

Promoting Wellness in PHM Divisions

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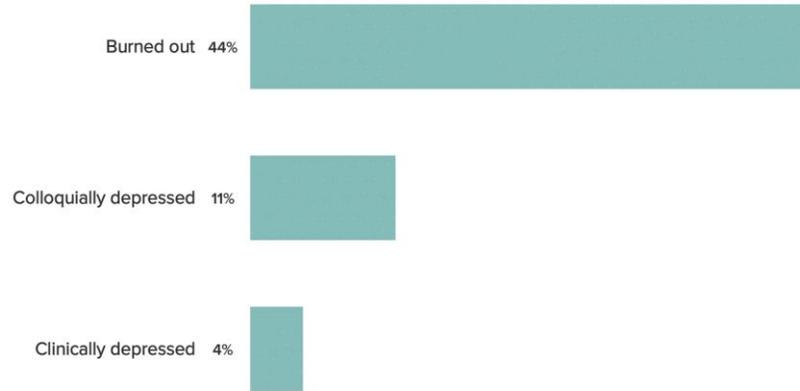
Riva Kamat, MD

Disclosures

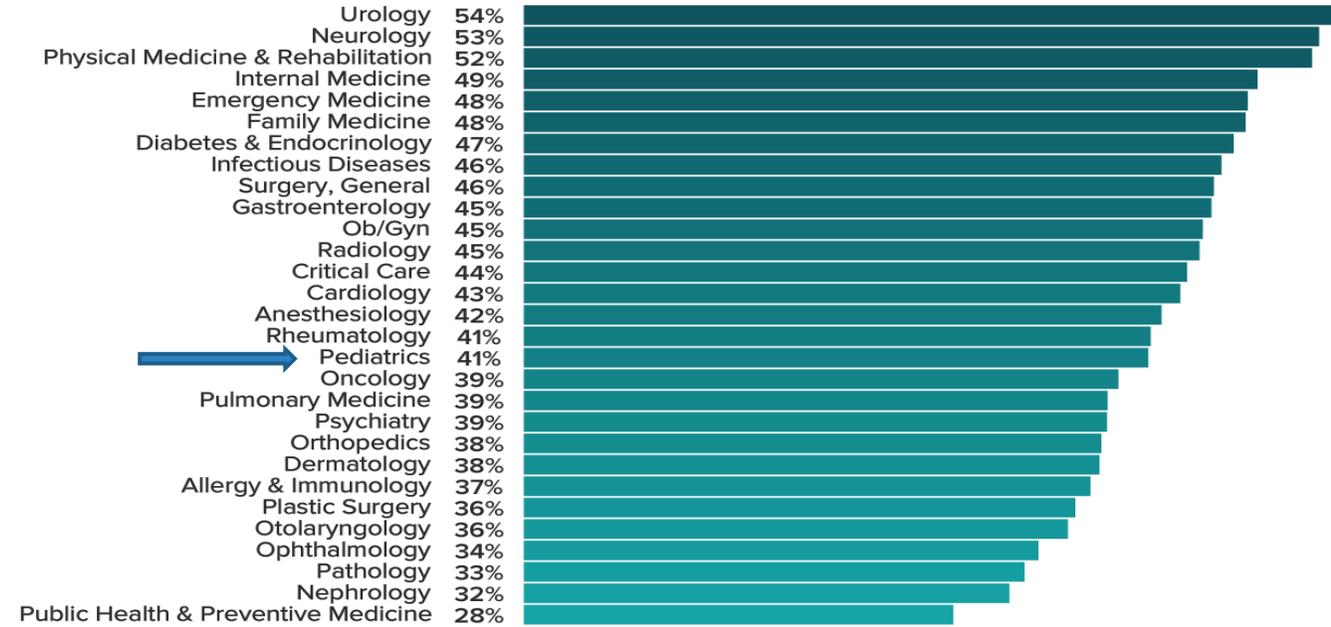
- ▶ Dana Foradori, MD, M.Ed, has no relevant financial disclosures.
- ▶ Riva Kamat, MD, has no relevant financial disclosures.

Why Wellness?

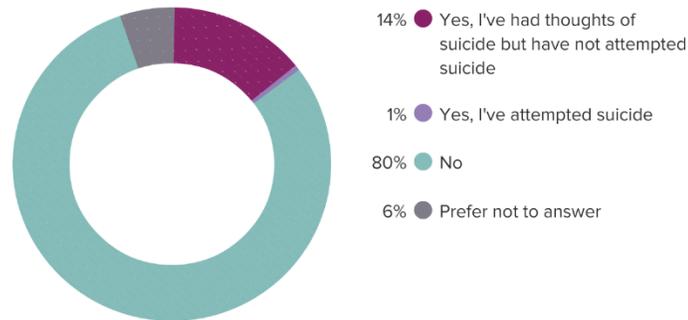
Are Physicians Burned Out or Depressed?



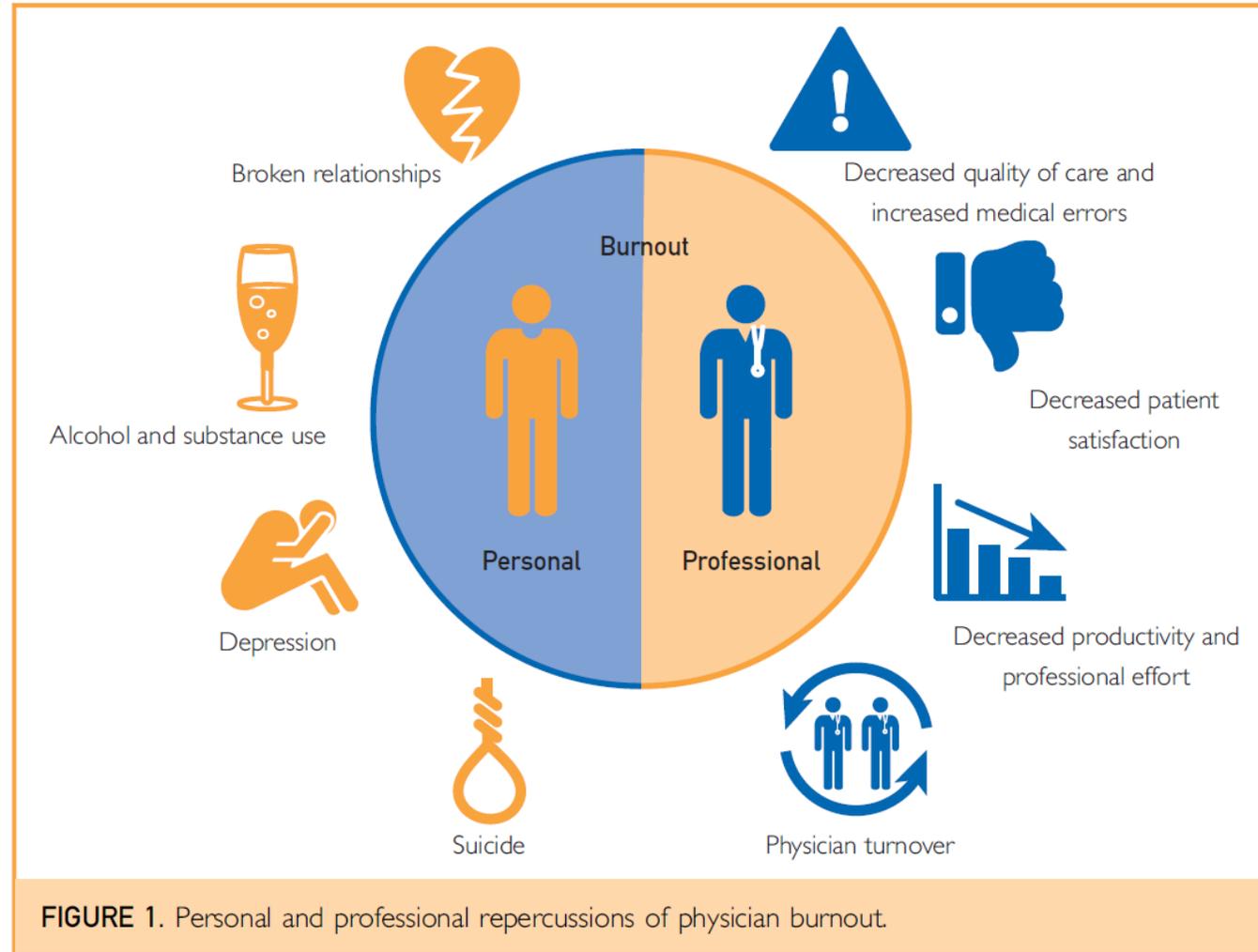
Which Physicians Are Most Burned Out?



Have You Ever Felt Suicidal?



Effects of Burnout



Keeping Well in COVID

- ▶ COVID augments existing wellness challenges and create new ones.
 - ▶ PHM divisions have experienced changes to clinical and academic expectations, salary cuts, and furloughs.
- ▶ Physicians need continued support during this time.
- ▶ Division directors have SO MUCH on their plates during the COVID-19 pandemic!
- ▶ Collaboration between AAP SOHM subcommittee on provider wellness and division directors
- ▶ Goal: create simple, feasible tips for promoting well being in PHM divisions

Tip 1: Disseminate Resources

- ▶ Familiarize with institutional wellness resources
 - ▶ Ex: Employee Assistance Plan (EAP)
 - ▶ Consider reviewing confidentiality policies and available services.
- ▶ Familiarize with local wellness activities and resources.
- ▶ Consider sharing nationally-available wellness resources with the team
 - ▶ Ex: <https://padlet.com/dmforado/672k7sakqjlh>
- ▶ Review wellness resources with your division
 - ▶ Ex: set aside a few minutes at each business meeting, send in division newsletter
- ▶ Consider designating a PHM Wellness Champion or Director of Wellness as the team expert.

Tip 2: Maintain an open door policy

- ▶ Acknowledge that the pandemic...
 - ▶ Is hard for everyone
 - ▶ Challenges everyone's wellness differently
 - ▶ May afford faculty new perspective on professional and personal goals
- ▶ Let faculty know that they can reach out about concerns or evolving career goals
- ▶ Remind faculty that it's ok to reduce non-critical work during surges
- ▶ Consider scheduling "30 minute check-ins" with individuals at regular intervals, and communicate that this is a safe space to share concerns.

Tip 3: Communicate honestly and empathetically.

- ▶ Provide routine updates and follow-up at business meetings.
- ▶ Communicate policy and procedure changes promptly by email.
- ▶ Be honest about answers that remain unknown.
 - ▶ It's ok to say, "We don't know yet, and I will let you know when we do."
- ▶ Include statements of empathy, such as, "I recognize that this policy is challenging because of..."

Tip 4: Foster a sense of community

- ▶ Encourage team members to turn on video during small group meetings. Be the example by turning yours on at the beginning of the meeting!
- ▶ Publicly express appreciation for team and exceptional individual contributions
- ▶ Consider a visual representation of gratitude, such as a bulletin board in the office or an online bulletin board (ex: Padlet, Jam Boards)
- ▶ Consider creating a virtual social gathering or holiday celebration

Tip 5: Discuss wellness as a team.

- ▶ Encourage colleagues to take vacation and true days off.
 - ▶ Especially important with blurred work-home boundaries.
- ▶ Consider adding a brief dedicated wellness segment to meetings for discussion.
 - ▶ Discuss challenges and share ideas. No need to have definitive solutions.
 - ▶ Topic ideas: work-home boundaries, childcare, eldercare, team work, efficient exercise strategies, meal prepping, local/regional/national activities to promote well-being
 - ▶ Alternative: appreciative inquiry to focus on the positive - “What’s going well today? What’s something that you are grateful for this week?”
- ▶ For colleagues with similar interests, consider identifying accountability partners for support and motivation.

Tip 6: Take time to take care of yourself, too!

- ▶ The importance of self-care for PHM leaders cannot be overemphasized.
- ▶ Give yourself grace.
- ▶ Establish your personal-professional boundaries, especially if spending a lot of time working from home.
- ▶ Schedule days off and allocate time for people and activities that bring you joy, health, and well-being.



Tip 7: Connect and collaborate with division directors and mentors

- ▶ Communicate via AAP SOHM division directors listserv
- ▶ Consider attending roundtable discussions
- ▶ Join formal mentorship programs, such as Advancing Leaders Through Mentorship
- ▶ Reach out to peer mentors to check in and discuss challenges and successes
- ▶ Consider physician coaching with encountering recurrent challenges

Reflection



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