

Sandra Shallcross, PhD, LP

New Directions in Clinician Well-being: Empowerment for Change

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No Conflicts to Disclose

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Learning Objectives

- 1) Identify evidence-based practices to address chronic stress and burnout
- 2) Describe new directions for development of clinician resilience

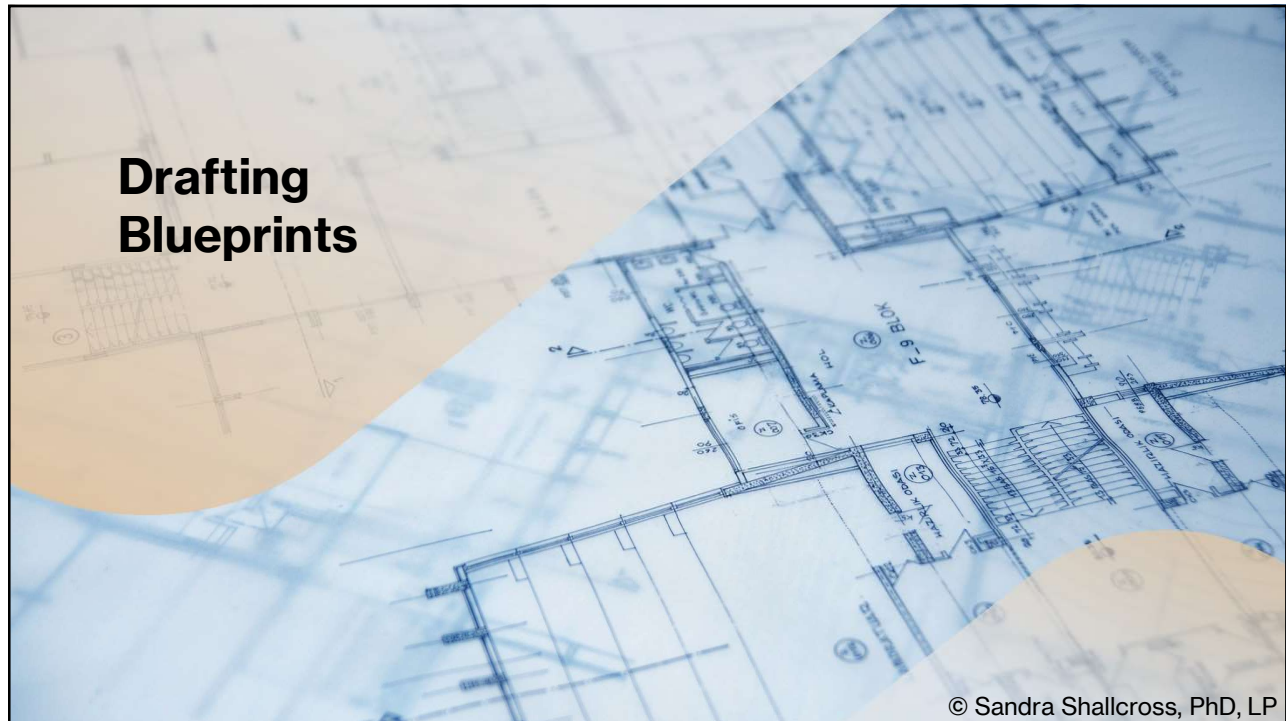
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Burnout is Complex

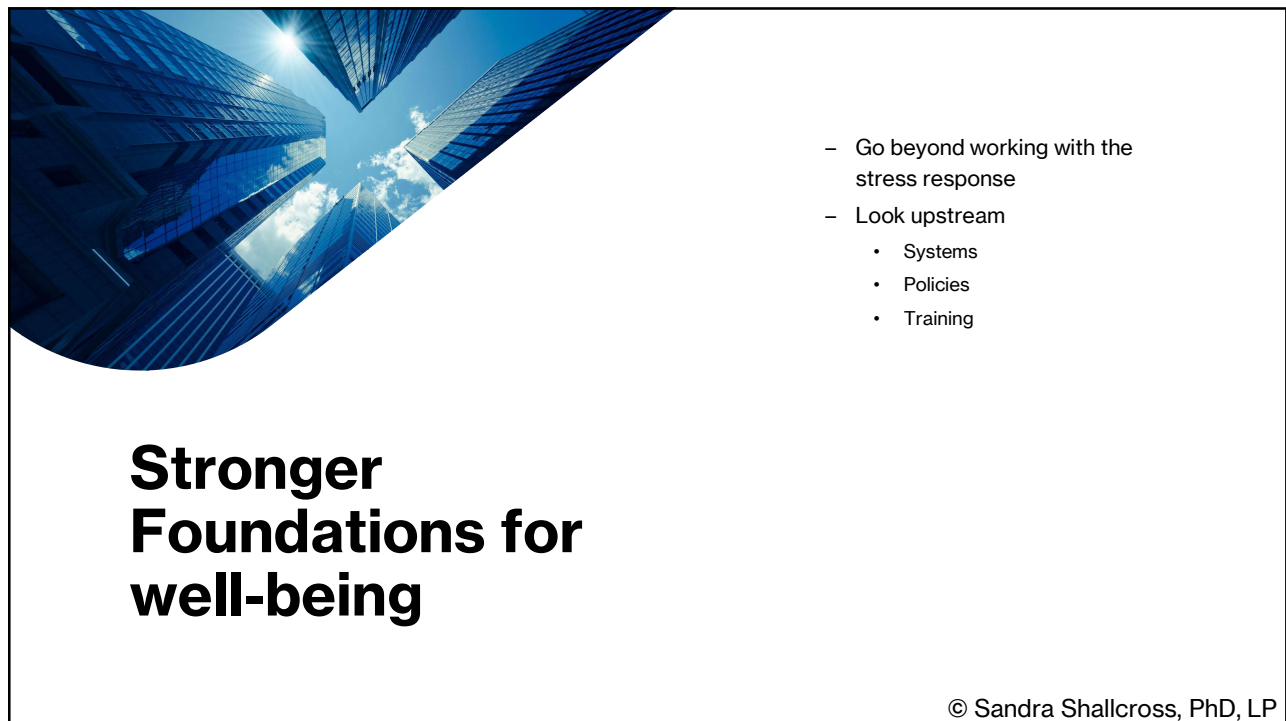
- Many contributing factors
 - System-wide
 - Organizational
 - Individual

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Professional Culture

- Excellence
- Heroism
- Empathy

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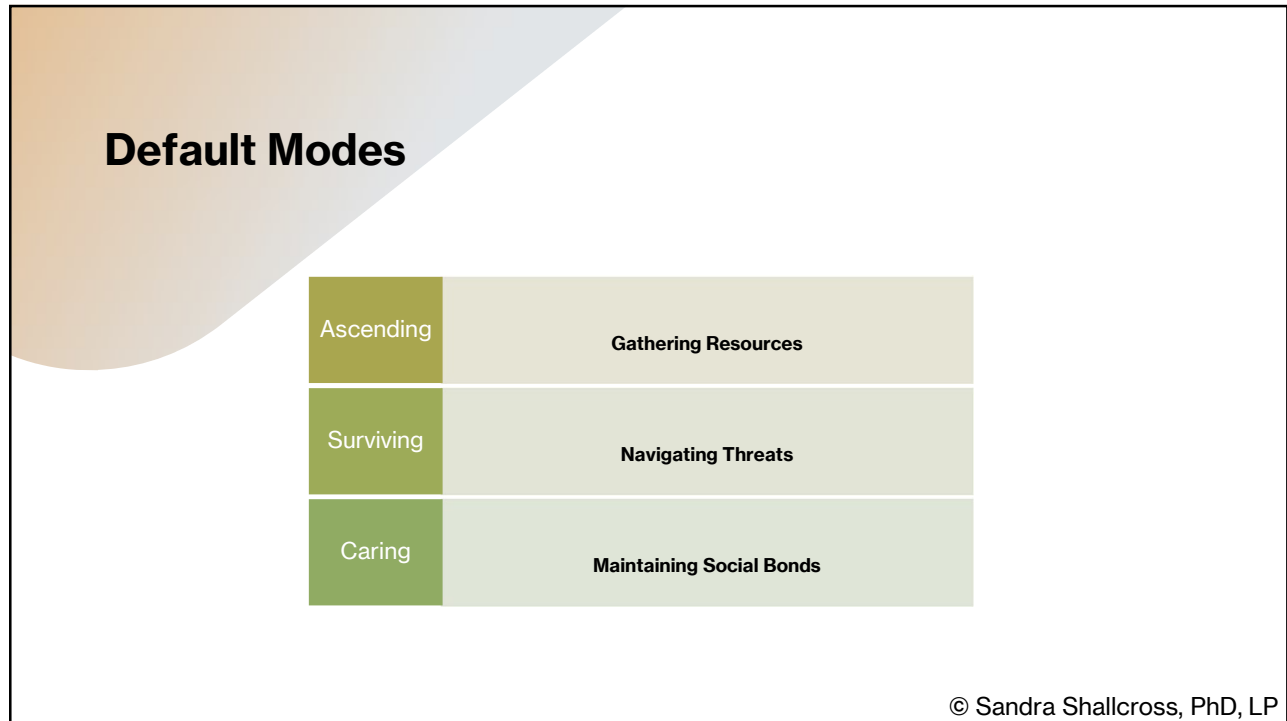
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Pathways to Burnout

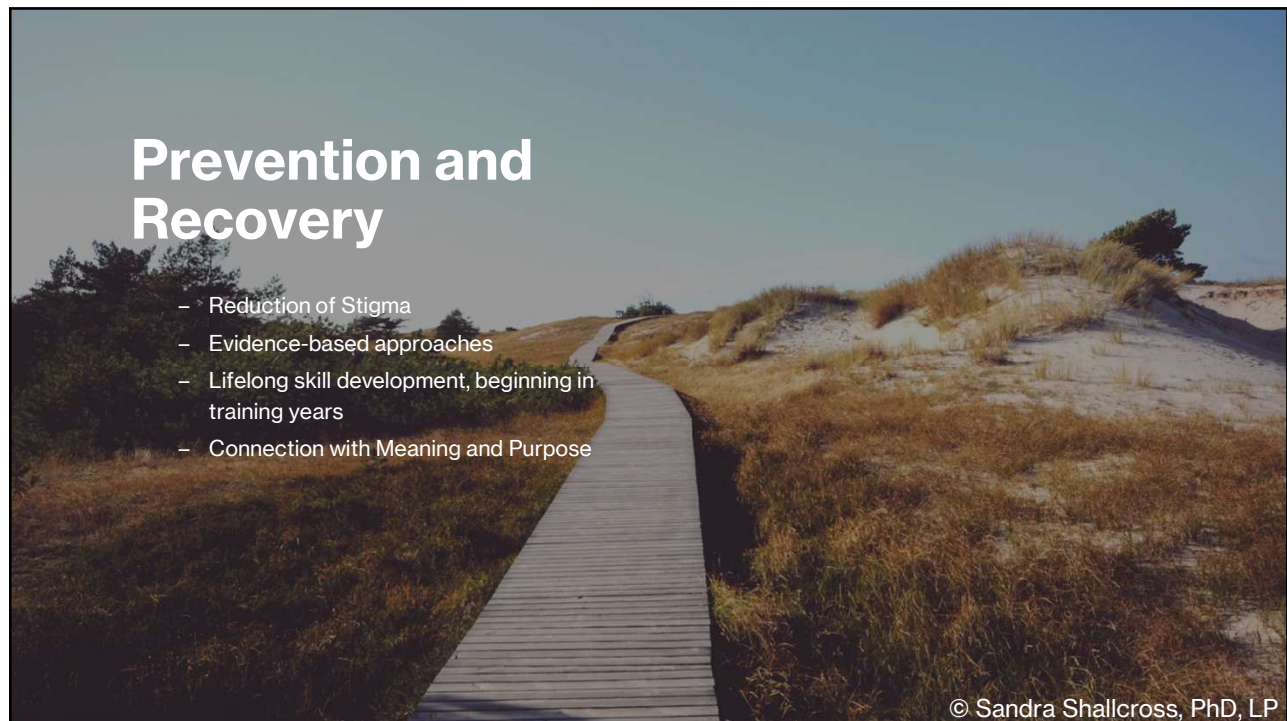
		
Ascending Path	Surviving Path	Caring Path
Unrelenting high standards Fear of Failure Hyper-responsibility	Trauma and stress Culture of Silence Avoidance coping	High in Empathy Role demands Guilt and Empathic Distress

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Cognitive Behavioral Training

Gold Standard approach for many conditions that overlap with or co-occur with burnout (e.g., depression, trauma, anxiety)

Teaches effective strategies for working with the stress and other difficult emotional responses (e.g., cognitive reappraisal)

Integrative models, incorporating elements of mindfulness have been effective for burnout (adapted for HCPs)

Mindfulness-based Cognitive Therapy

Acceptance and Commitment Therapy

Prudenzi et al, 2021; Towey-Swift, et al., 2022; Olared, et al., 2021; Reeve, et al., 2018; Rudaz, et al., 2017

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Mindfulness-based Training

Mindfulness-Based Stress Reduction

In-depth introduction to mindfulness skills

Efficacious with HCPs

Requires dedicated practice

Interventions increase acceptance-based skills

Increasing facets of mindfulness, especially nonjudging, is associated with alleviation of burnout in a study of Mindfulness training + ACT-based intervention.

Tement, et al., 2021; West, et al, 2016; Fendel, et al., 2020; Kinnunen, et al., 2020; Krasner, et al., 2009

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Compassion Training

Newer training models – moving beyond mindfulness as a stress relief tool and into training in prosocial qualities

Loving Kindness (i.e., kind wishes toward others)

Compassion

Compassion Cultivation Training at Center for Compassion & Altruism in Research and Education (CCARE) at Stanford

Developed with the Dalai Lama

Mindful Self-Compassion Training

Developed by Kristin Neff and Christopher Germer

Both promising, and may be ideally suited to clinicians

Delaney, 2018; Eriksson, et al., 2018; Weingartner, et al., 2019; Neff & Germer, 2018; Stellar, et al., 2014

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Resources

- [AMA Ed Hub](#)
- [AMA Steps Forward](#)
- [ACP Physician Wellness Resources](#)
- [Institute for Professional Worklife](#)
- [Stanford WellIMD Well-being toolkit](#)
- [Self-Compassion Resources](#)
- [Restore Health Academy](#)

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Where do we go from here?

- Balancing efficiency and effectiveness
- Tailoring content to suit clinicians
- Adopting clinician well-being as a key quality indicator

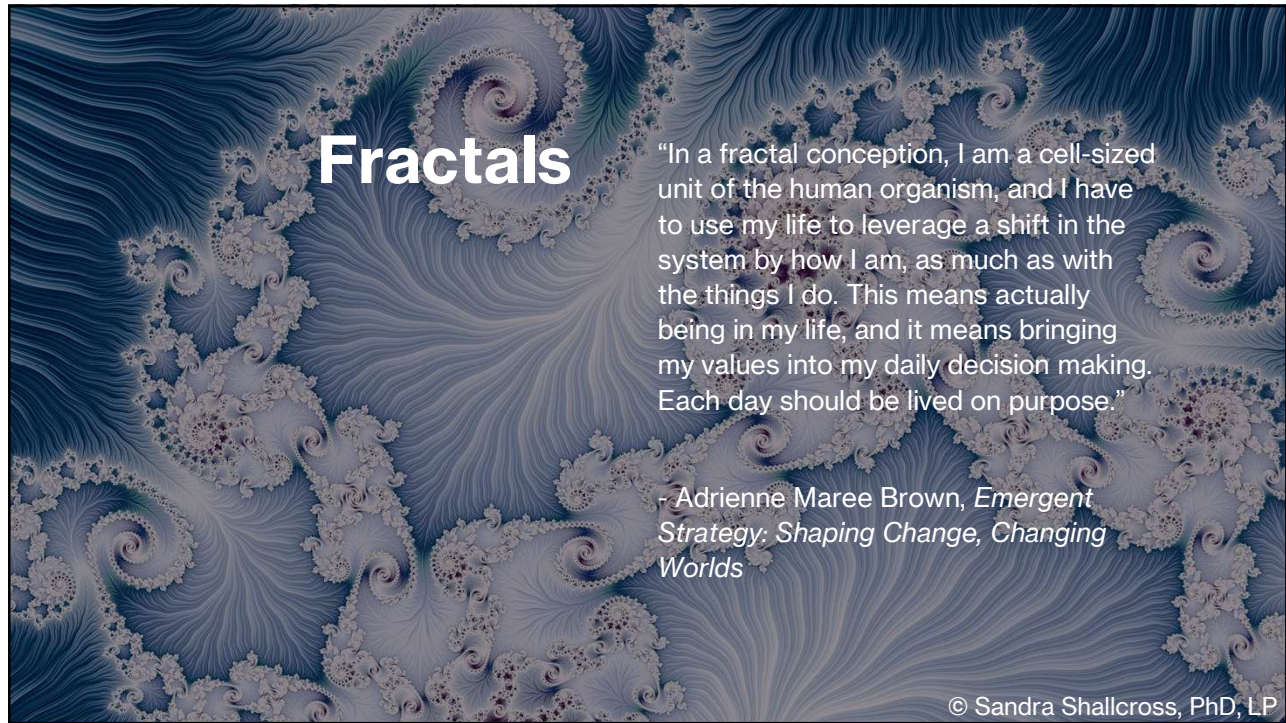
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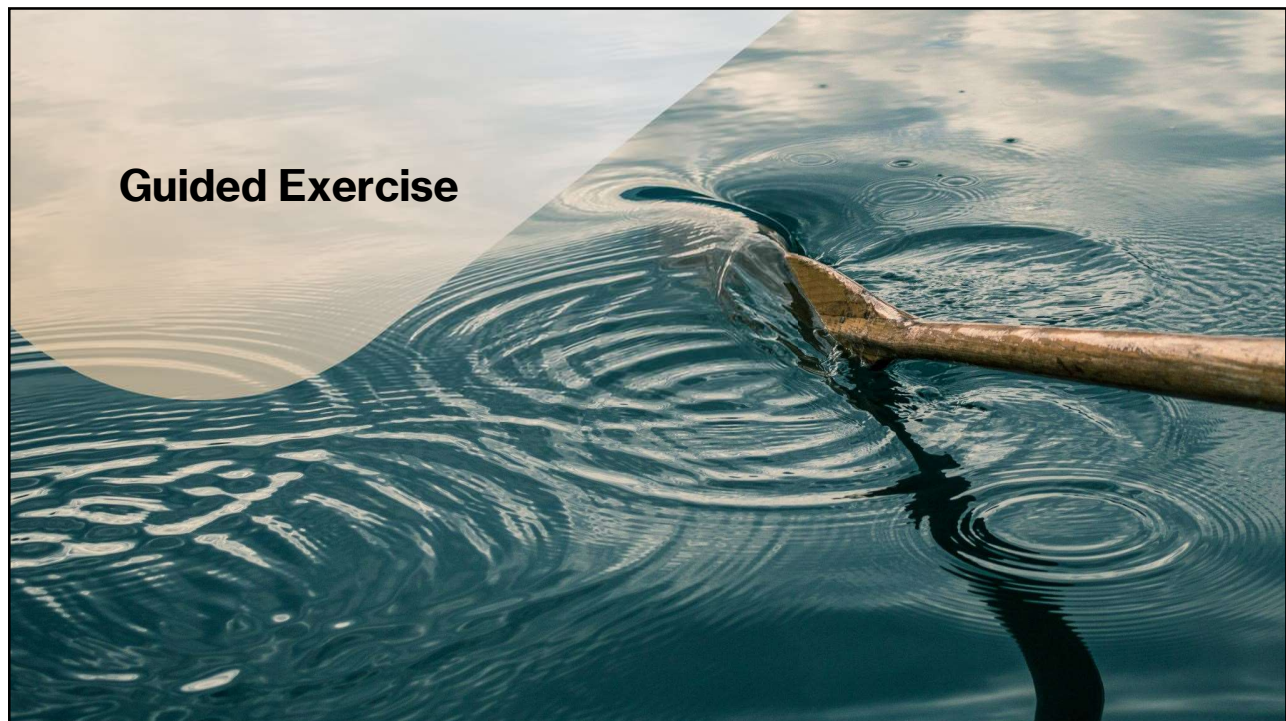
Take it One Step at a Time

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