

Residents, scan  
here to check in  
to **noon**  
**conference!**



**Noon Conference Grand Rounds**

**TIME**

**Tuesday, Feb 16**

**12:00 PM to 1:15 PM**

# PHYSICIAN WELLNESS AND COVID:

*HOW A BAD SITUATION CAN GET WORSE AND WHAT WE CAN DO ABOUT IT.*

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JOHN HARDT,

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# DISCLOSURES

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- None

# FOR DISCUSSION

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- How are we approaching our own wellness?
- How has this past year affected us?
- How have our roles as a medical professional been challenged?
- What can we do to build and develop personal and professional wellness?

# STRESS IS NOT BURNOUT

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Fact 1


# STRESS $\neq$ BURNOUT

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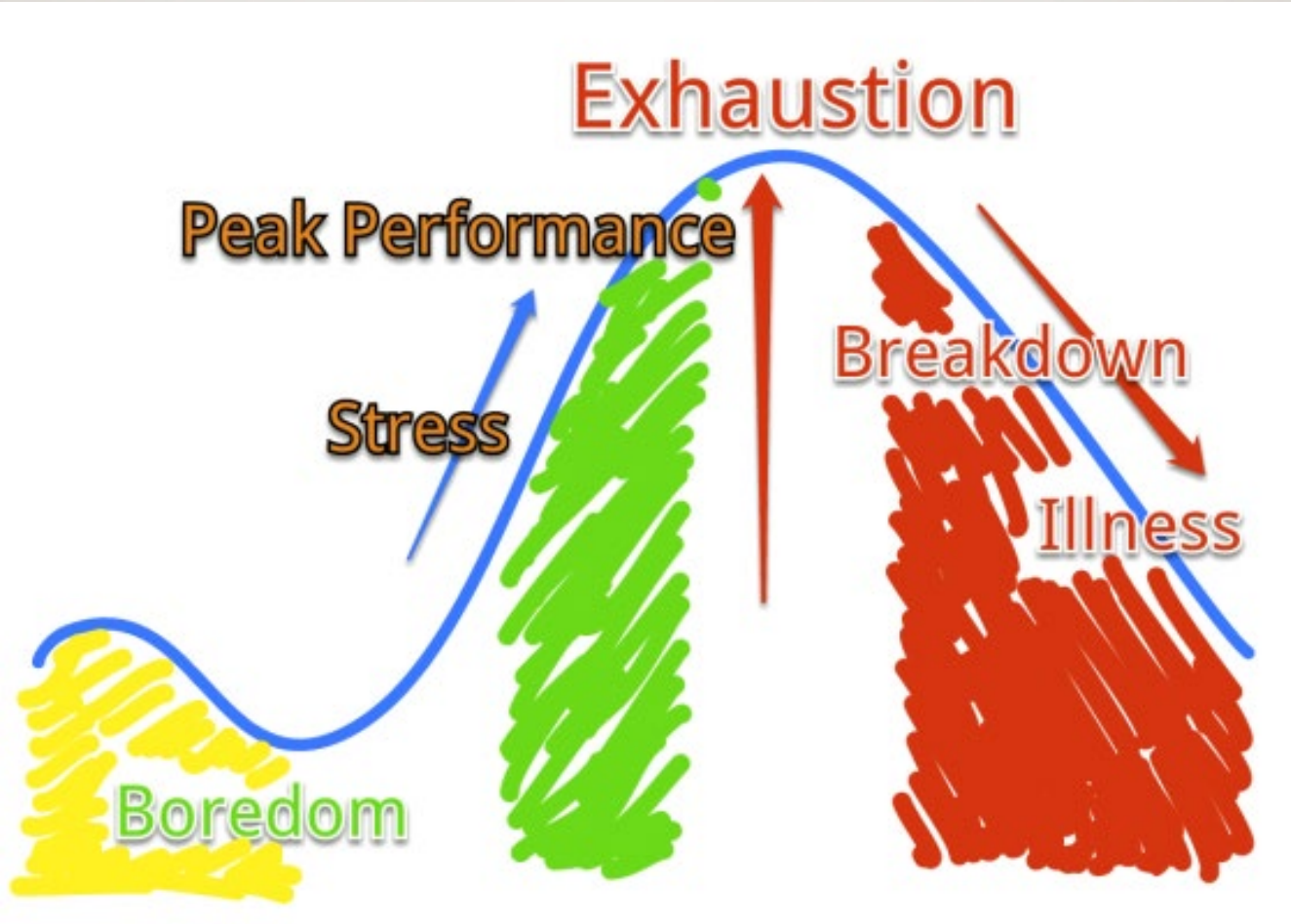
## STRESS

- Characterized by over engagement
- Over reactive emotions
- Produces Urgency and Hyperactivity
- Leads to anxiety d/o
- Primary damage is physical
- May kill you prematurely

## BURNOUT

- Characterized by disengagement
  - Emotions are blunted
  - Produces helplessness and hopelessness
  - Loss of motivation, ideals, hope
  - Leads to detachment and depression
  - Primary damage is emotional
  - May make life seem not worth living
- 

# STRESS IS NOT ALWAYS “BAD”




# REMINDER: “BURNOUT” IMPLIES REGULARLY FEELING AS IF YOU...

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## MASLACH DEFINITIONS

- Depersonalization
- Decreased feelings of personal accomplishment
- Emotional exhaustion

## EXAMPLES

- treating patients coworkers as if they were impersonal objects
  - feeling emotionally drained from work
  - feeling dread upon waking knowing you have to face another day
  - being more calloused/ insensitive to people
  - not caring what happens to your patients.
  - disliking working with you patients/ coworkers.
  - regretting your decision to enter medicine.
- 

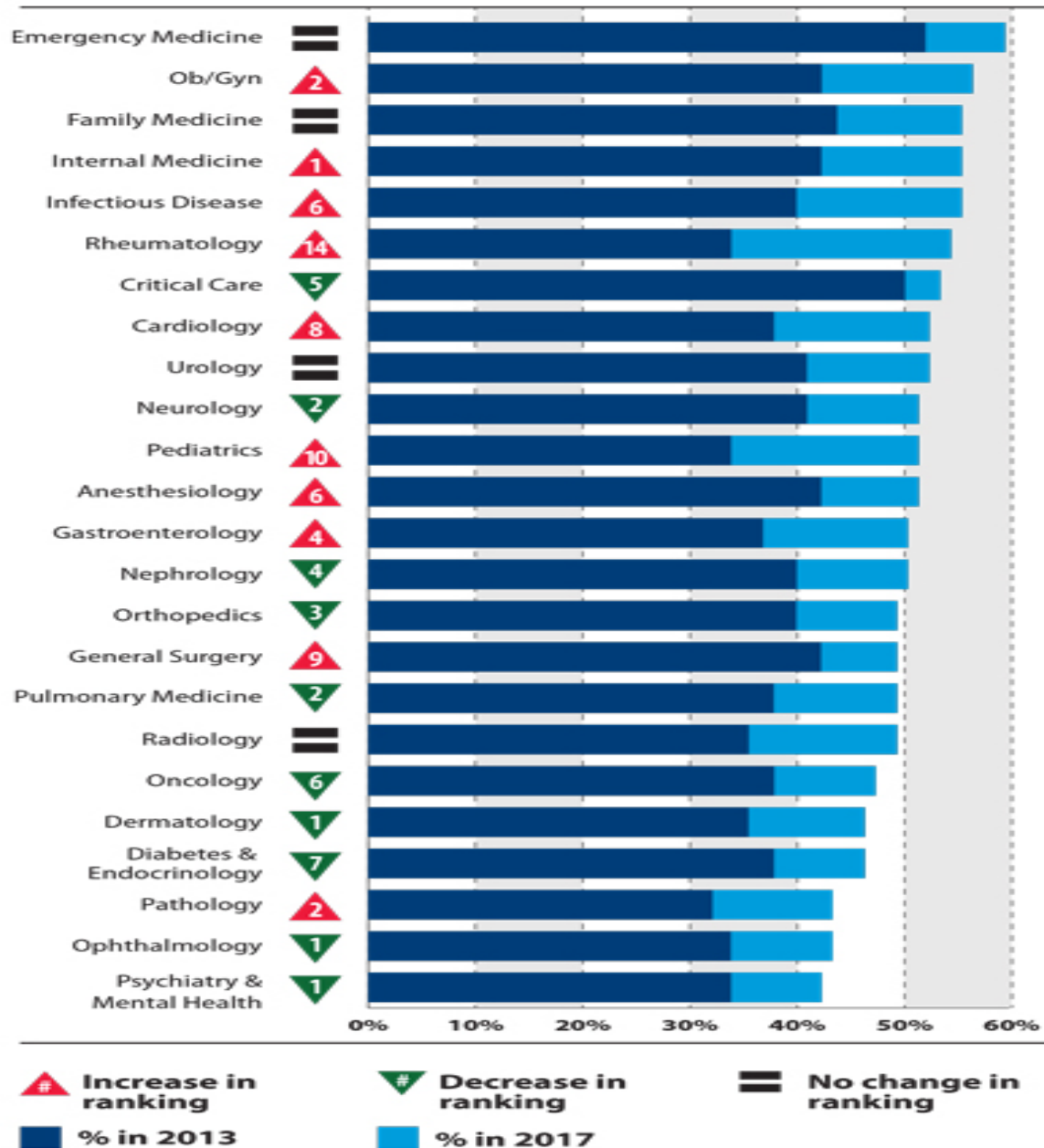


BURNOUT **IS** A THREAT TO YOUR  
CAREER AND HAPPINESS IN LIFE.

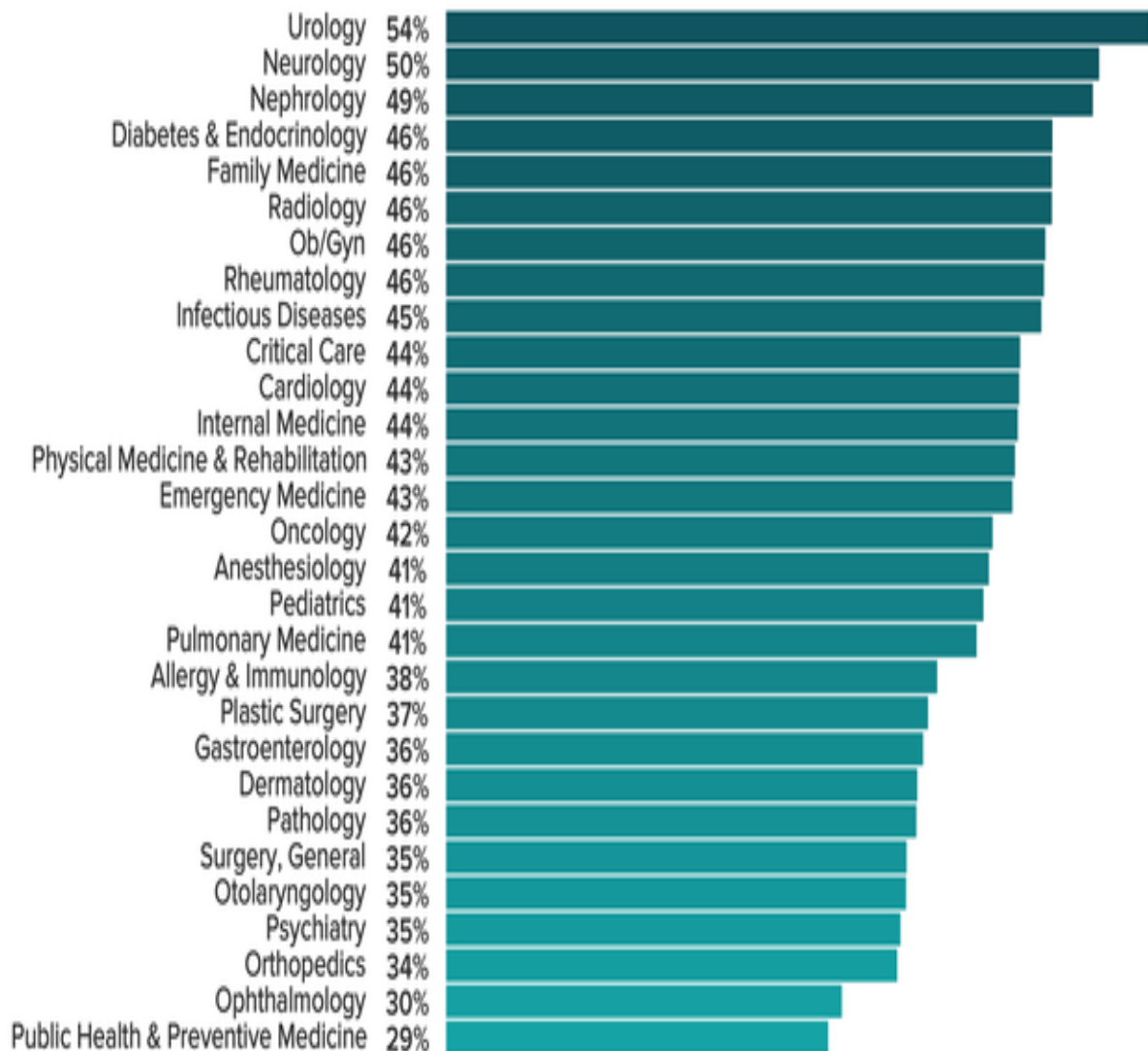
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Fact 2

## Changes in burnout by specialty 2013–2017



## Which Physicians Are Most Burned Out? 2020 NUMBERS



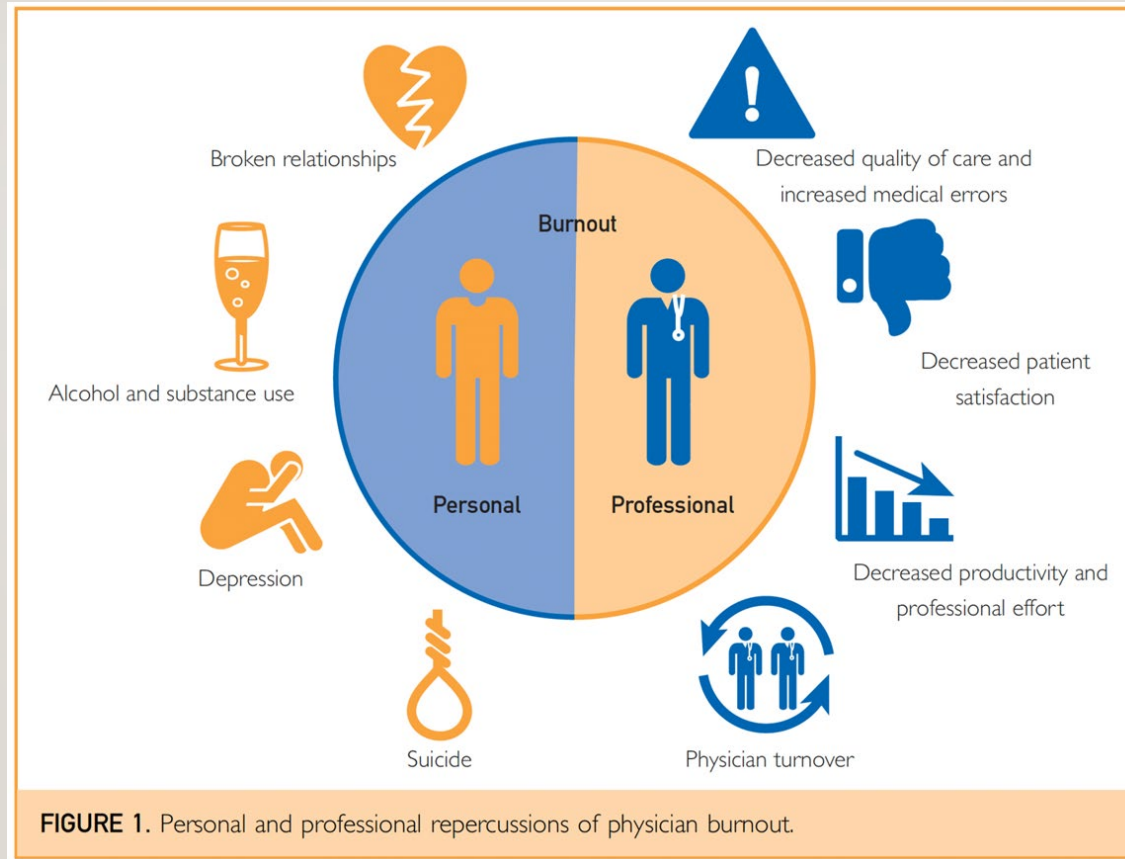


## WELLNESS, BURNOUT, & RESILIENCY

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But is what we are feeling “*burnout*”?

# THE RISK OF TRIVIALIZING THE WORD: BURNOUT



# WHAT HEALTHCARE WORKERS ARE FEELING

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- Overwhelmed
- Anxious
- Demoralized
- Afraid
- Frustrated
- Worried
- Guilty
- Angry
- Disappointed
- Disengaged
- Helpless
- Isolated
- Stressed
- ...but is that burnout?

# AS IF PHYSICIAN BURNOUT WAS NOT ENOUGH, THIS YEAR WE HAVE SEEN...

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- COVID
- Racial injustice
- Political unrest and incivility

And we have not had any time to process most of it



# STRITCH



## THE BATTLE AGAINST BURNOUT

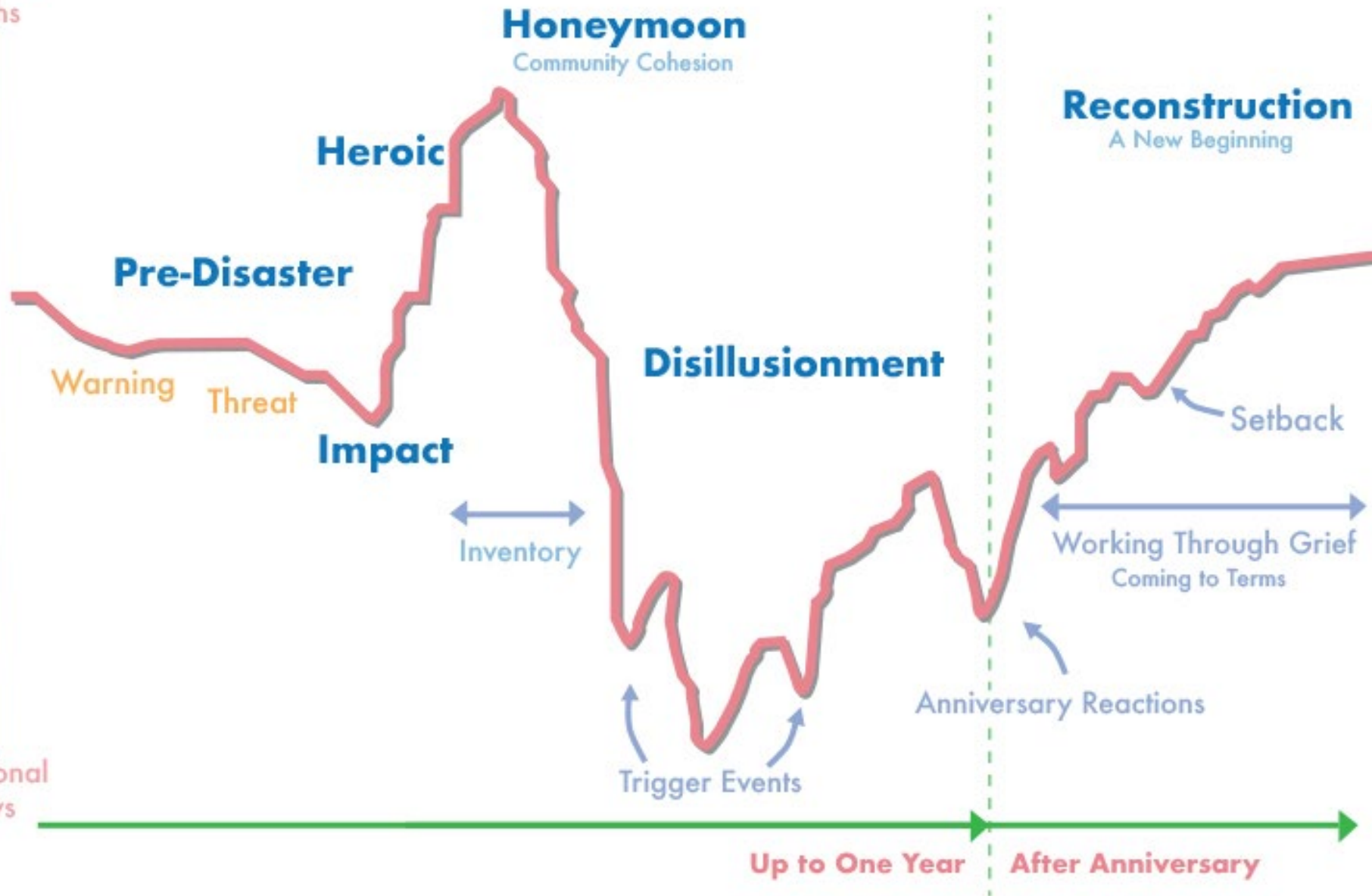
HOW MEMBERS OF THE STRITCH COMMUNITY  
ARE HELPING PRESENT AND FUTURE DOCTORS  
DEAL WITH STRESS ON THE JOB



Emotional  
Highs



Emotional  
Lows







# JOHN HARDT, PHD

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Vice Dean, Professional Formation

Associate Professor, Bioethics

Stritch School of Medicine/ Health Sciences Campus





# SO WHAT CAN BE DONE ABOUT IMPROVING OUR WELLNESS?

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- Acknowledge and process the problem(s).
- Deepen our focus on the positive and work for solutions.
- Support one another.
- Work for solutions.

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# THERE IS NO ONE FIX FOR PREVENTING BURNOUT AND DEVELOPING WELLNESS

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Fact 3



# THERE IS NO “ONE SIZE FITS ALL” FIX

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- Shared responsibility
  - Individual
  - Organization
- Common themes
- Lots of individual variances
- Increasing Community and Mission



**THE SOLUTION FOR WELLNESS WILL  
NOT COME FROM ANYTHING OTHER  
THAN YOUR AWARENESS AND EFFORT.**

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Fact 4



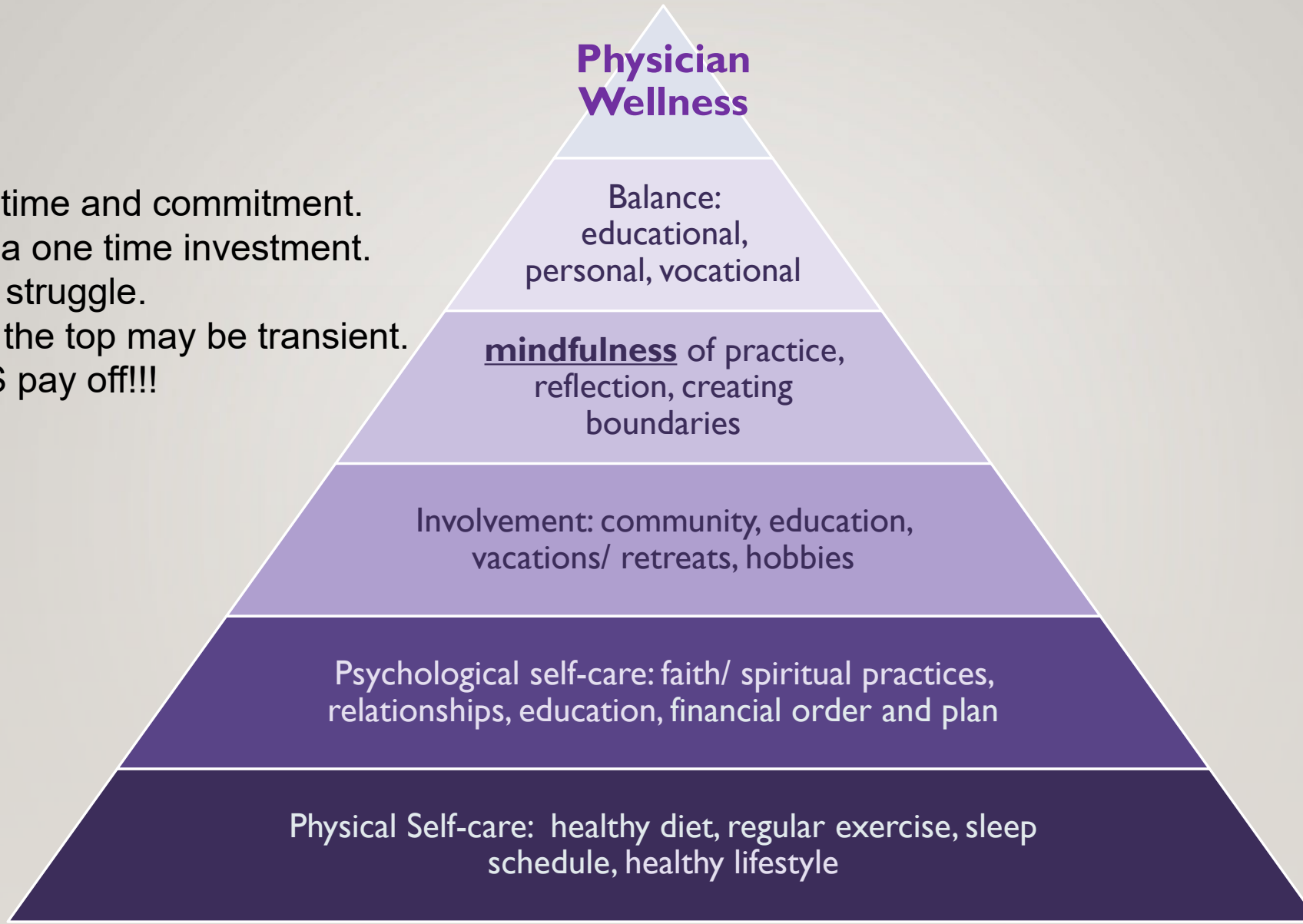
# ONE APPROACH TO PERSONAL WELLNESS

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Disclaimer: These are only my thoughts, but ...

➤ Remember

- It takes time and commitment.
- It is not a one time investment.
- You will struggle.
- Time at the top may be transient.
- It DOES pay off!!!



AT LOYOLA MEDICINE, WE ACCEPT,  
EMBRACE, EMPATHIZE, AND WORK FOR  
SOLUTIONS FOR WELLNESS.

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GME Wellness Week

Fact 5

# WORKING THRU THE PROBLEM: SUPPORTING ONE ANOTHER

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- Watch for the warning signs
  - Isolation
  - Anger
  - Personality changes
  - Tardiness/ increased absenteeism
- Don't be afraid to reach out and ask :“are you ok?”
- Connect with one another
  - Appropriate social distancing and masks, of course...

**And if you are the one who is struggling please know**  
**you are not alone and you are cared for and supported**

# INSTITUTIONAL RESOURCES: INDIVIDUAL- EMPLOYEE ASSISTANCE PROGRAM

- Carebridge
  - [www.myliferesources.com](http://www.myliferesources.com)
  - 800-437-0911
- Confidential/ Free
- 24/7 Crisis/ Suicide Prevention Hotline
- Resource for
  - Child Care , Elder Care, Pet Care
  - Finances
  - Stress/ Depression/ Substance abuse
- Individual support



The flyer features the Trinity Health logo at the top right. Below it, the title reads 'EMPLOYEE ASSISTANCE PROGRAM (EAP) & LIFE MANAGEMENT SERVICES'. The central image shows a smiling woman in a checkered blazer. To her left is a white box with a blue border containing 'EAP BASICS' and 'LIFE MANAGEMENT RESOURCES'. To her right is another white box with a blue border containing 'CONFIDENTIAL COUNSELING - AT YOUR CONVENIENCE'. At the bottom, the Carebridge Corporation logo is on the left, and the slogan 'Excellence in Employee Support Services' is on the right. Social media icons for Facebook, Twitter, and LinkedIn are at the bottom right, along with a copyright notice.

**Trinity Health**

**EMPLOYEE ASSISTANCE PROGRAM (EAP) & LIFE MANAGEMENT SERVICES**

**EAP BASICS**

- Automatic coverage – no enrollment is needed
- Unlimited telephonic support – reach out 24/7/365
- Legal resources available
- No cost to you
- Help is confidential

**LIFE MANAGEMENT RESOURCES**

Take advantage of unlimited consultations with specialists in the following fields:

- Child Care/Parenting
- Eldercare
- Money Management
- Education Planning
- Convenience Services

Helpful resources available at:  
[www.myliferesource.com](http://www.myliferesource.com)  
Secure website access code: BKKR5

For immediate assistance, call  
**800-437-0911**  
or email Carebridge at:  
[clientservice@carebridge.com](mailto:clientservice@carebridge.com)

**CONFIDENTIAL COUNSELING – AT YOUR CONVENIENCE**

Carebridge can assist with emotional concerns such as grief, depression/anxiety, stress, relationship difficulties, and addictions. Referrals are provided for up to six counseling sessions with a licensed clinician in your community or by phone.

**Carebridge**  
CORPORATION

**Excellence in Employee Support Services**

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# INSTITUTIONAL RESOURCES

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- Chaplain Services 69056
- Care for the Caregiver
- Physician Resiliency Coaches
- Personal physician
- Department of Psychiatry



# WORKING FOR SOLUTIONS

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An individual and institutional effort

# OUR INSTITUTIONAL AND PROFESSIONAL COMMITMENT TO ONE ANOTHER

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- We will
  - utilize our resources to care for and respect our patients and one another.
  - listen to each other.
  - work to support and help one another.
  - use our talents to work thru this and emerge smarter and stronger.
- This is our mission and commitment as physicians.



LOYOLA  
MEDICINE

A Member of Trinity Health

THANK YOU

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