Wellness During COVID-19: Thriving While Adapting

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Objectives

- At the conclusion of the session, learners should be able to:
  - Discuss the unique stressors that have become a part of coping with multiple changes due to COVID-19
  - Identify the negative effects the COVID pandemic has on wellness
  - Through reframing and positive thinking, recognize the positive effects the COVID pandemic has on wellness
  - Utilize resilience strategies to maintain wellness and adapt to the new living and working conditions
Burnout

- Burnout is a syndrome characterized by exhaustion, cynicism, and reduced effectiveness (Maslach Burnout Inventory)
- Loss of enthusiasm for work, feelings of depersonalization/cynicism, and a low sense of personal accomplishment
Stress vs. Burnout

- **Stress** = over-engagement; when emotions are over-reactive and the demeanor is one of anxiety or hyperactivity.
- **Burnout** = dis-engagement; when emotions are blunted and the demeanor is one of depression, detachment, helplessness, or hopelessness.
Stress

- Stress is the arousal of mind and body in response to demands made on them
- Distress results when the arousal is too high or too low
- Each individual has their own zone of positive stress
The Yerkes-Dodson Curve

Performance vs. Stress level

Healthy: Inactive & bored, Healthy tension, Motivated, Focused
Optimum stress

Peak performance

Sick: Fatigued, Exhaustion, Panic, Anxiety, Anger, Stress overload, Burn-out & breakdown

Disease
Wellness

We must move beyond the pathological focus upon physician burnout and begin a conversation about what makes a physician well

Wellness

- Wellness: A dynamic and ongoing process involving self-awareness and healthy choices resulting in a successful, balanced lifestyle

Wellness

- One size does not fit all
- Needs to be individualized and personalized
- Each of us must find strategies that work for us as individuals (self-awareness)
Wellness

- If wellness is a process involving self-awareness, then we must develop strategies to increase self-awareness of how we respond to stressful situations, i.e. develop resilience.
Resilience

- Resilience is the ability of an individual to respond to stress in a healthy, adaptive way such that personal goals are achieved at minimal psychological and physical cost.
- Resilient individuals not only “bounce back” rapidly after challenges but also grow stronger in the process.

Resilience

- Resilience may protect professionals from the common stressors of the workplace and personal stressors and the tendency to burnout

Resilience Shifts the Curve to the Right

The Yerkes-Dodson Curve

Performance vs. Stress level

- Peak performance
- Healthy
- Motivated
- Focused
- Optimum stress
- Inactive & bored
- Healthy tension
- Stress overload
- Fatigued
- Panic
- Anxiety
- Anger
- Exhaustion
- Burn-out & breakdown
- Sick
- Disease
Wellness/Resilience Overview

WELLNESS

Developing Resilience

Wellness Dimensions
- Emotional Wellness
- Physical Wellness
- Social Wellness
- Intellectual Wellness
- Spiritual Wellness
- Financial Wellness
- Environmental Wellness
- Occupational Wellness

Resilience Strategies
- Positive thinking
- Reframing
- Optimism
- Gratitude & Appreciation
- Reflection/journaling/writing
- Altruism/Service/Kindness
- Meaning & Purpose
- Emotional Intelligence
- Self-Awareness
- Self-Management
- Relationships/Connecting with others/Social Support
- Celebrating wins/successes
- Forgiving others and forgiving yourself
- Flexibility/Adaptability/Change
- Empathy/Compassion
- Mentoring/growing/developing others
- Laughing/sense of humor

Prevention of Burnout, Depression, and Suicide
- Nutrition
- Sleep
- Exercise
- Mindfulness
- Meditation
- Relaxation techniques
- Deep breathing
- Yoga
- Hobbies
- Sports
- Art/Crafts
- Nature
- Music
- Reading
- Faith/Spirituality
- Daily release

Self-Care

Organizational Strategies
- Workload/job demand
- Efficiency and resources
- Flexibility and/or control
- Culture and values
- Meaning in work
- Work-life integration
- Community at work
- Social support
**Occupational Wellness** is the ability to get personal fulfillment from our jobs or our chosen career fields while still maintaining balance in our lives. Our desire to contribute in our careers to make a positive impact on the organizations we work in and to society as a whole leads to Occupational Wellness.

**Intellectual Wellness** is the ability to open our minds to new ideas and experiences that can be applied to personal decisions, group interaction and community betterment. The desire to learn new concepts, improve skills and seek challenges in pursuit of lifelong learning contributes to our Intellectual Wellness.

**Environmental Wellness** is the ability to recognize our own responsibility for the quality of the air, the water and the land that surrounds us. The ability to make a positive impact on the quality of our environment, be it our homes, our communities or our planet contributes to our Environmental Wellness.

**Spiritual Wellness** is the ability to establish peace and harmony in our lives. The ability to develop congruency between values and actions and to realize a common purpose that binds creation together contributes to our Spiritual Wellness.

**Social Wellness** is the ability to relate to and connect with other people in our world. Our ability to establish and maintain positive relationships with family, friends and co-workers contributes to our Social Wellness.

**Emotional Wellness** is the ability to understand ourselves and cope with the challenges life can bring. The ability to acknowledge and share feelings of anger, fear, sadness or stress; hope, love, joy and happiness in a productive manner contributes to our Emotional Wellness.

**Financial Wellness** is your relationship with money and skills in managing resources. It is an intricate balance of the mental, spiritual and physical aspects of money. Having an understanding of your financial situation and taking care of it in such a way that you are prepared for financial changes contributes to Financial Wellness.

**Physical Wellness** is the ability to maintain a healthy quality of life without undue fatigue or physical stress. The ability to recognize that our behaviors have a significant impact on our wellness and adopting healthful habits (routine check ups, a balanced diet, exercise, etc.) while avoiding destructive habits (tobacco, drugs, alcohol, etc.) will lead to optimal Physical Wellness.
COVID-19 Challenges to Wellness

Low grade level of stress and anxiety present at all times

- Personal/family health and safety
- Financial insecurity
- Working from home
- Kids schooling from home
- Furloughed co-workers/layoffs
- Changing recommendations for public health
- Dying alone
COVID-19 Challenges to Wellness

Stay at Home / Social Distancing

• Canceled Match Day celebrations
• Canceled graduations
• No parties, weddings, anniversaries, B-days
• Visiting family, kids, grandparents
• Socializing with friends
• Eating out
• Seeing a movie
• Religious gatherings
COVID-19 Challenges to Wellness

As a healthcare provider

- Increased patient volume
- Nature of the illness (severity, morbidity)
- Incomplete or changing medical information
- Fear of your own mortality
- Dying patient
- Compassion fatigue
- Lack of PPE, medical equipment, resources
- Guilt, sadness, fatigue, anger, moral distress
COVID-19 Challenges to Wellness

**UGME/GME Issues**

- Working from home
- Onboarding/Orientation of new residents and students
- Virtual Interviews
- Visiting students for electives
- Telehealth/Telemedicine issues
- Safety and health of learners
- Resident, student, and colleague wellness
“Resilience is accepting your new reality, even if it's less good than the one you had before. You can fight it, you can do nothing but scream about what you've lost, or you can accept that and try to put together something that's good.”

- Elizabeth Edwards -
Resilience Strategies During COVID

Positive Thinking

Optimism

Reframing
Positive Thinking / Reframing

Experiences effect our thinking

Negative experiences
• Pessimistic thinking
• Drive negative emotions
• Shape negative actions
• Influence negative outcomes
Positive Thinking / Reframing

• Negativity bias
  ◦ Negative experiences are more strongly ingrained in our memories than positive experiences

• Negativity begets negativity and can become irrational, persistent, and destructive

• It takes at least 5 positive actions to overcome one negative action
Positive Thinking / Reframing

Reframing

Learning to correctly identify negative thinking
Answer the negative thinking back
Refute the negative thinking
Reframing the negative by focusing on the positive

Pipas CF. A Doctor’s Dozen: Twelve Strategies for Personal Health and a Culture of Wellness. Hanover, NH: Dartmouth College Press; 2018
Positive Thinking / Reframing

- Does not mean that we convince ourselves that a bad experience was good
- Consider how the situation might look from a different perspective or angle

Pipas CF. A Doctor’s Dozen: Twelve Strategies for Personal Health and a Culture of Wellness. Hanover, NH: Dartmouth College Press; 2018
Positive Thinking / Reframing

• Reframe the negative
  ◦ Search for opportunity in the midst of adversity, and extract positive meaning from tragedy
  ◦ Learn and grow from the experience

Positive Thinking / Reframing

- Process of reframing
  1. Analyze negative outcomes – specifically looking at personal thoughts, feelings, and actions that shaped the outcome
  2. Recognize and label distorted thoughts
  3. Seek an alternate lens and a positive perspective to achieve healthier thoughts
  4. Affirm these thoughts until previous thoughts are refuted and feelings, behaviors, and outcomes change

Pipas CF. A Doctor’s Dozen: Twelve Strategies for Personal Health and a Culture of Wellness. Hanover, NH: Dartmouth College Press; 2018
Optimism

- Ignites resilience
- A future-oriented attitude
- A confidence that things will turn out well

Optimism

- Does not mean blindly ignoring life’s problems
- Realistic optimism – do not deny the difficulty being faced, but tend to look for the silver lining

Optimism

- Increases capacity to positively reappraise situations that initially appear negative
- Reframing allows hardship to be seen as a challenge to find opportunity embedded in adversity

4 Ways to Become More Optimistic

1. Focus attention on the positive around us
2. Intentionally think positive thoughts and do not dwell on negative thoughts
3. Reframe the negative and interpret events in a more positive light
4. Behave and take action in ways that build positive feelings

Forty-five good things: a prospective pilot study of the Three Good Things well-being intervention in the USA for healthcare worker emotional exhaustion, depression, work–life balance and happiness

J Bryan Sexton,1,2 Kathryn C Adair1

ABSTRACT

Objectives High rates of healthcare worker (HCW) burn-out have led many to label it an ‘epidemic’ urgently requiring interventions. This prospective pilot study examined the efficacy, feasibility and evaluation of the ‘Three Good Things’ (3GT) intervention for HCWs, and added burn-out and work–life balance to the set of well-being metrics.

Methods 228 HCWs participated in a prospective, repeated measures study of a web-based 15-day long 3GT intervention. Assessments were collected at baseline and 1, 6 and 12-month post-intervention. The primary measure of efficacy was a derivative of the emotional exhaustion subscale of the Maslach Burnout Inventory. The secondary measures were validated instruments assessing depression symptoms, subjective happiness, and work–life balance. Paired samples t-tests and Cohen’s d effect sizes for correlated samples were used to examine the efficacy of the intervention.

Results 3GT participants exhibited significant improvements from baseline in emotional exhaustion, depression symptoms and happiness at 1 month, 6

Strengths and limitations of this study

口 This pilot study examined the efficacy of the Three Good Things intervention for healthcare worker well-being over four time points: at baseline and three postintervention follow-ups (1 month, 6 months and 12 months).

口 Efficacy was assessed with four well-being measures: emotional exhaustion, depression symptoms, subjective happiness and work–life balance.

口 This pilot study is limited by not having a randomised control group. Results are limited to those who completed assessments.

口 Attrition was high (only half of those who started went on to complete the 1-month postassessments) but similar to rates found in other comparable interventions.
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<th>WELLNESS DIMENSION</th>
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Resilience Strategies During COVID

- Gratitude & Appreciation
- Reflection

Finding **gratitude** and **appreciation** is key to **resilience**. People who take the time to **list things** they are **grateful** for are **happier** and **healthier**.

-SHERYL SANDBERG | IAMFEARLESSSOUL.COM
Resilience Strategies During COVID

- Reflection

- Gratitude and Appreciation
  - Blessings we have taken for granted
  - People we have taken for granted
  - Time is precious
  - Life is precious
Flexibility

- Resilient people are flexible
  - They know when to accept that which cannot be changed
  - They positively reframe life’s challenges
  - They regulate their emotions

Flexibility

- Flexible in the way you think about challenges and flexible in the way you react emotionally to stress
  - Accept what cannot be changed
  - Learn from failure
  - Use emotions like grief and anger to fuel compassion and courage
  - Search for meaning and opportunity in adversity

Flexibility

- Acceptance enhances resilience
- Acceptance allows you to tolerate highly stressful situations
- Acceptance is not the same as resignation and does not involve giving up or quitting
- Acceptance is based on realistic appraisal and active decision making
Flexibility

“Acceptance is the peace that comes with letting life happen – without forcing it.”

Resilience Strategies During COVID

Self-Care

- Nutrition
- Sleep
- Exercise
- Mindfulness
- Meditation
- Relaxation techniques
- Deep breathing
- Yoga
- Hobbies
- Sports
- Art/Crafts
- Nature
- Music
- Reading
- Faith/Spirituality
- Daily release
Quotes

- “The secret of the care of the patient is caring for the patient.”

“The secret of the care of the patient is caring for oneself while caring for the patient.”

Resilience PROGRAM

- **P**ositive thinking
- **R**eframing
- **O**ptimism
- **G**ratitude
- **R**eflection
- **A**ltruism
- **M**eaning
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