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Two Resident Wellness Exercises and Their Impact

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Resident Wellness and Burnout

- 18.2% of EM residents screen in for Burnout (*Lin et al 2019*)
 - Emotional Exhaustion
 - Depersonalization
 - Sense of Personal Accomplishment
- Burnout impacts clinical practice and practitioners (*Panagioti et al 2018*).
- Learning environment is a “major factor” in resident wellness (*van Vendeloo et al 2019*)



Ocala Regional Medical Center EM Residency

- Central Florida
- First Class Graduates 2020
- Class Size: 7
- Level II Trauma Center
- Comprehensive Stroke Center



Wellness Exercises

- Residents struggle to ask questions
- Positive Balance
- Shared by residents during didactic conference time
- Voluntary
 - “expectation to participate in wellness”
(*Meeks et al 2019*)



Wellness Exercise: “Learning Experiences”

- Resident shares a recent mistake
- “The Second Victim” (*Coughlan et al. 2017*)
 - “Internal trauma” of guilt and shame
- Talking to medical colleagues may be more useful than talking to friends and family (*Engel et al. 2006*)
- Targeting emotional exhaustion, sense of personal success



Wellness Exercise: “Wins”

- Sharing a recent positive experience
- Wins include
 - Good Patient outcome
 - Personal success
 - Meaningful patient interaction
- Targeting sense of personal success, depersonalization



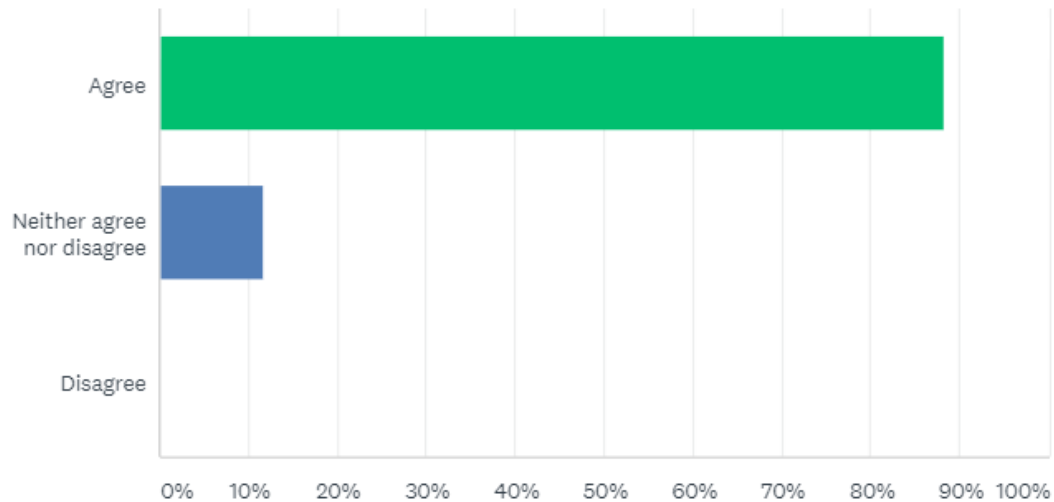
Resident Impact



Resident Impact

I feel that the “learning experience” exercise is a worthwhile addition to weekly conference.

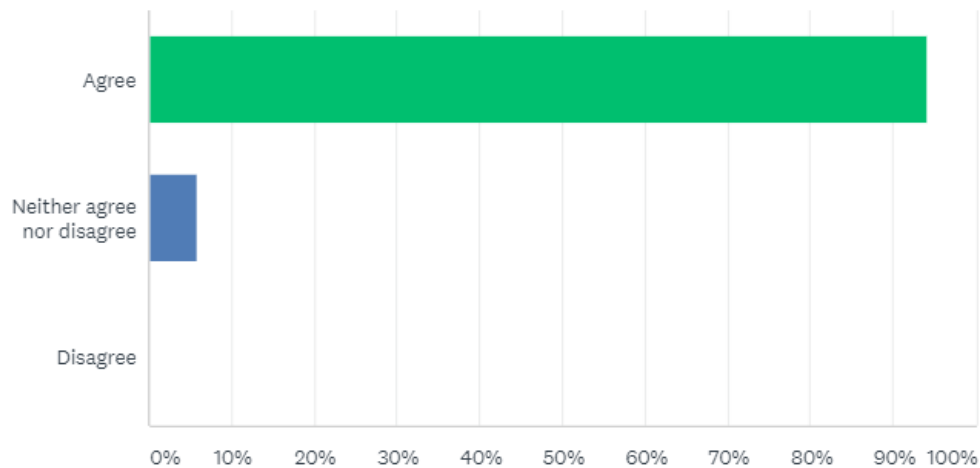
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Resident Impact

I feel that the “learning experience” exercise, if continued regularly, could help foster an environment in which I feel more comfortable admitting my own mistakes.

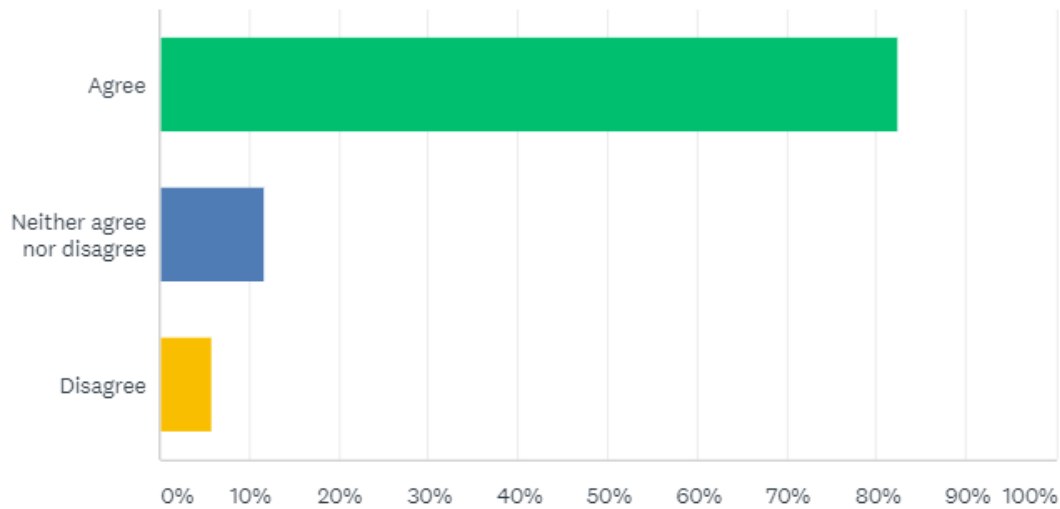
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Resident Impact

I feel that the “Wins” exercise is a worthwhile addition to weekly conference.

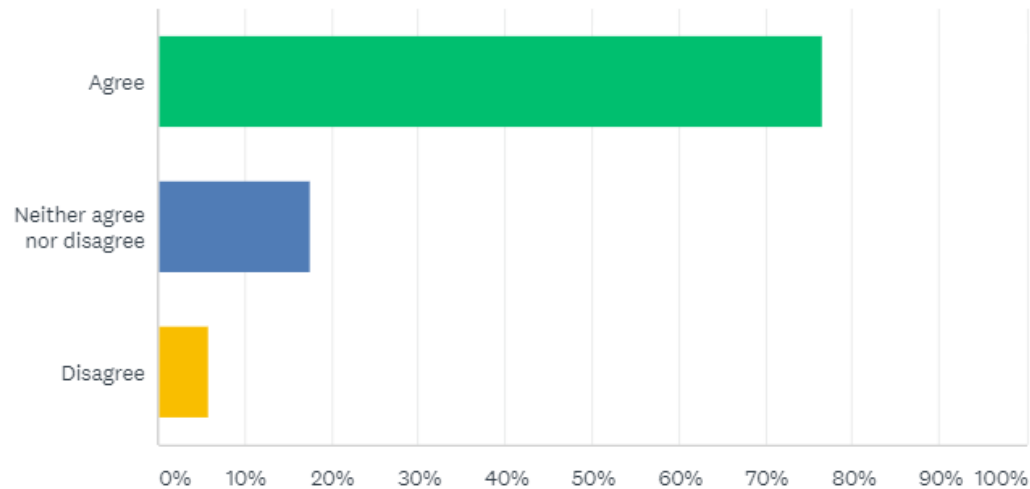
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Resident Impact

I feel that the “Wins” exercise, if continued regularly, could create an environment that encourages me to recognize more of my own positive experiences or the positive impact of my work in my professional life.

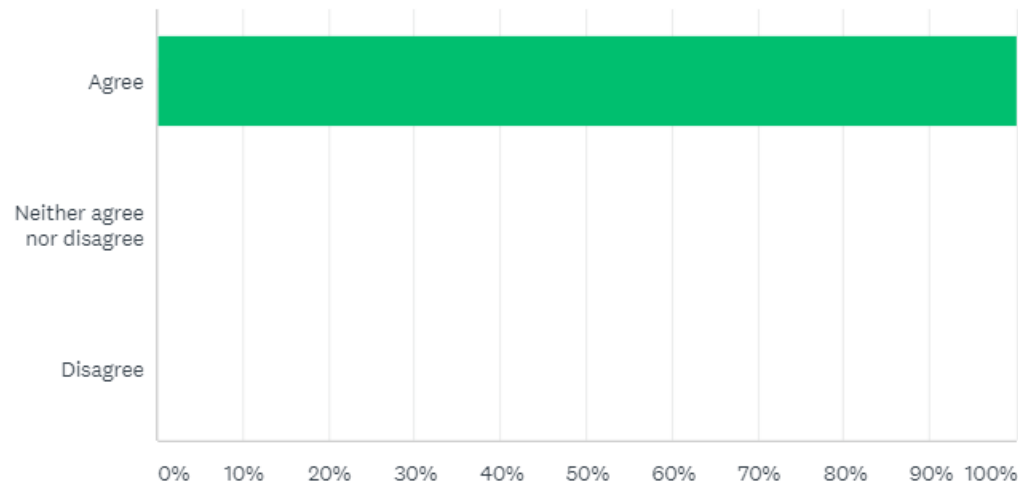
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Resident Impact

I feel that the “Wins” exercise and the “Learning experiences” exercise have a positive impact on the learning environment of our residency program.

Answered: 17 Skipped: 0



“This exercise has definitely fostered a culture in which residents are more comfortable speaking about poor outcomes and difficult situations in their clinical practice”

“Thanks to everyone for sharing and bringing a sense of humanity to our conferences.”

“I feel like what [we] do is open enough and less threatening enough that the net benefit is positive... the reinforcement of the safe space mentality is key to teaching/learning”

“A very [powerful] exercise that I would regret losing”



Qualitative Feedback and Troubleshooting

- “More structure”
- Timing
- Celebrating others’ accomplishments
- Ongoing reminders to look for experiences to share
- Attending buy-in



Resident Reflection

—“Panacea for wellness”





***Creating a culture
and learning
environment that
emphasizes
resident wellness
requires
endeavors both
big and small***



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