

### INTRODUCTION: BACKGROUND & CONTEXT

- Burnout in internal medicine (IM) ranks among the highest of all specialties with rates up to 76%<sup>1</sup>
- Residents recover from existential burnout by:<sup>1</sup>
  - Feeling validated, forming connections with patients/colleagues
  - Increasing competence, career development initiatives
- Local IM resident survey revealed desire address well-being by:
  - Increasing competence as physicians
  - Improving physical and mental health

1. Abedini NC, et al. "It's Not Just Time Off": A Framework for Understanding Factors Promoting Recovery From Burnout Among Internal Medicine Residents. J Grad Med Educ. 2018;10(1):26-32.

### MISSION/VISION STATEMENT

- **VISION:** Aurora Health Care's GME programs will be nationally recognized for preparing our current and future physicians to help people live well – our patients, each other, and ourselves.
- **MISSION:** Apply IHI Model for Improvement to continuously improve well-being through GME wide and program specific initiatives to address well-being drivers from workload and control/flexibility to culture/community and work-life integrations to promote meaning in the workplace

### AIM/PURPOSE/OBJECTIVES

To improve resident well-being by:

- Increasing residents' self-competence (clinical/medical knowledge)
- Building colleague relationships within the workplace

### METHODS/INTERVENTIONS/CHANGES

#### 1. Quarterly Wellness Challenges with Well-Being Resources

- Each quarter has a focus/emphasis: for individual + group challenge
- Group Challenge supports social interaction amongst residents outside of the hospital setting
- Resident "buddy" system with each challenge
- **Quarter 1: Exercise, Health Diet Choice, Connections**
  - Days 1-10: Work out 30 min of exercise 9/10 days with multiple options
  - Days 11-20: Healthy Diet Choice: Cook your own meal, no sweets
  - Days 21-30: Connections: Unplug tech, friend/date night, recycling/turn off lights, support a charity, make someone smile
- **Quarter 2: Physical Fitness**
  - 7 day segments of physical activity (total of 4 weeks)
  - 2 sessions focused on meditation and stress relief (during work hours)
  - 1 weekend group event



#### 2. Improving Medical Competence and Confidence

- **Board review** through monthly quizzes targeted at in-service board score gaps – using interactive, engaging approach with core and sub-specialty faculty to promote connections with other physicians
- **Improving real-time faculty feedback** around clinical performance

### MEASURES/METRICS







**OUTCOME:** Mayo Well-Being Inventory

#### PROCESS MEASURES

- Residents' self-reported participation in challenge
- Smiley Face Rating Tool

Date: \_\_\_\_\_ Event type(circle one): Didactic Physical Activity Wellness Event

I found this activity to be:

					
Very Helpful	Helpful	Somewhat Helpful	Neutral	Barely Helpful	Not Helpful

Comments \_\_\_\_\_

### BARRIERS – STRATEGIES

- **EVOLVING LEADERSHIP:** IM NI-VI Workgroup membership varies with clinical schedules, interest levels, meeting deadlines
  - **STRATEGY:** Monthly meetings co-chaired by PGY2 leaders with agenda and action items
- **THINKING BIG:** 1<sup>st</sup> Quarterly challenge was multifaceted and complicated with social media report check-in requirements
  - Participation rates and faces scores declined over time 😞
  - **STRATEGY:** Simplify focus & reporting for upcoming challenges
- **MOTIVATING PEERS:** Residents are competitive... "We like prizes and recognition." 1<sup>st</sup> challenge winner awarded off campus "event" but cost is consideration for sustaining challenges
  - **STRATEGY:** Requesting on-going budget for incentives, seek to motivate through peer/team competition

### DISCUSSION: NEXT STEPS & AREAS SEEKING INPUT

#### WHAT ARE CRITICAL NEXT STEPS?

- Continue quarterly challenges and monthly board prep
- Implement feedback training at quarterly faculty meetings
- Use data to determine future steps consistent with IHI PDSA Cycle Approach: Continue with current interventions or revise?

#### AREAS SEEKING GUIDANCE/INPUT

- How to motivate residents to take steps towards balancing medical competence and personal well-being
- Well-being challenges that are feasible for residents

### GROUP FEEDBACK



