



Using Evidence-Based Interventions to Create Meaningful Wellness Programs

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Thursday, October 11



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Why think about physician wellness?



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The Professional Role in the CanMEDS Framework

<p>4. Demonstrate a commitment to physician health and well-being to foster optimal patient care</p>	<p>4.1 Exhibit self-awareness and manage influences on personal well-being and professional performance</p>
	<p>4.2 Manage personal and professional demands for a sustainable practice through the physician life-cycle</p>
	<p>4.3 Promote a culture that recognizes, supports, and responds effectively to colleagues in need</p>

What we did...



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Matrix of Change

Step 1a: Identify existing goals and processes

Step 1b: Identifying Target Processes and Goals

Step 2: Identify System Interaction

Step 3: Identifying Transition Interactions

Step 4: Survey the stakeholders



Identify existing goals and processes



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Physician Wellness Template

	Education and Skills Enhancing Literacy and Evidence-Based <small>CanMEDS Professional enabling competency 4.1 Exhibit self-awareness and manage influences on personal well-being and professional performance</small>		Sustainability Maintenance of Wellness (Factors that influence wellness) <small>CanMEDS Professional enabling competency 4.2 Manage personal and professional demands for a sustainable practice throughout the physician life cycle</small>	Support Response and Management (Support for individuals who are in distress, unwell, or in crisis) <small>CanMEDS Professional enabling competency 4.3 Promote a culture that recognizes, supports, and responds effectively to colleagues in need</small>
	Building Awareness	Skills development: practical tools for enhancing collegial support		
Profession/culture				
Learning/Clinical Environment/ Organization				
Individual				



Canadian Wellness Programming

	Building Awareness	Skills	Sustainability	Support
Individual	Mental Health Awareness and Education	Emotion Regulation	Yoga	Professional Counselling
	Health and Wellness Initiatives	Managing Change	Massage	Conflict Resolution
	Naturopathy	Time Management	Meditation	Mental Health Screening
	Online Resource Repositories	Breathing Techniques	Therapy Dogs	Advocacy

Identifying Target Processes and Goals

	Building Awareness	Skills	Sustainability	Support
Culture	Psychological safety in the profession	Recognition of the importance of social support and community	Flexibility of training and work schedule	Support of policies related to accommodations
Organization	Measuring wellness	Supporting self-care	Creation of flexible training and work schedules to accommodate individual needs	Clear policies related to accommodations
Individual	Awareness of health-related policies (e.g. accommodation policies)	Making healthy nutrition choices	Adapting resiliency skills to the phase of your career life-cycle and within cycles	Clearly designated points of contact across many levels (i.e.UGME, PGME, Faculty)

Identify System Interactions

Ovid MEDLINE(R), Ovid MEDLINE(R) Daily and Epub Ahead of Print, In-Process & Other Non-Indexed Citations <1946 to Present>

#	Searches	Results	Type
1	exp Physicians/	125588	Advanced
2	Students, Medical/	29926	Advanced
3	education, medical/ or education, medical, continuing/ or education, medical, graduate/ or education, medical, undergraduate/ or "internship and residency"/	157113	Advanced
4	or/1-3	280788	Advanced
5	Burnout, Professional/	9825	Advanced
6	Physician Impairment/	2263	Advanced
7	Resilience, Psychological/	3935	Advanced
8	Mindfulness/	1840	Advanced
9	stress, psychological/ or compassion fatigue/	115660	Advanced
10	Suicide/	38416	Advanced
11	Work-Life Balance/	160	Advanced
12	or/5-11	166376	Advanced
13	4 and 12	6490	Advanced
14	physician wellness.mp.	70	Advanced
15	physician well-being.mp.	91	Advanced
16	physician wellbeing.mp.	10	Advanced
17	14 or 15 or 16	159	Advanced
18	13 or 17	6588	Advanced
19	limit 18 to english language	6007	Advanced
20	limit 19 to (editorial or journal article)	5390	Advanced
21	limit 20 to yr="2010 -Current"	2178	Advanced



Search Methods

Interventions

UGME

PGME

Organization

Research

Survey the stakeholders

