



OhioPHP

My Professional Pathway and What Makes Me Resilient

Presented by: Phuong Huynh, MD



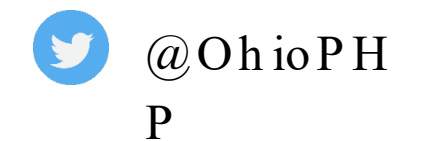


Who am I?

Phuong Huynh, MD

Vice Chair-Board of Directors of OhioPHP

- Joined OhioPHP in January 2020
- Physician Lead for Primary Care Addiction Medicine at OSUWMC
- Diplomate of the American Board of Family Medicine and Preventative Medicine (Addiction Medicine)
- Co-Lead with Dr Deppen of the OHSAM Advocacy Committee





Who is OhioPHP?

OhioPHP is a nonprofit organization that provides confidential services to the fullest extent allowed by law. OhioPHP provides a compassionate, supportive, and safe environment for healthcare professionals to receive confidential services to improve their health and well-being.



Confidential Services

OhioPHP believes that by providing confidential services to healthcare professionals, we can help facilitate and encourage individuals to seek treatment and improve their health and well-being.



Barriers to seeking help

- Time commitment
- Did not know where to turn for support
- Confidentiality concerns
- Fear of regulatory board taking or restricting license

OPHP Survey 2019



Safety sensitive positions

- Impairment of our health affects the safety of others
- We have a responsibility to the public
- Fine balance between our right to privacy with the public's need for safety.
- We have increased access to addictive substances.

The Stanford Model of Professional Fulfillment



Culture of Wellness


Organizational work environment, values and behaviors that promote self-care, personal and professional growth, and compassion for ourselves, our colleagues and our patients.

Efficiency of Practice

Workplace systems, processes and practices that promote safety, quality, effectiveness, positive patient and colleague interactions and work-life balance.

Personal Resilience

Individual skills, behaviors and attitudes that contribute to physical, emotional and professional well-being.



Presence of burnout in residents and physicians in practice

- Burnout rates of 30 -76% in residents (Thomas, 2004)
- Shanafelt et al, Sept 2022
 - Burnout 43.9 →38.2→62.8% (2017→2020→2021)
 - Would choose to become a physician again
 - 72.2→57.1% (2020→2021)
- **350-400** physicians die by suicide every year. (Myers. Why Physicians Die by Suicide; Lessons Learned, 2017)



Burnout among physicians

MIDDLE CAREER PHYSICIANS WERE MORE LIKELY TO:

- Have high emotional exhaustion; and
- Tend to be more burned out than their peers who are either early or late in their careers.

DEPERSONALIZATION: LOSS OF EMPATHY

- Found to be highest among early career physicians; and
- Decreased incrementally in prevalence among middle and later career doctors.

*(Liselotte N Dyrbye, Prathibha Varkey, Sonja L Boone, Daniel V Satele, Jeff A Sloan, Tait D Shanafelt, 2013).



STRESS

The discrepancy between the demands of a situation and the capacity of the individual or group to deal with it comfortably.



Causes of Stress

- Increased workload
- Decreased autonomy
- Feeling a loss of control
- Pressure to increase productivity and quality with poor/minimal resources
- Inability to balance obligations
- Life



Signs of Stress in the Workplace

- Absenteeism
- Working long hours
- Missing deadlines
- Drop in productivity
- Conflicts with co-workers
- Defensiveness
- Boredom
- Frustration



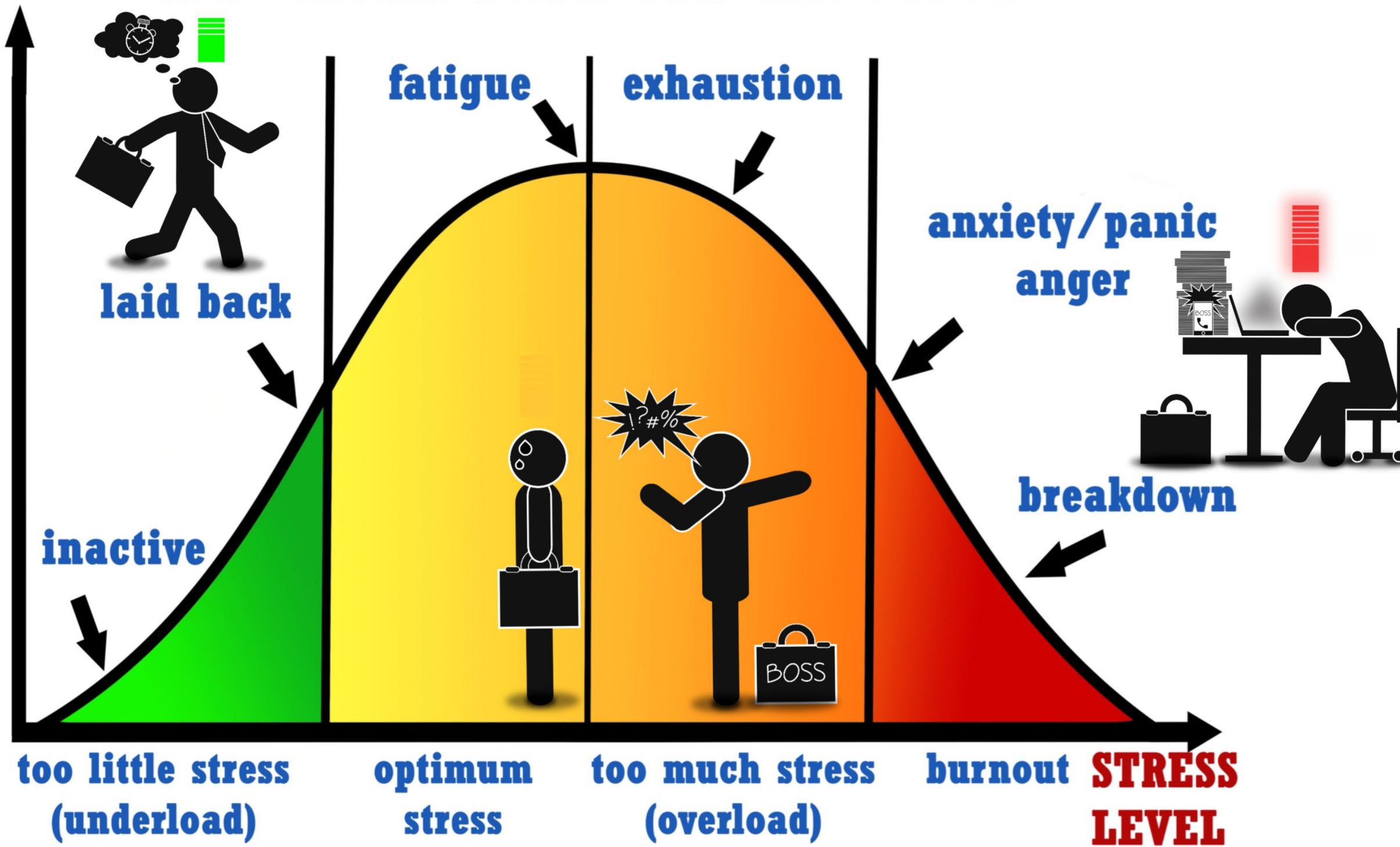
Chronic stress

If you are constantly in a state of stress, your body may have difficulty regaining balance

Your fight or flight response never gets a chance to turn off

As a result, high levels of stress hormones circulate throughout the body on a constant basis

The Stress Performance Curve





How is Burnout Different?



BURNOUT

Burnout is a syndrome conceptualized as
resulting from chronic workplace stress that has
not been successfully managed. –WHO ICD 11

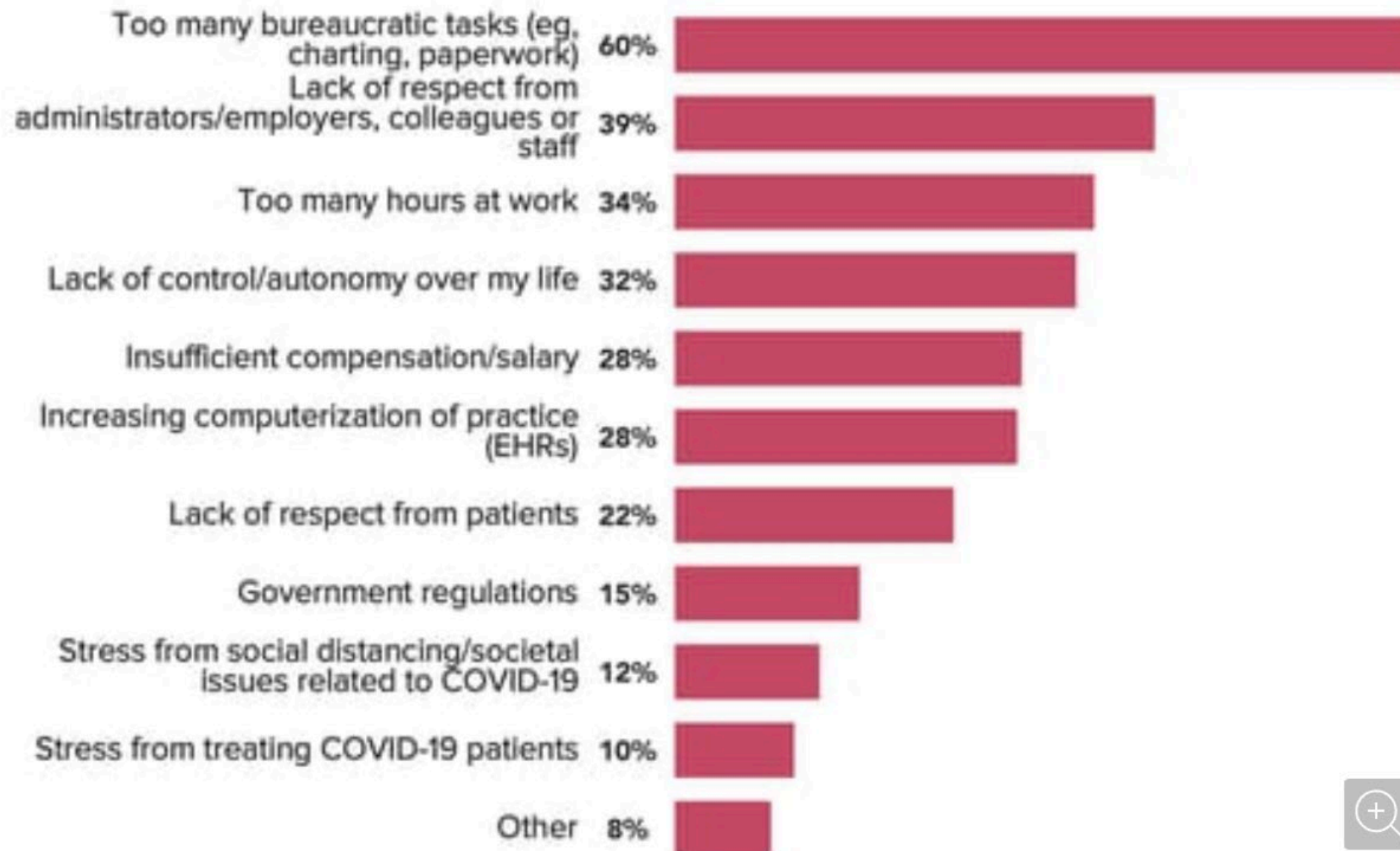


Burnout

- Three main symptoms:
 - Emotional Exhaustion
 - Depersonalization
 - Compassion fatigue, sarcasm, cynicism
 - Low personal accomplishment
 - Thoughts of “what’s the use”, doubting that your work makes any difference and/or questioning the quality of your work

Contributors to Burnout

What Contributes Most to Your Burnout?



Medscape 2022



Sources of Burnout

IMBALANCE OF ANY OF THE FOLLOWING:

- Workload (too much work, not enough resources)
- Control (micromanagement, lack of influence, accountability without power)
- Reward (not enough pay, acknowledgment, or satisfaction)
- Community (isolation, conflict, disrespect)
- Fairness (discrimination, favoritism)
- Values (ethical conflicts, meaningless tasks)

McCormack, Hannah M et al. "The Prevalence and Cause(s) of Burnout Among Applied Psychologists: A Systematic Review." *Frontiers in psychology* 9 (2018): 1897 –1897.



Drivers of Burnout

- Poor control over workload (OR 8)
- Inefficient teamwork (OR 7.5)
- Insufficient documentation time (OR 6)
- Chaotic work environment (OR 3.5)
- Values misalignment with leaders (OR 3)
- Pajama time (OR 2.5)



Signs of Burnout

- Sense of failure and self-doubt
- Feeling helpless, trapped, and defeated
- Detachment, feeling alone in the world
- Loss of motivation
- Increasingly cynical and negative outlook
- Decreased satisfaction and sense of accomplishment



Signs of Burnout

- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early.



Consequences of burnout

Suboptimal
patient care
practices

Double the risk
of medical error

17% increased
chance of being
named in
malpractice suit

West, C. P, L. N Dyrbye, and T. D Shanafelt. "Physician Burnout: Contributors, Consequences and Solutions." Journal of intern

al medicine 283.6 (2018): 516 –529.



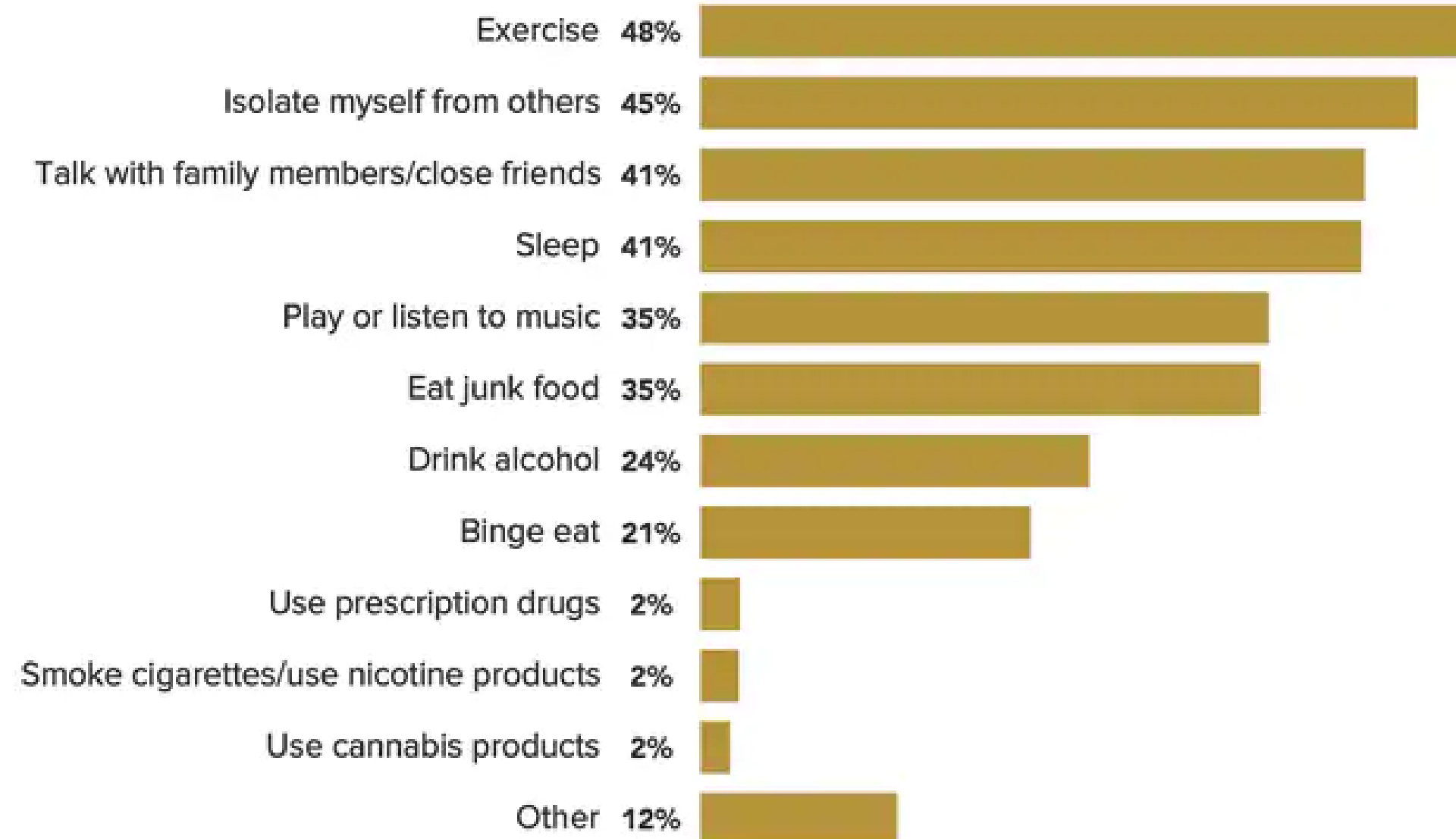
More consequences

- Decrease in physician's professionalism
- Lower patient adherence and satisfaction with medical care
- Increase in rates of physician substance misuse, suicide and intent to leave practice.



How physicians cope

How Do Physicians Cope With Burnout?





Preventing Burnout and Building Resiliency



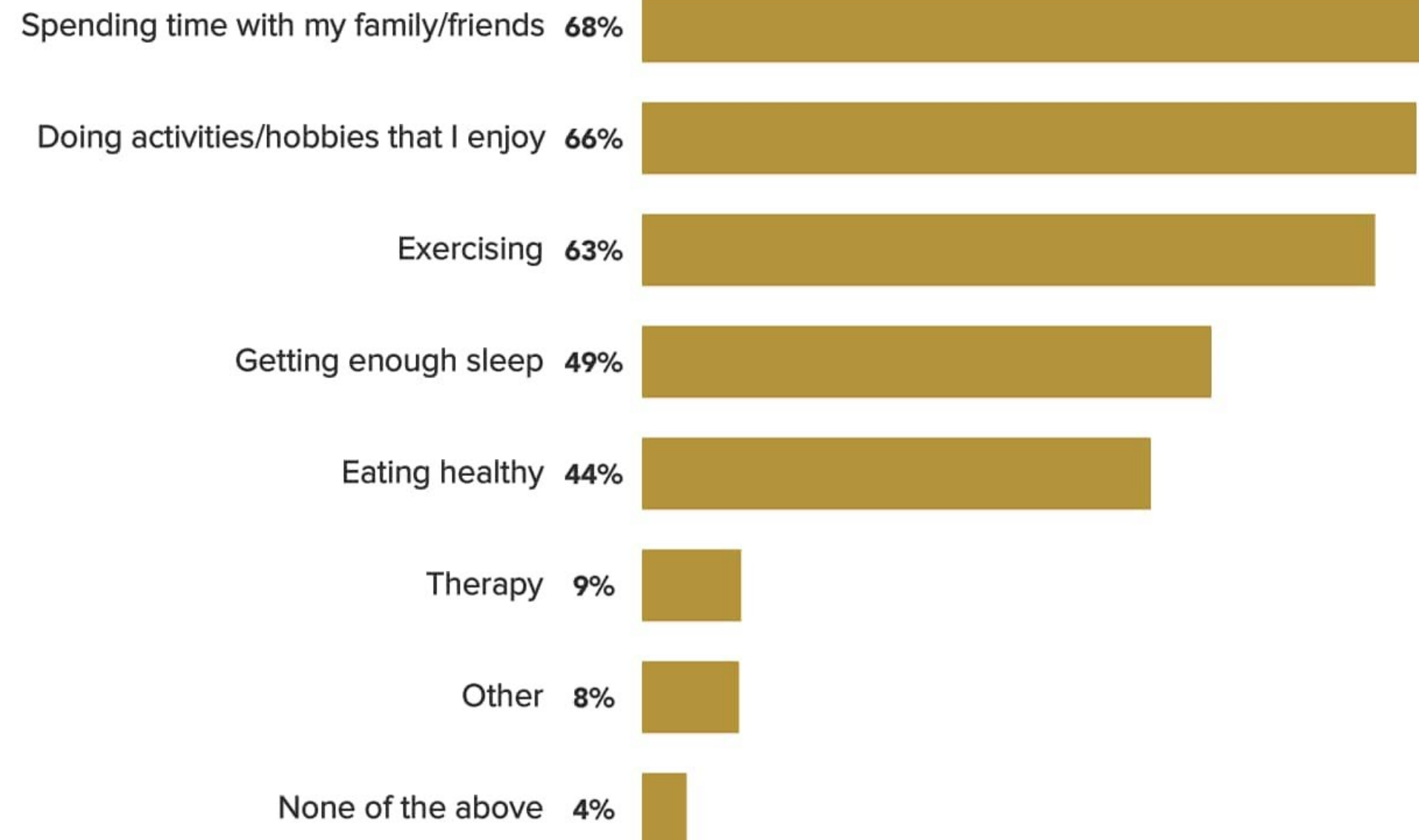
Resiliency

- The capacity for getting through difficult times and coming out stronger.
 - It's bouncing forward, geared with renewed energy and purpose, and with a deeper wisdom that you had at the start of the journey
 - Resilience correlates with quality of work, quality of family life, personal health and happiness



How Physicians Stay Resilient

How Are You Keeping Up Your Happiness and Mental Health?





My Best Reflected Self

- Strengths based exercise to identify common themes which can help a person build on known skills
- Elicits external feedback which helps the person understand what others see as strengths (some may just see it as second nature)
- The narrative that gets created can help with job crafting



Optimism

- Three Good Things
 - What were three things that went well today and why they went well
 - When done closer to bedtime, it helps with sleep and mood
 - Two weeks to train your brain; effects lasting up to 6 months

Three Good Things - Dr. Martin Seligman



Social Support

- The availability of social support - those whom a person associates with, the activities that people engage in, the reactions evoked in others, the quality of relationships, and the amount of conflict within relationships - contributes to well being
- A large body of literature confirms the importance of social support for health and well being and mitigating burnout.

• Taylor , S. E. (2007). Social support . In H. S. Friedman & R. C. Silva (Eds.), Foundation of health psychology (pp. 145
• Southwick, et al. The Loss of Social Connectedness as a Major Contributor to Physician Burnout. JAMA. Feb 19, 2020.

– 171). New York : Oxford University Press .



Mindfulness

- Mindfulness
 - “Mindfulness is a flexible state of mind in which we are actively engaged in the present, noticing new things and sensitive to context.”
 - “Paying attention on purpose and without judgment -- will help you deal with life's challenges more calmly and effectively”-- (Langer, 1998)
- Movement
 - 150 minutes a week is recommended

Meditation

- Many types – find one that resonates
 - Cleansing breath
 - Soft belly (James Gordon-Soft Belly breathing 4-minute guided meditation)
 - Muse – technology enhanced meditation
 - Phone apps (Calm, Headspace, etc)
- American Meditation Institute



Adequate Sleep

One night of sleep deprivation:

- 40% reduction in ability to form new memories in humans
- Negative memories are most resilient to fatigue

The Cognitive Consequences of Sleep and Sleep Loss - Walker, MP. Sleep Medicine 9 Suppl. 1(2008) S29-S34

Medication errors 2.5 times more likely between 4-8 AM.

Kozer E, Scolnik D, Macpherson A, et al. Variables associated with medication errors in pediatric emergency medicine. Pediatrics 110(4):737-742, 2002.

Cognitive performance after 24 hrs. without sleep equivalent to blood alcohol of .10

Dawson D, Reid K. Fatigue, alcohol and performance impairment. Nature 388(6639):235, 1997.

Sleep deprived surgeons in laparoscopic simulator

- 20% more errors,
- 14% longer to task completion

Taffinder NJ, McManus IC, Gul Y, et al. Effect of sleep deprivation on surgeons' dexterity on laparoscopy simulator. Lancet 1191:352, 1998.



Honestly Assess Yourself

- How do I feel when I begin my day?
- How do I feel when I end my day?
- What brings me joy?
- What drags me down?
- What do I want more of in my life?
- What could I do without?



Other Ohio PHP Services



Wellness Services at OhioPHP

<https://www.ophp.org/resources>

- Provide confidential preliminary screening
- Referrals for treatment
- Referrals for other needed resources
- Establish coaching or therapeutic monitoring agreements
- Monitoring, advocacy and support



Education and Advocacy

- Educate healthcare professionals about available confidential services
- Advocate to key stakeholders about the importance of confidential paths for healthcare professionals to seek help



The Well -Being Checkup And Referred Engagement Service

OhioPHP in partnership with the American Foundation for Suicide Prevention and the Ohio State Medical Association has launched a customized prevention interactive screening program.

This screening program allows any healthcare professional in Ohio to:

- Take a brief stress and depression questionnaire anonymously
- Receive a personalized response from a professional counselor
- Exchange deidentified messages with the professional counselor
 - ask questions and learn about available services
- Get feedback and encouragement
- Request a referral for appropriate therapeutic support

wellbeingcare.org



Behavioral Health Screens

- OhioPHP utilizes a multi-disciplinary team approach to provide recommendations related to burnout, mental health disorders, substance use disorders and others. These screens are offered at no cost to practitioners.
- During the behavioral health screen, practitioners will receive a number of pre -screening assessments to screen for:
 - burnout
 - mood disorders
 - depression or anxiety
 - substance use disorders
 - any major psychiatric conditions
- After the pre-screening assessments are completed, a biopsychosocial interview is completed.



Behavioral Health Screens

Who is a good candidate?

OhioPHP's behavioral health screens are designed for individuals experiencing:

- Burnout
- Stress
- Anxiety/Depression
- Mental health or substance use disorders
- Other issues impacting your mental health and well-being



Behavioral Health Screens

Recommendations

- OhioPHP's Clinical Team will provide recommendations regarding the results of the screen to the participant
- Recommendations may include referrals for:
 - Additional diagnostic evaluations
 - Appropriate treatment programs as indicated
 - Individual counseling
 - Medication management
 - Others
- OhioPHP Monitoring recommended as needed for additional support



Ohio Physician Wellness Coalition

- The Ohio Physician Wellness Coalition (OPWC) was established in 2017 by Ohio's major physician associations
- Goal is to address physician burnout by providing physician wellness initiatives
- 11 FREE CME hours available on topics such as:
 - The Benefits of Counseling and Therapeutic Support
 - Addiction
 - Time Management
 - Boundaries
 - Much more!
- ohiophysicianwellness.org



Questions?

Thank
you!

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