New Directions in Clinician Well-being: Empowerment for Change

No Conflicts to Disclose
Learning Objectives

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

Burnout is Complex

- Many contributing factors
  - System-wide
  - Organizational
  - Individual
Stronger Foundations for well-being

- Go beyond working with the stress response
- Look upstream
  - Systems
  - Policies
  - Training
Professional Culture

- Excellence
- Heroism
- Empathy

Pathways to Burnout

Ascending Path
Unrelenting high standards
Fear of Failure
Hyper-responsibility

Surviving Path
Trauma and stress
Culture of Silence
Avoidance coping

Caring Path
High in Empathy
Role demands
Guilt and Empathic Distress

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Default Modes

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Prevention and Recovery

- Reduction of Stigma
- Evidence-based approaches
- Lifelong skill development, beginning in training years
- Connection with Meaning and Purpose
### 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; Otared, et al., 2021; Reeve, et al., 2018; Rudaz, et al., 2017

### 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.

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

Resources

- AMA Ed Hub
- AMA Steps Forward
- ACP Physician Wellness Resources
- Institute for Professional Worklife
- Stanford WellMD Well-being toolkit
- Self-Compassion Resources
- Restore Health Academy
Where do we go from here?

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

Take it One Step at a Time
Fractals

“In a fractal conception, I am a cell-sized unit of the human organism, and I have to use my life to leverage a shift in the system by how I am, as much as with the things I do. This means actually being in my life, and it means bringing my values into my daily decision making. Each day should be lived on purpose.”


Guided Exercise
Thank You

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