Resilience Strategies

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Burnout

• Detachment
• Depersonalization
• Isolation
• Exhaustion
• Frustration
• Indifference
• Hopelessness
• Meaninglessness
• Cynicism
Environment

- Income
- Hours
- Autonomy
- EMR

Levin et al. 2017
Tak et al. 2017
Resilience

- Adaptability
- Optimism
- Attitude
- Adversity response
Resilience

0 – Rarely or never true

1 – Sometimes true

2 – Usually or always true

→ Sum up your tally marks

→ Multiply by 2

Connor & Davidson 2003
Scoring

80+  Above average
60 – 80:  Average (physicians)
<60:  Below average

McCain et al. 2017
Individual resilience strategies

Perspective

Balance

Relational

Professional engagement
EXERCISE

Packets

→ Question prompts

→ Example exercises

→ Concrete commitment statements
Perspective

Self awareness
• Stress acknowledgement
• Personal limitations
• Medical uncertainty
• Incomplete control

Self monitoring
• Intervention moments
  – Pause before a challenging encounter
  – Retrospectively evaluate stressful moments
• Larger change
Balance

Professional boundaries
• Schedule, availability
• Professional identity
• Doctor/patient relationship

Self education
• CME routine

Invigoration
• Fulfillment outside of work
Relational

- Prosocial behavior
- Proximity
- Shared responsibility

Colleagues

- Company
- Mentorship
- Debriefing

Houpy et al. 2017
Maslach & Leiter, 2017
McKenna et al. 2016
Relational

Proximity

Prosocial behaviors
• Team icebreakers
• Colleague appreciation
• Accept generosity
• Recognize pro-social emotions

Shared responsibility
• Culture of fairness
Professional Engagement

- Appreciative inquiry
- Mindfulness
- Behavioral change
- Narrative medicine

Tak et al. 2017
Krasner et al. 2009
Appreciative inquiry through Narrative medicine
• Deliberate contemplation of meaning
• Partnered reflection

Mindfulness
• Body scan
• The 6-second breath
• Sitting meditation
• Walking meditation

Behavioral change

Krasner et al. 2009
Thank you.

Questions?
References

- McKenna KM, Hashimoto DA, Maguire MS, Bynum WE. The missing link: connection is key to resilience in medical education. *Acad Med* 2016;91(9):1197-1199.
Online courses


https://www.csh.umn.edu/education/credit-courses/csph-5806-wellbeing-and-resiliency-health-professionals

Kreizter & Klatt, 2017