
Physician Health and Wellness:
Loving Ourselves is a Revolution!
#FMRevolution #AAFPWellbeing

—

Kay Durst, MD,FAAFP

Learning objectives:

1. How do we define burnout and What we can do to help prevent burnout.
2. Why does it matter? The cost of burnout.
3. Understand what the American Academy of Family Medicine is doing to help prevent physician burnout.
4. To give resources to use for ourselves and our peers to help prevent burnout.

Family Medicine Revolution

Family Physicians are Heroes

Every Hero has an origin story

Annual of Medicine - Jan 23,2017

The Heroism of Incremental Care!

**No financial
Disclosures**

Loving ourselves is the new revolution!#Physician selfcare



Triple Aim to Quadruple Aim

1. Better Care

Using Evidence-Based Approaches and programs

2. Better health

Evidenced-Based Best Practices

3. Lower costs

4. Better Care of health Team

From Triple to QUADRUPLE AIM:





Our Stories -



Kay Durst, MD, FAAFP

3rd generation Family Medicine Doctor

MUSC Medical School

University of Florida Intern

University of Miami Residency

Employed had own practice employed again

Married two kids, dog, two cats, fish

Lived in Thailand, Atlanta, Chicago, France,
Puerto Rico

Been involved in the Academy for many years

Covid 2020- April fools

Optimist/ Pessimist



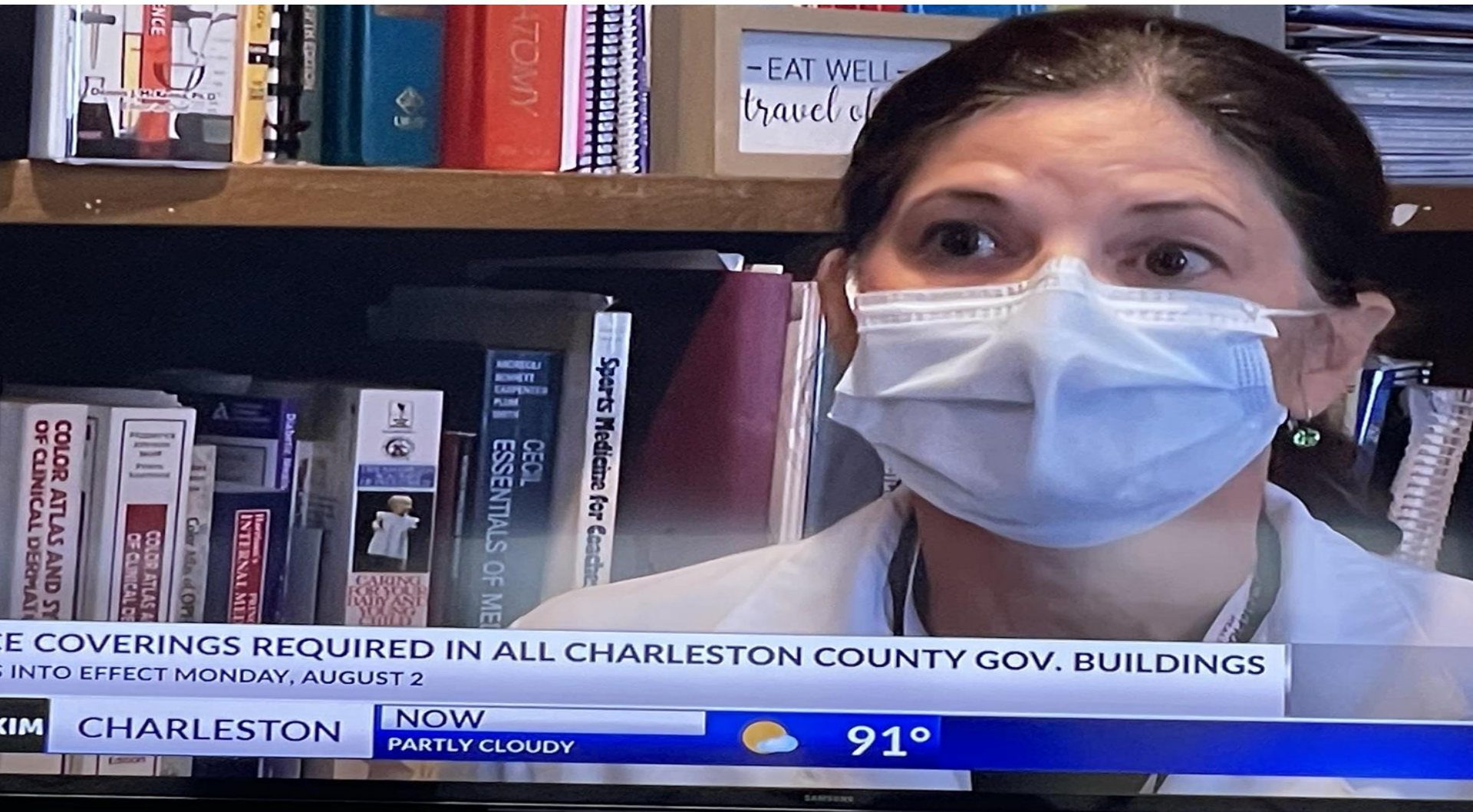
The Twins Story!

How do we get out of this?

How do we get out of this

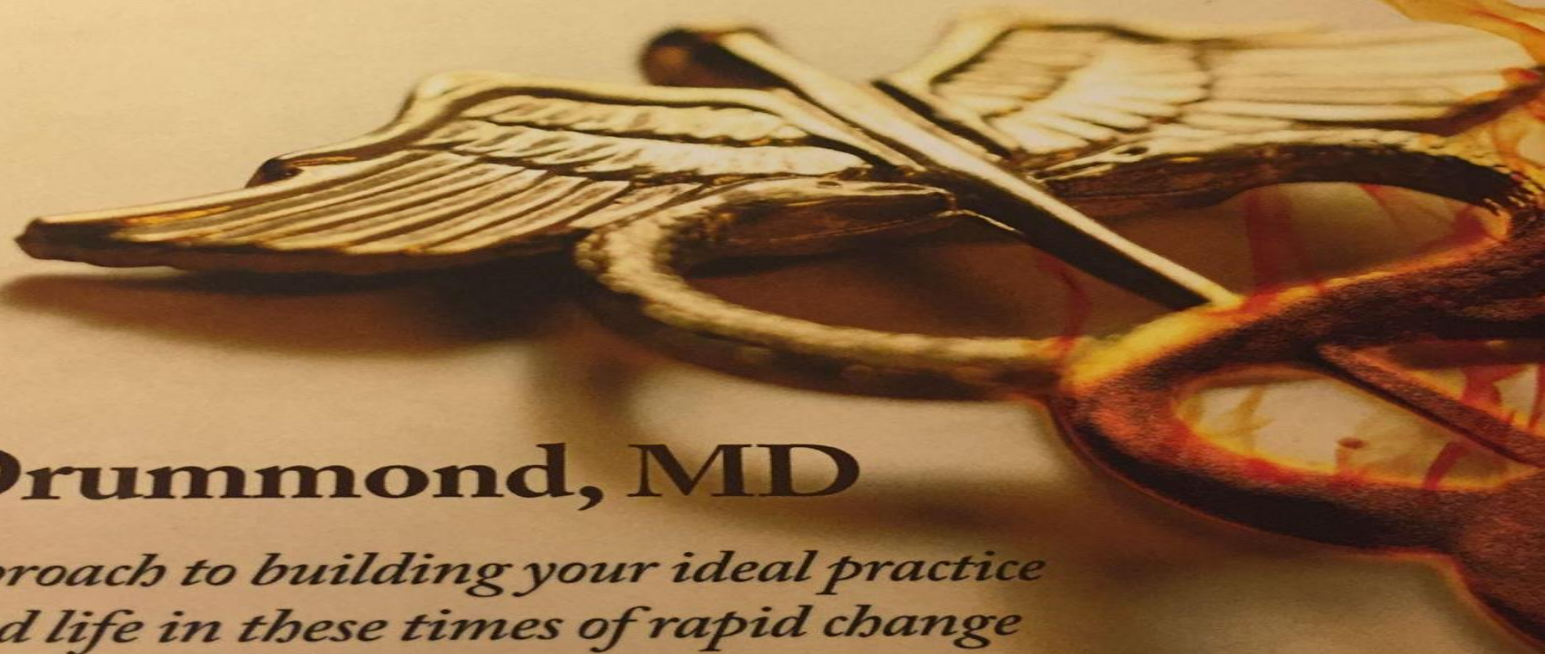
M.....?

Do something about it.....



STOP PHYSICIAN BURNOUT

*What to Do When
Working Harder Isn't Working*



Dike Drummond, MD

*A systems approach to building your ideal practice
and a balanced life in these times of rapid change*

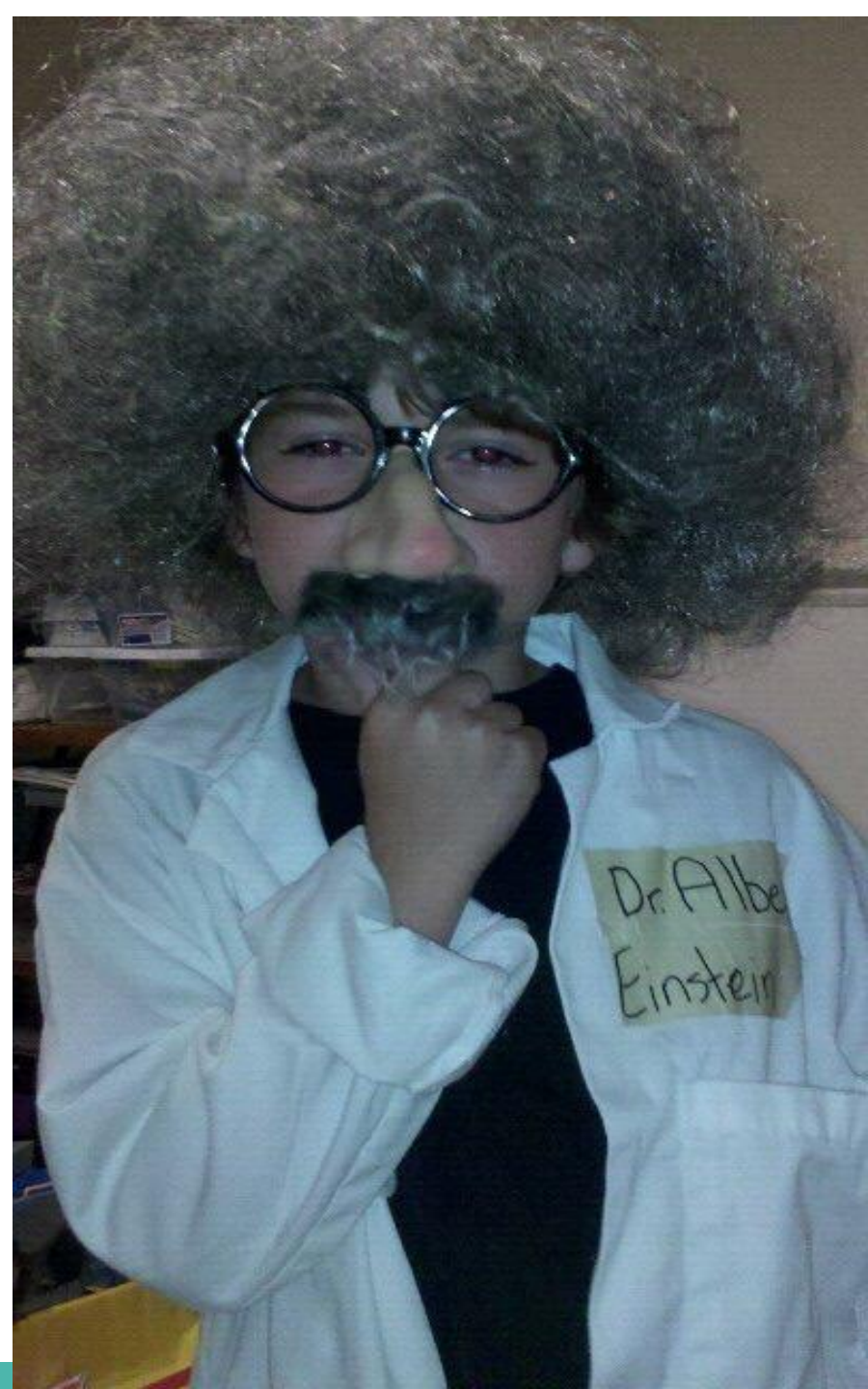
Burnout- The Great Masquerader

The Many Faces of burnout. –Some hidden

Recognizing Burnout -

1. Emotional fatigue/Disengagement
2. Callousness/cynicism
3. Poor Performance
4. Overwhelming exhaustion
5. Turn to alcohol, drugs, family strife, divorce, suicide
6. Anxiety/Depression

Hidden Mask



Burnout

Report from 2021- Medscape Family Medicine

Nearly half reported burnout

1-10 was thinking of leaving medicine

15 % of thought of suicide and 1% have attempted

Greatest Risks-

Younger than 55, Female, Child under 21, Spouse/partner not in medicine, lack of leadership

Women physicians

Matricentric Feminism in the Time of COVID-19: An Exploration of Women Physicians at the Intersection of Mothering

Yalda Jabbarpour MD, Melina K. Taylor PhD, MPH, Coffman MS, Aimee R. Eden PhD, MPH

Introduction

The COVID-19 pandemic ushered in an era of change throughout society. We have changed how we work, how we attend school, and how we socialize and interact with others. The news media has tracked the ways in which the pandemic has increased domestic and child-related labor due to stay-at-home guidelines, school and childcare facility closures, and intermittent access to basic resources (Boteach, 2020; Graves, 2020; Mystal, 2020). Women in heterosexual relationships continue to shoulder a larger proportion of these increased home and childcare responsibilities, with women reporting reducing work hours by 4 or 5 times as much than men (Collins et al., 2021). Because of the pandemic, women are leaving the workforce at higher rates than men and are reporting higher rates of depression and anxiety (Calarco et al., 2020; Kashen et al., 2020). This "she-cession" has not only brought the ratio of women working to the lowest point since 1988 (at less than 57% as of January 2021), but has implications for stalling career advancement, decreasing diversity in the overall workforce, and eliminating mentorship opportunities for women, with women of color being hit especially hard (Warrell, 2021).

Physicians, like everyone else, have faced these changes and challenges in their personal and professional lives, but have also faced dramatic changes in their delivery of healthcare. The four walls of the exam room no longer existed in an increasingly virtual world. When the four walls remained, they no longer represented a safe space to foster a patient-physician relationship, but instead a barriered new world of communicating through personal protective equipment. International surveys have demonstrated the psychological impact of COVID-19 on physicians, with over half of respondents reporting depression and anxiety (Elbay et al., 2020). Media reports in the US have highlighted the personal sacrifices physicians are making, the rising rates of burnout, depression, anxiety, and even suicide attempts attributed to the pandemic (Khullar, 2020; Pappa et al., 2020; Roy, 2020). While COVID-19 has impacted

Academic Medicine Faculty Perceptions of Work-Life Balance Before and Since the COVID-19 Pandemic

Susan A. Matulevicius, MD, MScS; Kimberly A. Kho, MD, MPH, MScS; Joan Reisch, PhD; Helen Yin, PhD

Abstract

IMPORTANCE How the COVID-19 pandemic has affected academic medicine faculty's work-life balance is unknown.**OBJECTIVE** To assess the association of perceived work-life conflict with academic medicine faculty intention to leave, reducing employment to part time, or declining leadership opportunities before and since the COVID-19 pandemic.**DESIGN, SETTINGS, AND PARTICIPANTS** An anonymous online survey of medical, graduate, and health professions school faculty was conducted at a single large, urban academic medical center between September 1 and September 25, 2020.**MAIN OUTCOMES AND MEASURES** Self-assessed intention to leave, reducing employment to part time, or turning down leadership opportunities because of work-life conflict before and since the COVID-19 pandemic.**RESULTS** Of the 1186 of 3088 (38%) of faculty members who answered the survey, 649 (55%) were women and 682 (58%) were White individuals. Respondents were representative of the overall faculty demographic characteristics except for an overrepresentation of female faculty respondents and underrepresentation of Asian faculty respondents compared with all faculty (female faculty: 649 [55%] vs 1368 [44%]; Asian faculty: 259 [22%] vs 963 [31%]). After the start of the COVID-19 pandemic, faculty were more likely to consider leaving or reducing employment to part time compared with before the pandemic (leaving: 225 [23%] vs 133 [14%]; $P < .001$; reduce hours: 281 [29%] vs 206 [22%]; $P < .001$). Women were more likely than men to reduce employment to part time before the COVID-19 pandemic (153 [28%] vs 44 [12%]; $P < .001$) and to consider both leaving or reducing employment to part time since the COVID-19 pandemic (leaving: 154 [28%] vs 56 [15%]; $P < .001$; reduce employment: 215 [40%] vs 49 [13%]; $P < .001$). Faculty with children were more likely to consider leaving and reducing employment since the COVID-19 pandemic compared with before the pandemic (leaving: 159 [29%] vs 93 [17%]; $P < .001$; reduce employment: 213 [40%] vs 130 [24%]; $P < .001$). Women with children compared with women without children were also more likely to consider leaving since the COVID-19 pandemic than before (113 [35%] vs 39 [17%]; $P < .001$). Working parent faculty and women were more likely to decline leadership opportunities both before (faculty with children vs without children: 297 [32%] vs 84 [9%]; $P < .001$; women vs men: 206 [29%] vs 47 [13%]; $P < .001$) and since the COVID-19 pandemic (faculty with children vs faculty without children: 316 [34%] vs 93 [10%]; $P < .001$; women vs men: 148 [28%] vs 51 [14%]; $P < .001$).**CONCLUSIONS AND RELEVANCE** In this survey study, the perceived stressors associated with work-life integration were higher in women than men, were highest in women with children, and have been exacerbated by the COVID-19 pandemic. The association of both gender and parenting

(continued)

Key Points

Question How is the COVID-19 pandemic associated with academic medicine faculty perceptions of work-life integration?**Findings** In this survey of 1186 medical, graduate, and health professional school faculty, more faculty considered leaving since the COVID-19 pandemic than before. Faculty with children, particularly female faculty with children, were more likely to consider leaving since the pandemic.**Meaning** These findings suggest that the stressors of integrating work and life are higher in female faculty than male faculty, highest in women with children, and may have been heightened by the COVID-19 pandemic.

Supplemental content

Author affiliations and article information are listed at the end of this article.

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JAMA Network Open. 2021;4(6):e2113539. doi:10.1001/jamanetworkopen.2021.13539

June 15, 2021 1/10

Downloaded From: <https://jamanetwork.com/> on 04/15/2022

Abstract (continued)

with increased perceived work-life stress may disproportionately decrease the long-term retention and promotion of junior and midcareer women faculty.

JAMA Network Open. 2021;4(6):e2113539. doi:10.1001/jamanetworkopen.2021.13539

Introduction

The COVID-19 pandemic has altered the ways we live and work with far-reaching impacts on all sectors of society. In the United States, 9.8 million jobs were lost between February and December 2020.¹ This job loss has disproportionately affected women, who accounted for 46% of the prepandemic workforce but have experienced 54% of pandemic-related job losses.² Structural inequalities further affect parents who have significantly increased their time spent on household and childcare duties by an additional 27 hours per week.³ This change has disproportionately affected mothers of young children, who have experienced a 4- to 5-fold decrease in work hours than working

Cost of Physician Burnout.



\$\$\$\$\$\$\$-Epidemic of Burnout

We are our greatest asset -

Annals of Internal Medicine- June 2019

-Conservative base model \$4.6 Billion in costs related to physician turnover and reduced clinical hours

1. 1.5 million or more to replace a physician
2. Cost to patient outcomes etc

Improving our well-being

Improves patient care and outcomes

Covid and the Pandemic

-

Changed the playing field.

Worried about ""

A. Ourselves-

B. Our Families

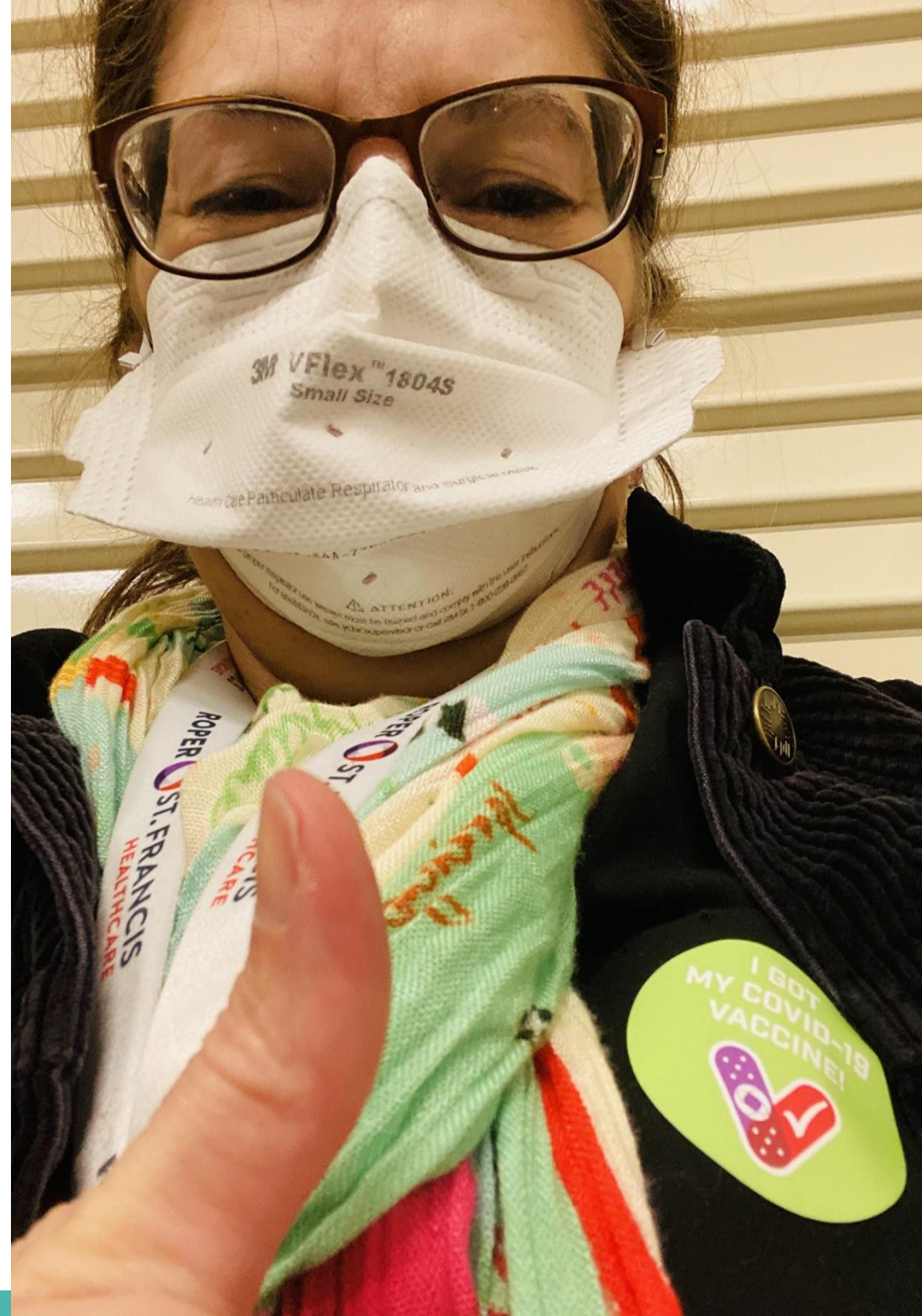
C. Our kids

D. Our Jobs

E. Our Health

F. Our Patients

G. Our tools -PPE, Etc....



The Vaccines, Testing, Treatment



Microaggressions Causing Burnout

Racial Tensions, Economic Tension, Political Tensions
Leading Well-being in Diversity, Inclusion and Equity
Cultures - Leading to more open discussions

Question- ???

Have you been concerned about burnout in a colleague?

Have you been concerned about burnout in yourself?

What word describes what you have observed in someone who is burned out?

Covid brought on more Burnout/Silver Linings

Turning Challenges into Evidence-Based Opportunities

**EVERYDAY
VITALITY**



Turning Stress into Strength

Samantha Boardman, MD

Shift In Mindset



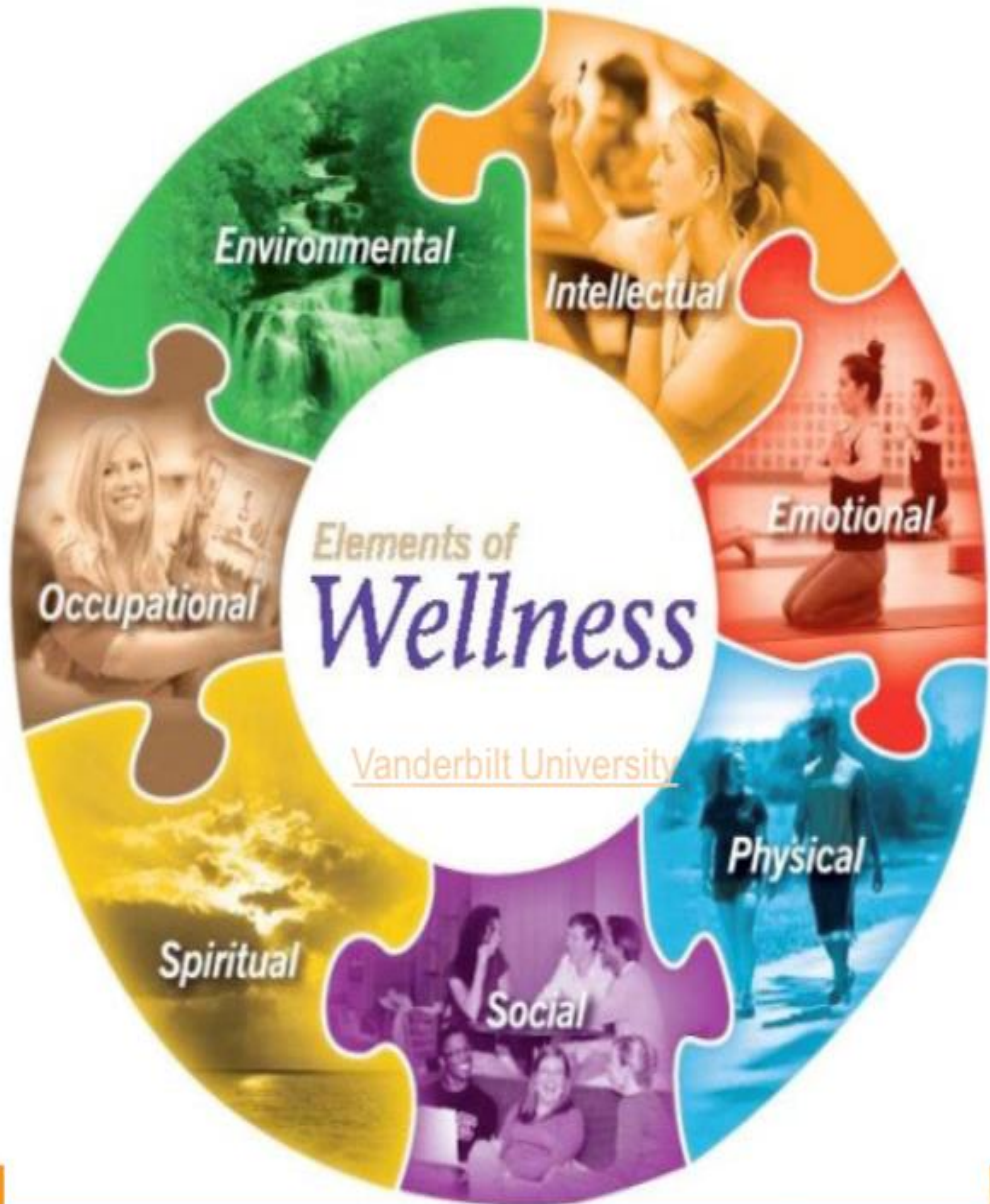
Physician Well-being



AMERICAN ACADEMY OF FAMILY PHYSICIANS



AMERICAN ACADEMY OF FAMILY PHYSICIANS



The Well-being Program 2022

1. Environmental	2. Intellectual	3. Emotional	4. Physical
5. Social	6. Spiritual	7. Occupational	8. Wellness

Change begins with me

Work-Life Balance

Prioritize my well-being to care for others

What well-being activities are you doing for yourself?

Dr. Catherine Pipas- Papers



AMERICAN ACADEMY OF FAMILY PHYSICIANS

STRONG MEDICINE FOR AMERICA

AAFP - What are we doing about it?

1. AAFP- Wellness Conferences- since 2018.
2. Health First initiatives and website -

Dr. Catherine Pipas - MUSC graduate

3. Physician Wellness Scholars - 2021- 2022 Ambassadors
4. Many Articles about Wellbeing
5. Health initiatives

Rise of Wellness Initiatives in health Care

National Data support effective well-being Champions and wellness programs

Taking Action against clinician Burnout - Many articles in National Academies Press, AAFP, JAMA

Wellness Committees

Building 5 ps- People,Purpose,Products,Processes,Policies

Well-being Instruments

Maslach Burnout Inventory MBI

Well-being Index(Mayo)

Professional Fulfillment Index(PFI)

Warwick-Edinburgh Mental Wellbeing Scale

Health First Initiatives

1. Physician Health First
2. Your health before all else - Physician heal thyself!
3. Creating a culture of Well-being
4. Increase Joy in Practice
5. Practice Self care
6. Suicide Prevention and Emergency Help

AAFP RESOURCES

[CME](#)[Family Physician](#)[Med Student & Resident](#)[Events](#)[Membership](#)[Advocacy](#)[News](#)

Prioritize Your Well-being

Receive support amid COVID-19 and access the latest physician well-being resources.

[Start Now](#)

PHYSICIAN HEALTH FIRST
My people. My practice. My profession.



Creating a Culture of Well-being

1. Design a Practice that Supports you.
2. Learn to Lead, get involved.
3. Enhance practice culture and leadership skills.

Increase Joy in Practice

1. Reducing administrative burden
2. Practice improvements
3. Habits to reduce workload
4. Shift mindset

Practicing Self Care

1. Mindfulness
2. Healthy Lifestyle
3. Reduce Stress



AAFP - Wellness Conferences



AAFP Conference

Since 2018

1. Lectures-
2. Activities

WEDNESDAY, MARCH 30							
8 a.m.-5 p.m.	Pre-conference for Leading Physician Well-being (LPW) Scholars Only - Royal Palm Ballroom						
3-7 p.m.	Pre-registration - Royal Palm Foyer						
6:30 a.m.	Registration - Royal Palm Foyer						
6:45-7:30 a.m.	Optional Morning Group Activities (Non-CME)						
	Morning Yoga (6:45-7:30 a.m.) - Orchid Foyer						
	Mindful Walk (6:45-7:30 a.m.) - Meet at the front entrance of the hotel						
	Group Run (7-7:30 a.m.) - Meet at the front entrance of the hotel						
7:30-8:30 a.m.	Hot Breakfast - Vista Ballroom and Sunset Veranda						
8:30-9 a.m.	Main Stage Speaker #1: Welcome and Opening Keynote Address - Why Are We Here: The Burnout Impact on Physician Well-being - Margot Savoy - Royal Palm Ballroom						
9-9:30 a.m.	Main Stage Speaker # 2: A Broken System - AAFP's Response - AAFP President Sterling Ransone - Royal Palm Ballroom						
9:30-10 a.m.	Coaching #1: Why are YOU here, and How Can WE help? Mark Greenawald - Royal Palm Ballroom						
10-10:30 a.m.	Break - Royal Palm Foyer and Orchid Ballroom Foyer						
Room	Royal Palm 1-3	Royal Palm 4-5	Royal Palm 6-8	Orchid 1	Orchid 2	Orchid 3-4	Acacia 1-3
10:30-11:45 a.m.	Learning from the Pandemic: How Grief and Loss Can Bring Us Meaning Sharon George	Letting Go of Perfectionism Corey Martin	Practice What You Preach: Incorporating Lifestyle Medicine Into Your Practice and Your Life Beth Polk	Conversations that Connect Belinda Fu; Briana Tierno	The Rise of Organizational Well-being Initiatives Across Health Care Settings and Disciplines Cathy Florio Pipas	Using Mindfulness to Address Implicit Bias Maya Bass	Meaning in Medicine: Putting the Meaning Back in Medicine Lindsay Fazio
11:45 a.m.-1 p.m.	Lunch - Vista Ballroom and Sunset Veranda						
Room	Royal Palm 1-3	Royal Palm 4-5	Royal Palm 6-8	Orchid 1	Orchid 2	Orchid 3-4	Acacia 1-3
1:15 p.m.	Direct Primary Care (DPC): Designing the Life You Want in Family Medicine Sharon George	Science of Gratitude Corey Martin	EMR Inbox Management Jay Winner	Play is the Thing To Rediscover Playfulness, Creativity, Laughter, and Joy Belinda Fu; Briana Tierno	Beyond Work-Life Harmony: Professional Fulfillment and Personal Well-being Can Co-exist Jason Marker	Practicing Self-Compassion Maya Bass	Yoga in Minutes Beth Polk
1:245 p.m.	Break - Royal Palm Foyer and Orchid Ballroom Foyer						
2:5-3:15 p.m.	Main Stage Speaker #3: Half Empty or Half Full: Giving and Receiving Inspiration from Our Community - Nicole Eull; Lindsay Fazio - Royal Palm Ballroom						
3:5 p.m.	Adjourn						
3:5-4:15 p.m.	Optional Session - Small Group Debriefs: Reflecting on Lessons Learned and Planning for the Future - Nicole Eull; Lindsay Fazio; Mark Greenawald - Royal Palm Ballroom						
4:5-6 p.m.	Welcome Reception with Poster Session (Non-CME) - Vista Ballroom and Sunset Veranda						

Wellness is a Journey not a destination



WELCOME

Leading Physician
Well-being Certificate
Program Scholars

PHYSICIAN
HEALTH AND

Leading Physician Well-Being Scholars

1. Work throughout the year-
2. Apply through AAFP
3. Work on projects and small groups
4. Learn leadership skills
5. Work with leaders in the AAFP
6. Well-being Advocacy
7. Performance Improvement
8. Leadership Development

2022 AAFP Scholars - Home Group 3



Tools Learned LPW Scholars

Goal-

SMART- Specific, Measurable, Achievable, Relevant, Timely

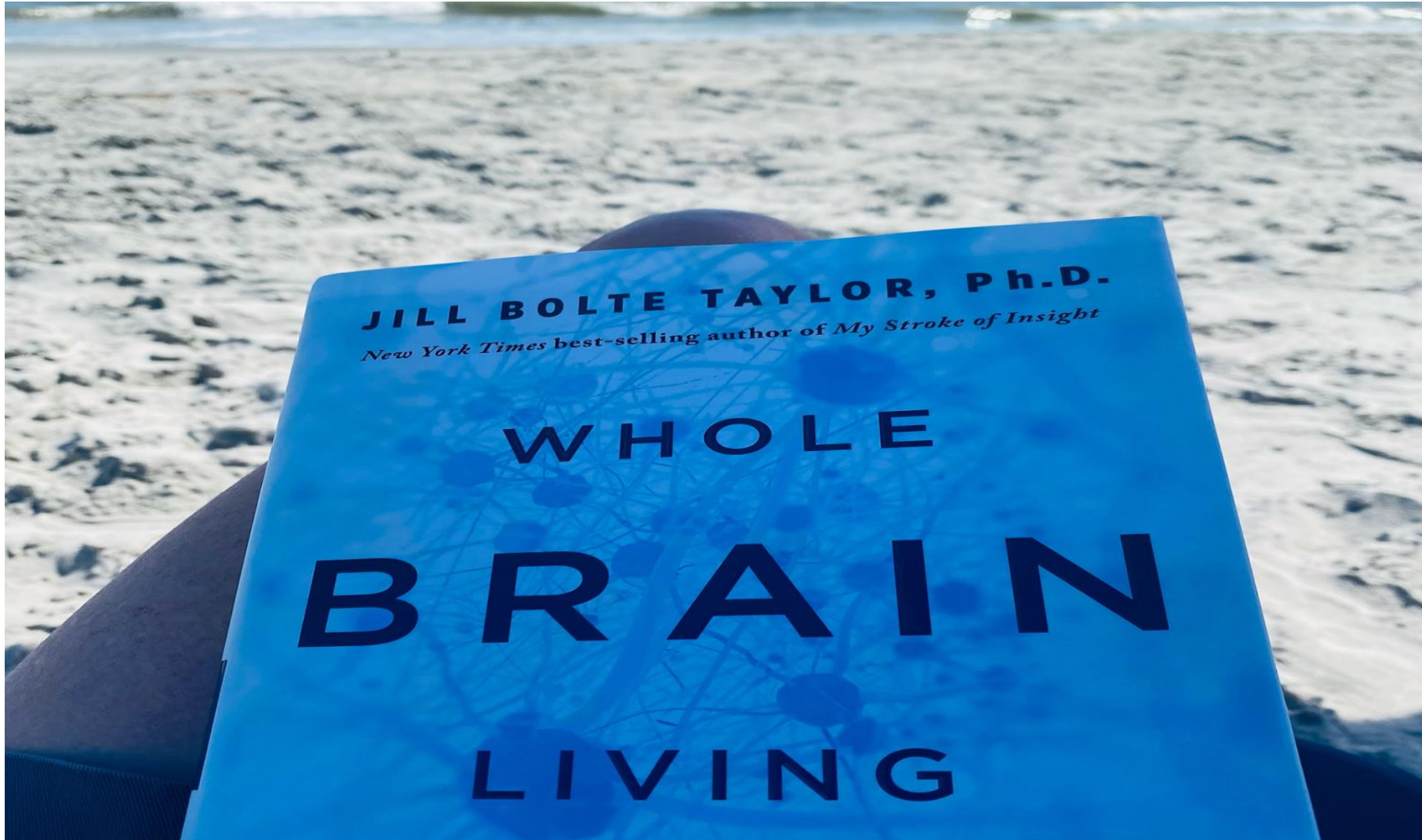
PHIP- Personal Health Improvement Plan

SWIP- System-level, Well-being, Improvement, Project

www.MYPHIT.org - My Personal Health Improvement Tool (PHIT)

www.aamc.org/wellbeing - Ass of American Medical Colleges

Whole Brain Training and Mindshift



Quick Yoga

Yoga in our chairs

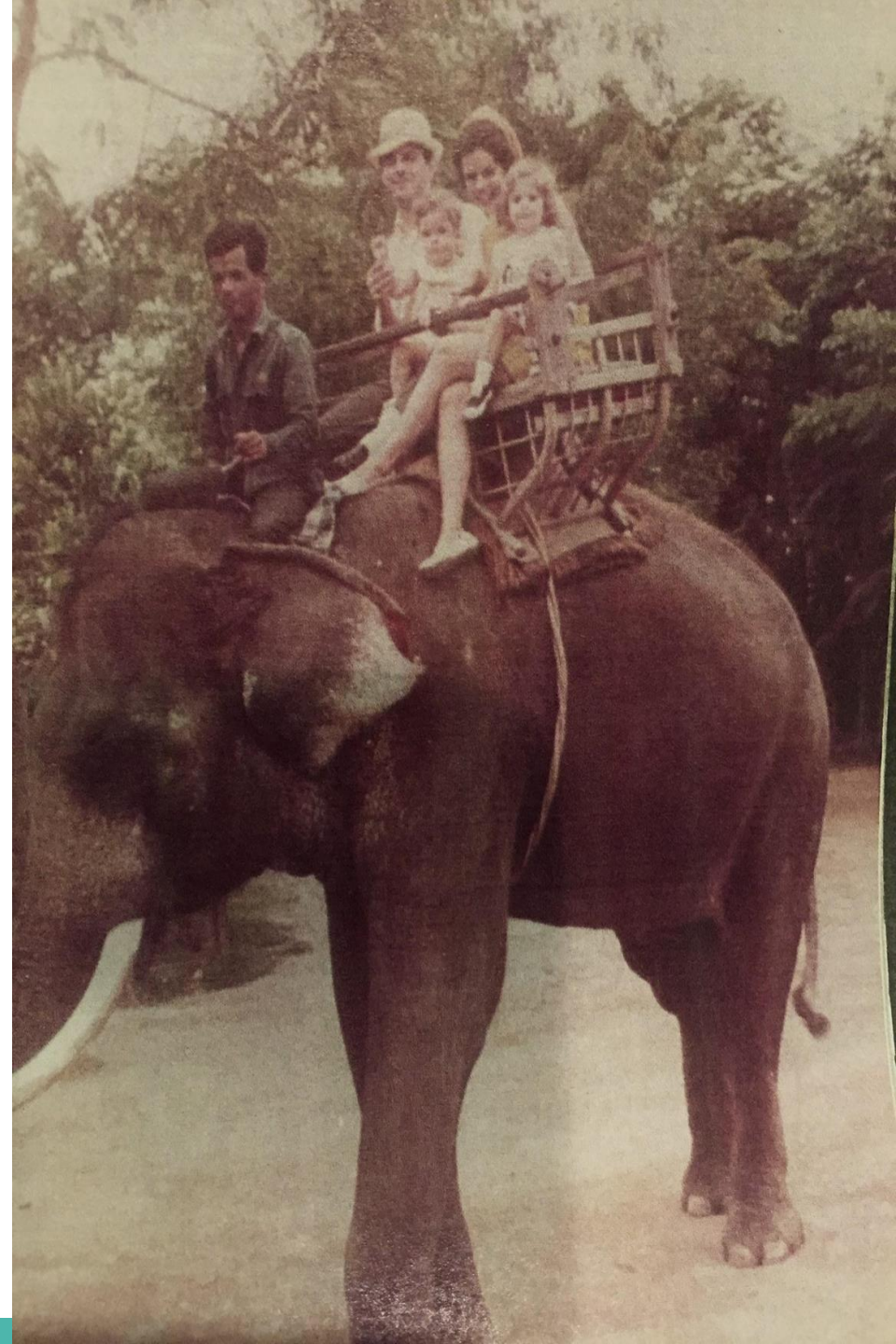
Deep breaths count to
5. In and out

Move neck around,

Stretch up
Side to side.



Elephant in the room



Heartache to Triumph

What Has Changed to Help !

Dr. Lorna Breen

- ER Physician at NY Presbyterian Hospital- director.
- In 2020, in three weeks,
- Lorna treated confirmed covid patients, got covid, while
- Treating others

-400 physicians die each year
by suicide.

Female physicians higher than males

Dr. Lorna Breen

*sister, daughter, friend,
physician*

"I know that much good came from Breen's life. Now I hope some good can come from her death, and that her loss raises our awareness around mental health in the medical community."

Virginia Governor Ralph Northram



H.R. 1667 #LornaBreenLaw

Dr. Lorna Breen Health Care

Provider Protection Act -

In honor of the physician from VA,

who died by suicide in April 2020. Passed Feb 17, 2022.

To establish training grants to educate :

-Health care providers on mental health conditions, substance abuse and suicide prevention along with behavioral health treatment and peer support programs.

-Campaign focused on encouraging health care workers to seek support and treatment.

-Dr. Lorna Breen Foundation- www.drlornabreen.org

Physician Suicide - Help is here

Help Is Here. You Are Not Alone.

Are you or someone you know having suicidal thoughts? Confidential help and support are available 24/7.

Get Emergency Help.

If you are in crisis or thinking about hurting yourself, call the National Suicide Prevention Lifeline: (800) 273-8255. The Lifeline is free, confidential, and available 24 hours, seven days a week.

Text- HOME to 741741- to connect with a crisis Counselor

Starting July 16,2022 dial - 988

September 17- National Physician Suicide Awareness Day

Resources and Help on our way



Physician Wellness and Well-Being



Increasing Joy in Practice/Joy in Medicine

Add Plants and flowers to your office

Huddle with groups

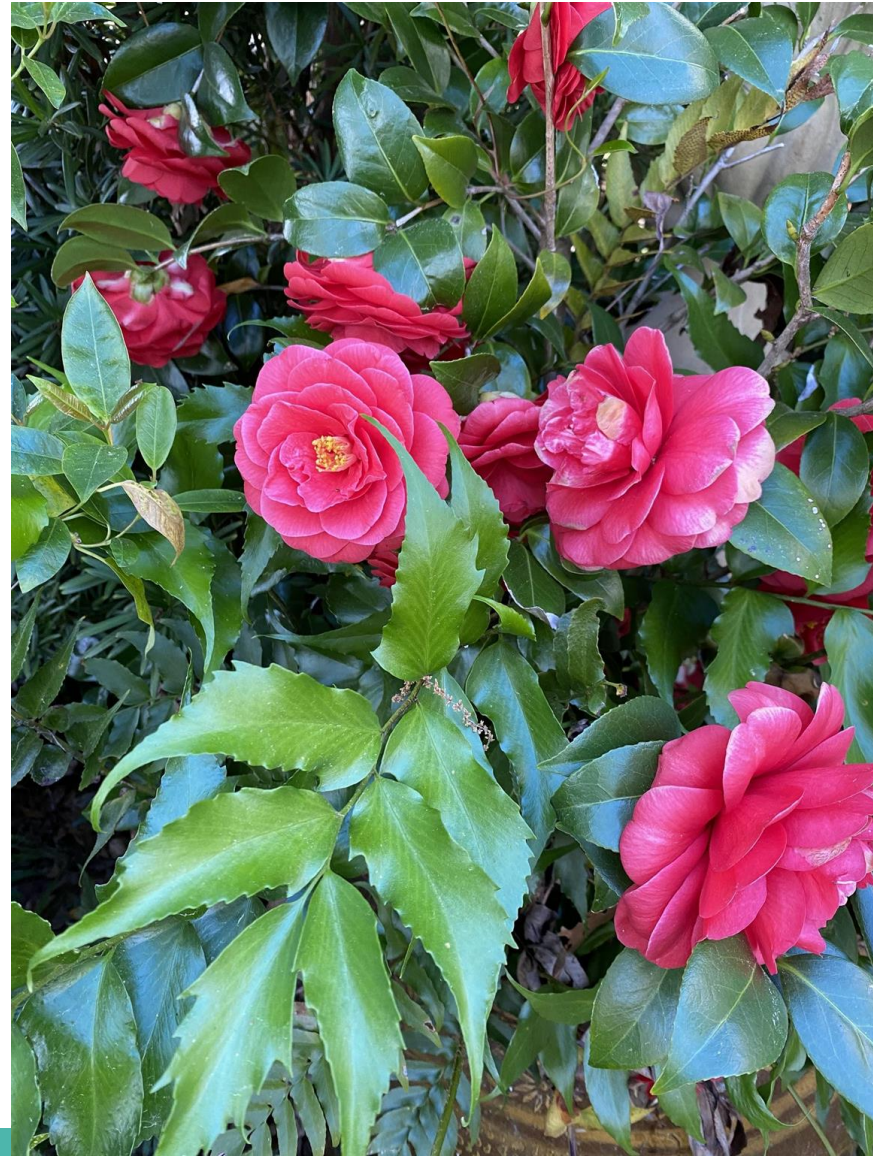
Yoga in minutes

Lunch Breaks

Music while charting

Comfy Chair/ grab your tea.

Start with gratitude



Engage Patients

1. Put books in exams rooms -
such as Mediterranean book, mindfulness
2. Incorporate culinary medicine
3. Chef Coaching
4. Exercise with your patients -
Walk with the doc - sponsor runs
5. Get involved in community -
March of Dimes, Red Cross, Docs Adopt,
School health initiatives
6. Gardens
7. Shop in farmers market



Lifestyle Medicine

American College of Lifestyle Medicine -

- Nutrition- Evidence based Practical approach to chronic disease prevention and treatment.
- Physical activity
- Stress management
- Sleep and health
- Avoidance of risky substances
- Positive social Connection
- Blue Zones
- Adding culinary medicine/Lifestyle medicine to medical curriculum

Culinary Medicine

Gardens-

Herbs

Blue zones

No processed foods

More Fruits and vegetables



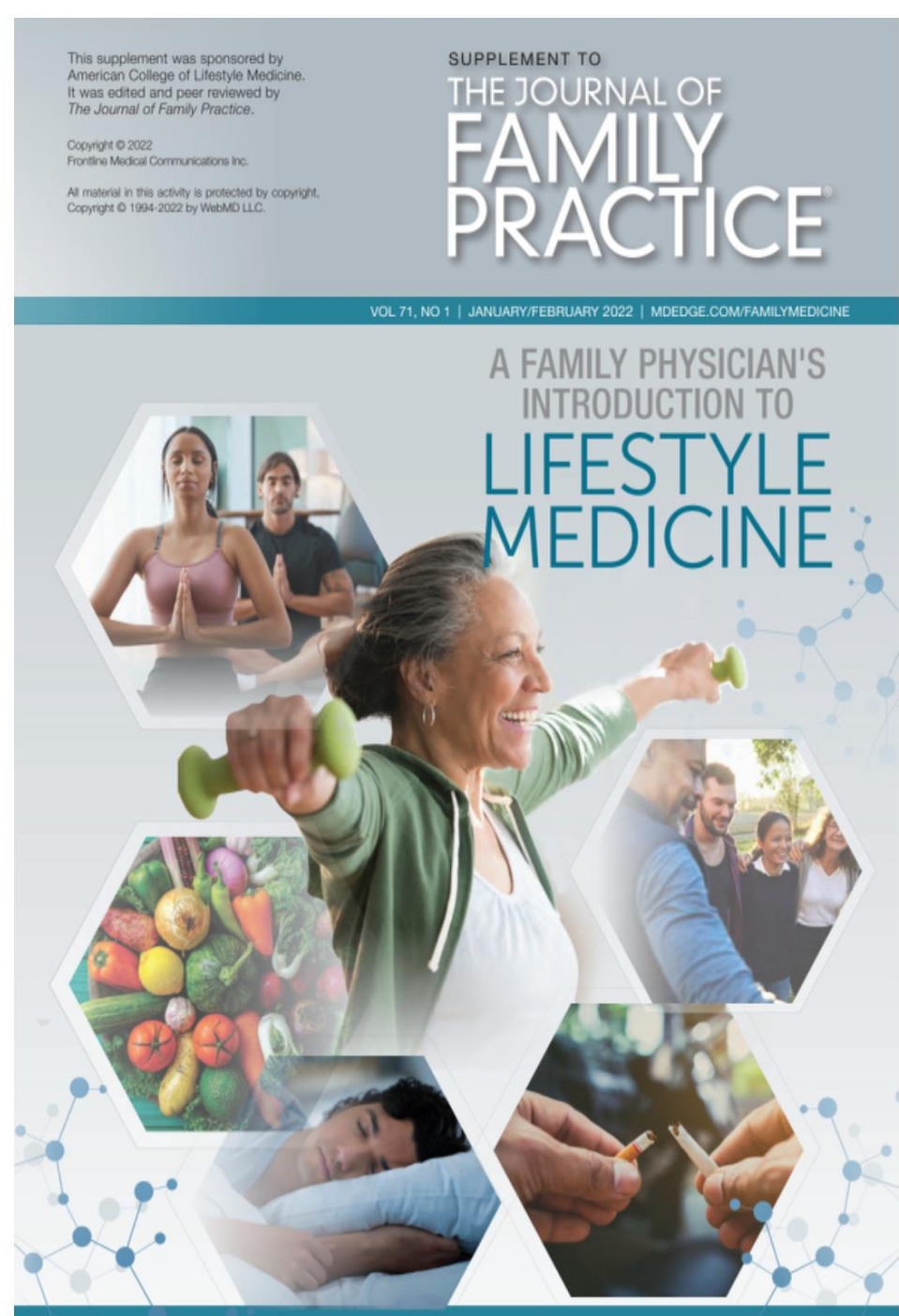
Cooking classes

Chef Coaching/ Harvard.



Journal of Family Practice

- A. Factors affecting the
 - Pillars of Lifestyle medicine
- B. Power and Practice of Lifestyle Medicine in Chronic Disease
- C. Lifestyle Medicine Practice



Golden Nuggets

1.Coaching-

2. Podcasts

3.Balint Groups

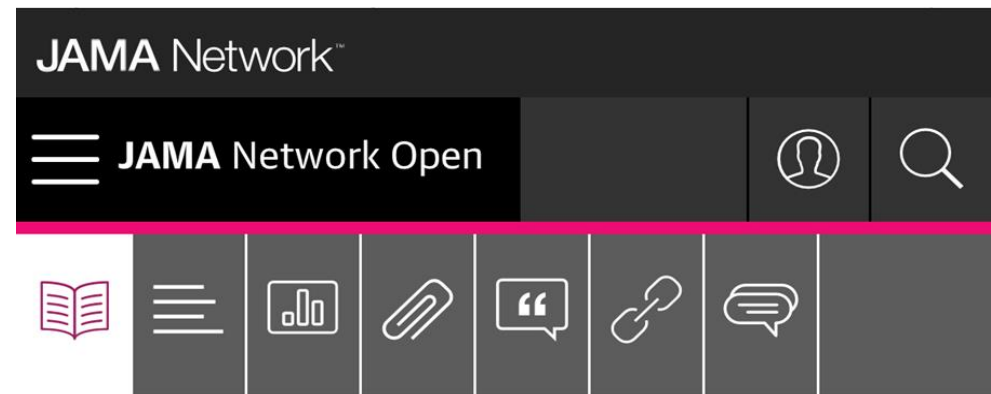
4.Journaling/Books

5.Facebook groups

6. Join Medical societies

Golden Nuggets/ Coaching

1. Evidence -
2. Group Coaching -
3. Coaching and mentoring
4. www.thehappy.md.com
5. Cleveland Clinic/Coaching



May 6, 2022

Effect of a Novel Online Group-Coaching Pro- gram to Reduce Burnout in Female Resi- dent Physicians A Randomized Clinical Trial

Tyra Fainstad, MD^{1,2}; Adrienne Mann, MD^{3,4}; Krithika Suresh, PhD^{5,6}; [et al](#)

» [Author Affiliations](#) | [Article Information](#)

JAMA Netw Open. 2022;5(5):e2210752. doi:10.1001/ja-

Podcasts! Golden Nuggets

1. Entre MD- Dr. Una
2. Doctors changing Medicine
3. The Prospective Doctor
4. Empowering Women Physicians-
Dr. Sunny Smith
5. Wealthy Mom MD- Dr. Bonnie Koo
6. Born to Heal- Dr. Katie Deming
7. The Passive Income MD- Dr. Peter Kim
8. The Physician Philosopher Podcast- Dr. Jimmy Turner



0:05

-25:02

54. Money Mastery For Women P
Doctors Changing Medicine — May

Golden Nuggets /Balint Groups

1. Evidence -based
2. American Balint Society
3. www.americanbalintsociety.org
4. Created in 1950s set up school

Golden Nuggets/Journaling- Books

1. Journaling
2. Narrative writing
3. The Mindful Self-Compassion Workbook- Neff- Germer
4. A Doctor's Dozen -Dr. Catherine Pipas
5. Stop Physician Burnout - Dr. Dike Drummond
6. Other Books

Journal

_2 minutes to write -

The Blue Pitcher!

Solid,Strong

Bringing in Life,Bringing strength

The right weight so

As to feel it in your hand

The right size as to hold

A few cups of life

The water pouring out

So Heavenly to'

The glass that

Brings moisture

To the lips in the

Time of Covid 19 and solitude!

KD



Family Medicine Revolution



Golden nuggets/Grassroots movements

- Look at facebook/Twitter / Instagram /Ways to connect
- Physician Moms Group- 135,000
- Physician Moms in Family Medicine
- Holy City PMG
- Doc to doc rental
- Empowering Women Physicians
- Leverage and Accelerate
- Physician for Patient Protection
- AAFP/SCAAFP
- Social Media Ambassador- AAFP-
- Dr. Jay Lee #FM Revolution

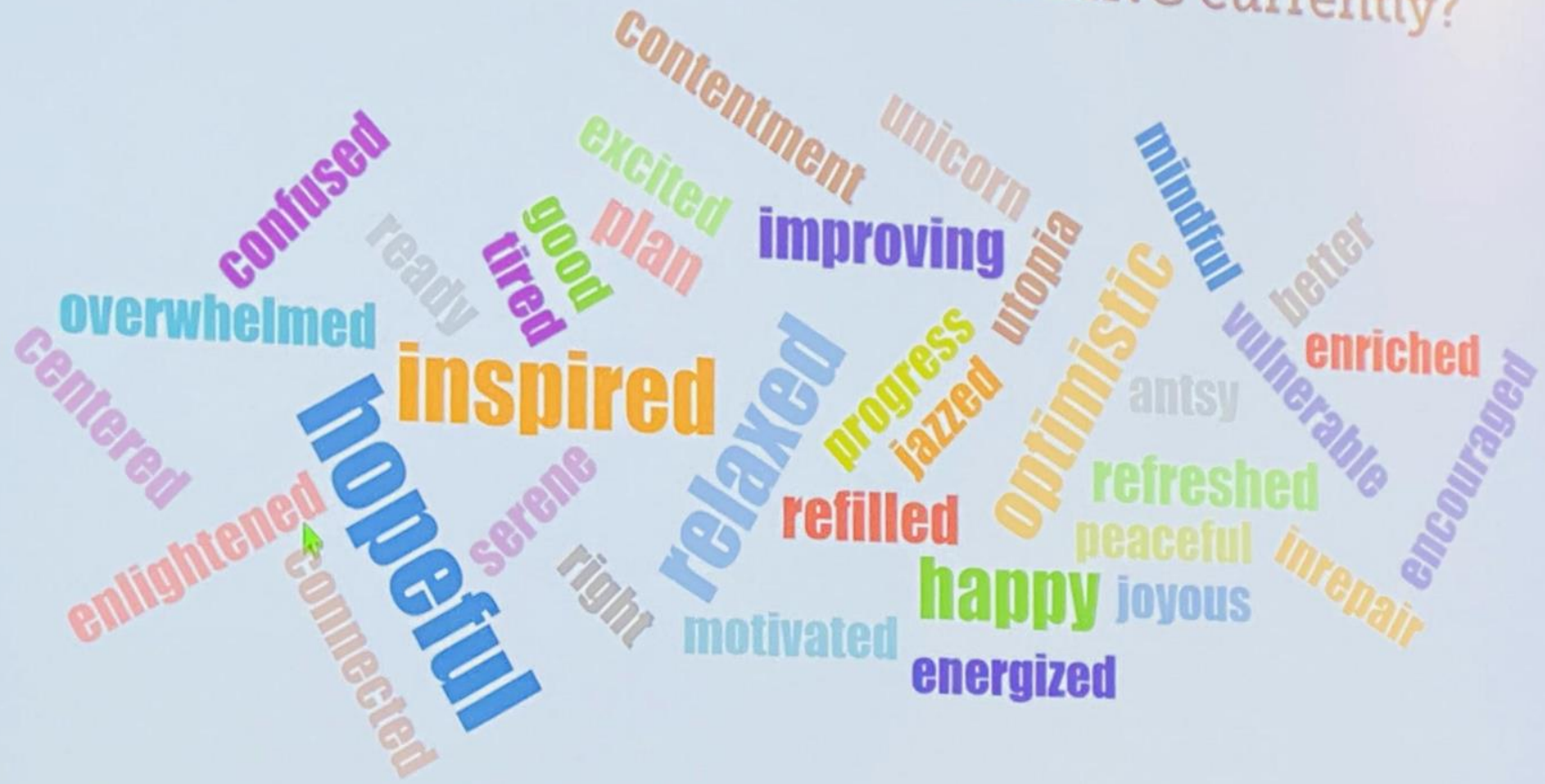


Golden Nuggets/Medical Groups

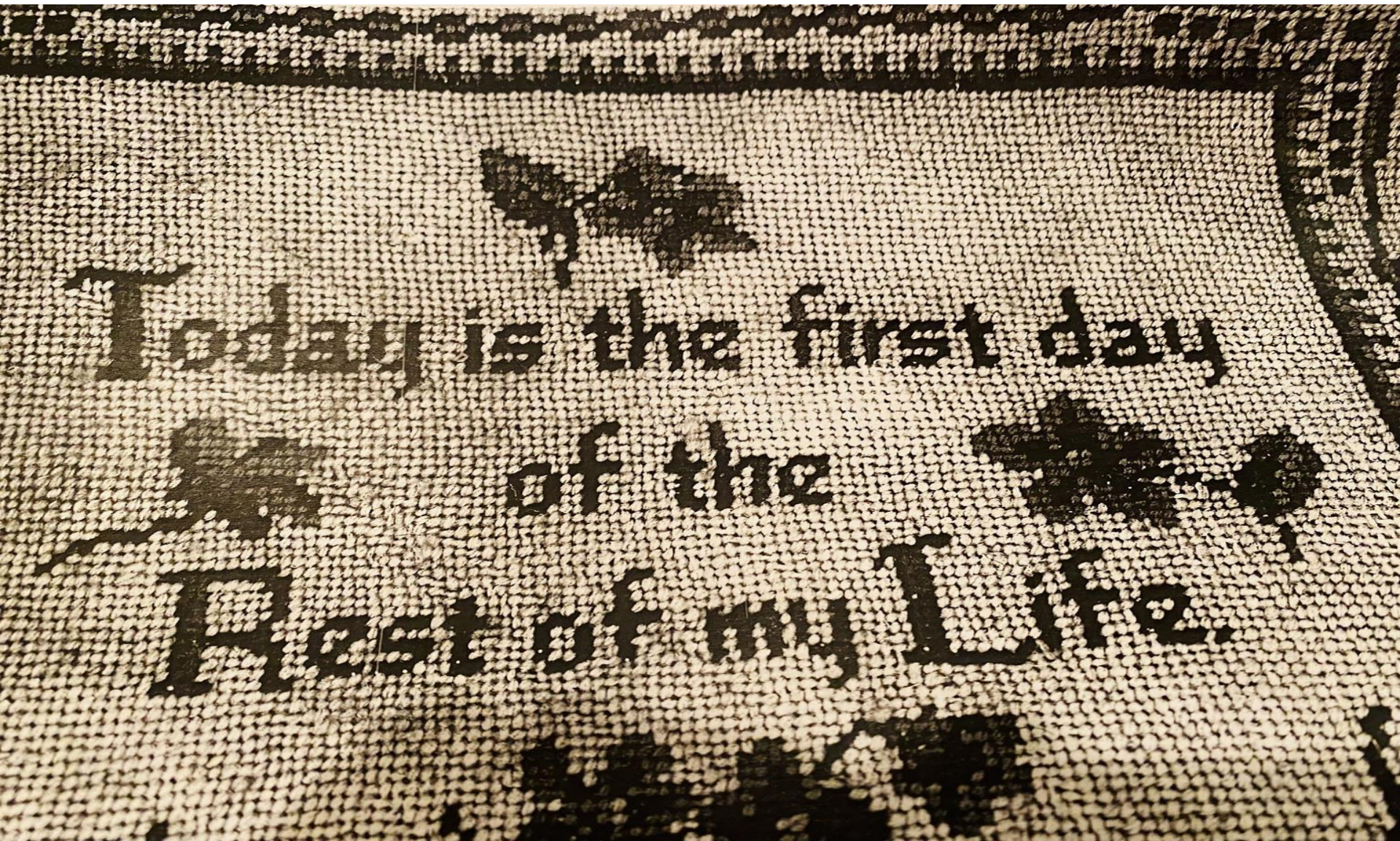
- Join local medical societies
- Start book clubs
- Have Women in medicine groups
- Get involved with the AAFP
- State level and national level
- Advocacy and Leadership
- Closing the Gap in Healthcare-
- Dr. Thaddeus Bell-
- Lowcountry Jazz Festival - Sept -3-4



Which word describes your state of WELL-BEING currently?



Today is

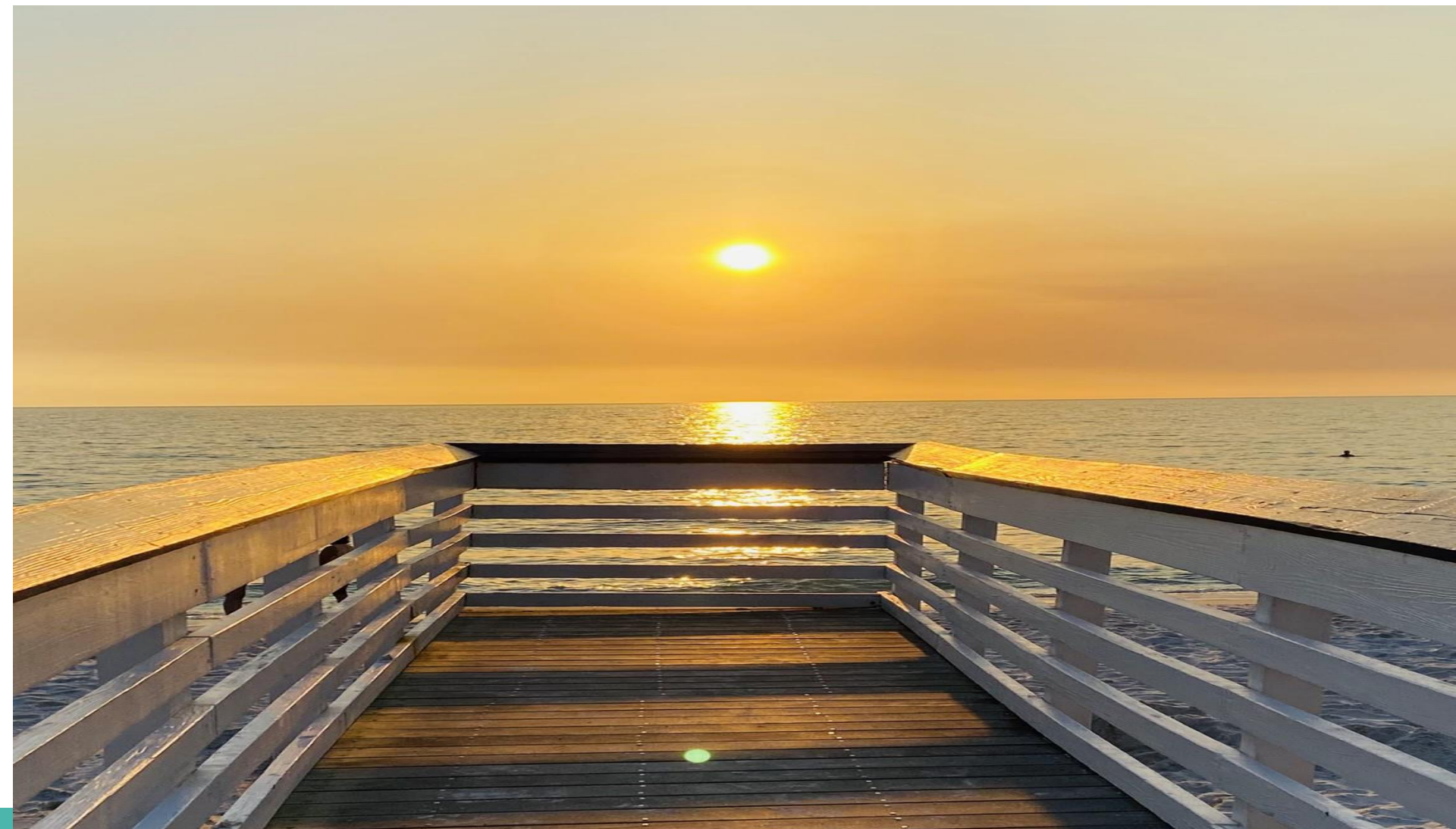


Laughter is the best Medicine



Kay Durst, MD, FAAFP
kaydurst@yahoo.com
306 Station 22 ½
Sullivans Island, SC 29492

Thank - you!



Resources

- Greenawald, M. How to Create a Culture of Well-being in Your Practice. *Fam Pract Manag.* 2018 Jul-Aug; 25(4):11-15. [Link](#)



Many thanks

Thanks to all the Faculty at AAFP And Scholars - Many articles and presentations and books and mentoring

Mark Greenawald,MD,FAAFP,DABFM

Jay W. Lee,MD,MPH,FAAFP

Jason Marker,MD,MPH, FAAFP

Beth Polk,MD,FAAFP(RYT-500)

Kim Yu,MD,FAAFP

Joedrecka Brown Speights,MD,FAAFP

Catherine Pipas,MD,MPH,FAAFP

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Margot Savoy, MD, MPH,FAAFP,FABC,

Hala Sabry,MD,MBA

Belinda Fu, MD

Jay Winner, MD,FAAFP

Heather Woods, Admin

Paquita Turner, Admin

Kerrie Brisco ,Admin

Husband, Kids,Mom , and Dad

Many patients that has been an honor