an evidence based health,well-being and performance program that has been designed to help manage stress, prevent burnout and keep doctors well. Contributing to the NHS and HSE Well-being and Performance Agenda **SAFEMED** teaches doctors in training and doctors in practice how to build health, well-being and resilience for work and life .





The primary goal of **SAFEMED SMART** is to improve the health, wellbeing and performance of doctors and medical students by empowering them to name and discuss stress, coping and challenges in practice

and be active & emotionally engaged with **awareness, acquisition** and **action tools & resources**

For building and maintaining
self-aware self-care, prevention and resilience





SAFEMED Training

Enabling early identification of stress/ stressors

Help reduce and regulate stress

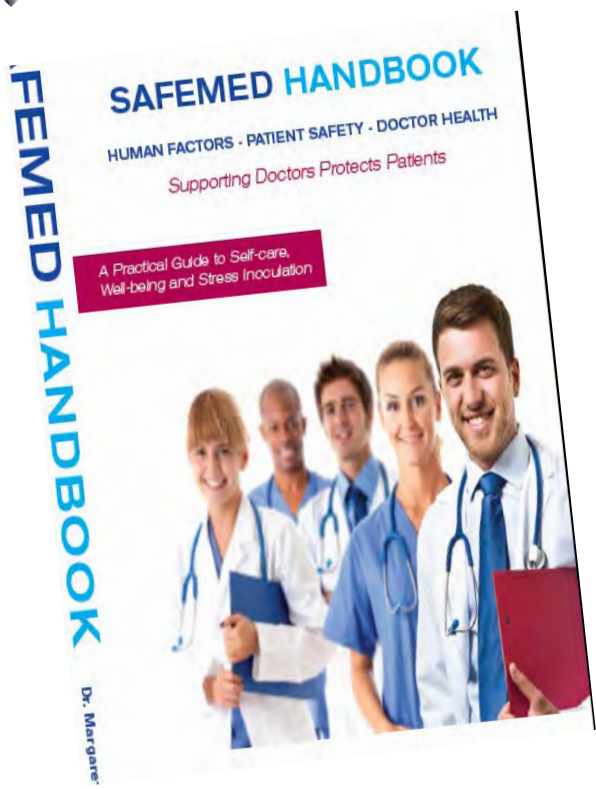
Teach in a way that is strengths based and distanced from Mental Health (Safety and Performance)

Teach skills that are safe and easy to apply for work and life

Build confidence, coping and wellbeing ...comprehensive fitness & Prevention

Teach healthy thinking, EI and resilience

Teach transferable skills (for use with patients, colleagues and family)



SAFEMED

Medical School and in Practice



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**IT'S NOT THE
LOAD THAT
Breaks You
DOWN, IT'S
THE WAY
YOU CARRY IT.**

LOU HOLTZ

WWW.VERYBESTQUOTES.COM

The principle is that in order to provide safe, quality and compassionate care professionals should feel supported and given a time to develop self care and reflective practice.

Sessions typically 90 minutes

2-3 minutes Introduction & Ground rules

15-20 minutes Overview of **SAFEMED** Model , Framework and tools

10 -15 minutes Some questions to think about – **AWARENESS**

10 minutes - Reflective discussion

30 minutes – Skills **AQUISITION**

10 minutes **ACTION** Personal Support Plans



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- ✓ Healthy Body Healthy Mind
- ✓ Relaxation Response
- ✓ Sleep Hygiene
- ✓ Adaptive Coping
- ✓ *Healthy Thinking*
- ✓ Managing Emotions
- ✓ Changing your state : Pressure Performance Strategies
- ✓ *Behavioural Flexibility*
- ✓ Brain Fade : First Aid
- ✓ Happiness Habits

Course Content



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What have we learned ?

- Paradigm shift takes a long time !!!!
- “Why do medical institutions tolerate the fact that more than half their personnel have signs or symptoms of burnout? “ Dr Adam Hill NEJM 2017
- Presentations and “war stories “ from Doctors are very helpful -Empathy, unity, and understanding can help us shift the cultural framework toward acceptance and support.
- Faculty Development is important





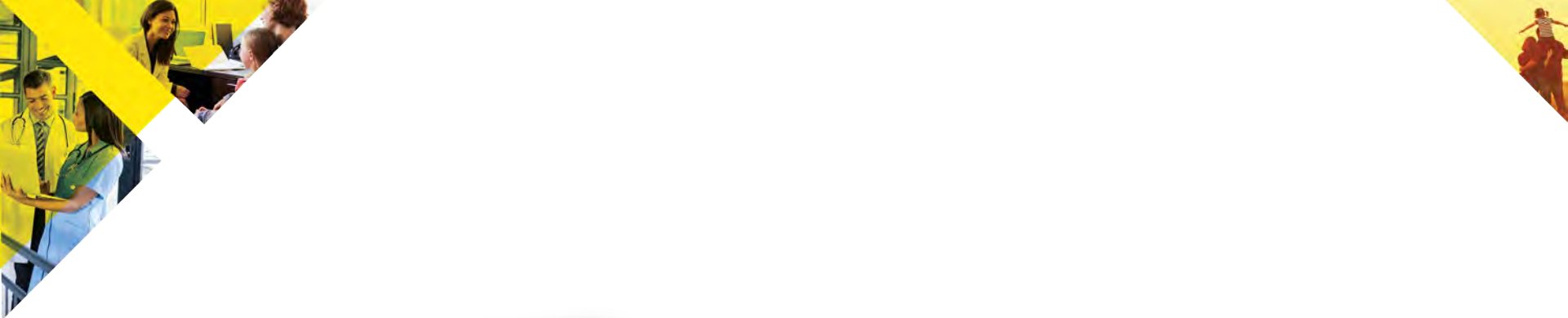
What have we learned ?

- Stereotyping & stigma. “ironic that mental health conditions are so stigmatized in the medical profession, given that physicians long fought to categorize them as medical diagnoses” *Hill NEJM 2017*
- Student Engagement can be facilitated by providing RP protocols, Handouts & practical Solutions (e.g. venue & times of sessions)
- Medical Society UCC - “A Doctor’s Toughest Diagnosis ...their own mental health “ November 2016
- Uptake and enthusiasm is building ...INTEGRATION into systems is approaching



Questions or Comments ?





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