

A MINDFUL APPROACH TO STRESS

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Presentation Slides - emailed out with CME code



Provide email address in chat box



Presentation recording - available on McLaren Research Integrity website

Our Speaker

Barbara Wolf, PhD

Experiences and Expertise:

- Corporate Director for Behavioral Health Education and Physician Well-Being at McLaren Health Care in Flint, Michigan.
- Training Director for the MICAPT Fellowship in Clinical Health Psychology at McLaren Health Care.
- Associate Professor, Family Medicine and Psychiatry Departments in the Michigan State University Colleges of Human and Osteopathic Medicine.
- IRB Member at McLaren Healthcare Research Integrity Department



LET'S PRACTICE!

Take a **moment** to arrive





Hand on doorknob...

- Or computer key
- Or back of chair

WHAT'S THE
DIFFERENCE
BETWEEN WELL-
BEING AND
WELLNESS ?





WELLNESS IS THE STATE OF BEING
HEALTHY, ESPECIALLY WHEN YOU
ACTIVELY TRY TO ACHIEVE THIS.



WELL-BEING IS 'GENERAL HEALTH AND
HAPPINESS, A STATE OF
EMOTIONAL/PHYSICAL/PSYCHOLOGICAL
WELL-BEING

Well-being is about engagement, not withdrawal





What's stress?

- WHO definition
- Stress can be defined as a state of worry or mental tension caused by a difficult situation. Stress is a natural human response that prompts us to address challenges and threats in our lives. Everyone experiences stress to some degree. The way we respond to stress, however, makes a big difference to our overall well being

SO THEN, WHAT'S BURNOUT?



It's the prolonged response to chronic interpersonal stressors on the job

- It is not related to personal life issues, but to the job.....
- Three characteristics:
 - 1. overwhelming exhaustion,
 - 2. personalization (detachment form the job, cynicism) and
 - 3. lack of meaning or accomplishment
- **It is not your fault**



What causes burnout?

- Productivity and time pressure
- Too much computer time
- ZOOMing too much
- Fewer meaningful interactions
- No control
- Why am I doing this?
- I don't care anymore

Burnout

Nurses
Between 54% and 65%

Attendings, residents and
medical students
More that 63 %
Hospital CEOs 75% (beckers
2023)

Pharmacists
61%-75%
(Patel et al 2021)

What about clinical research staff?



67% EXPERIENCING HIGH
STRESS LEVELS



73.9% ARE THINKING ABOUT
LEAVING THEIR JOBS

AND...

A turnover rate of
24%-29%





WHY'S THAT?

Here's why



Handling contracts
from funders



High daily
workload



Time pressures



MANY regulations



Lack of
recognition

Burnout causes

Unnecessary Referrals

Ordering more tests

Raising expenditures due to medical errors

Malpractice claims

Absenteeism

Lower productivity

Impatience with difficult patients

Negativity generalized

Not caring about the research

Seeing PIs as 'in the way'



FAILURE

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Choices

Before pandemic, societal costs burnout for HCW estimated at 4.6 billion, now increasing

20% of physician and 40% of nurses have already left the workforce (NASEM 2019)

25% public health workers considering leaving their organizations (de Beaumont 2021)

25%-29% clinical research staff considering leaving



STRESS MANAGEMENT

Acceptance



BREATHING IN, I DO MY
BEST



BREATHING OUT, I LET
GO OF THE REST

APA Stress in America Survey 2023

Stress has increased for everyone since the pandemic

Higher for women than men

Highest levels of stress come from worries about money and health

Women states no one understands how stressed they are and less likely to get over it quickly

How does discrimination affect stress

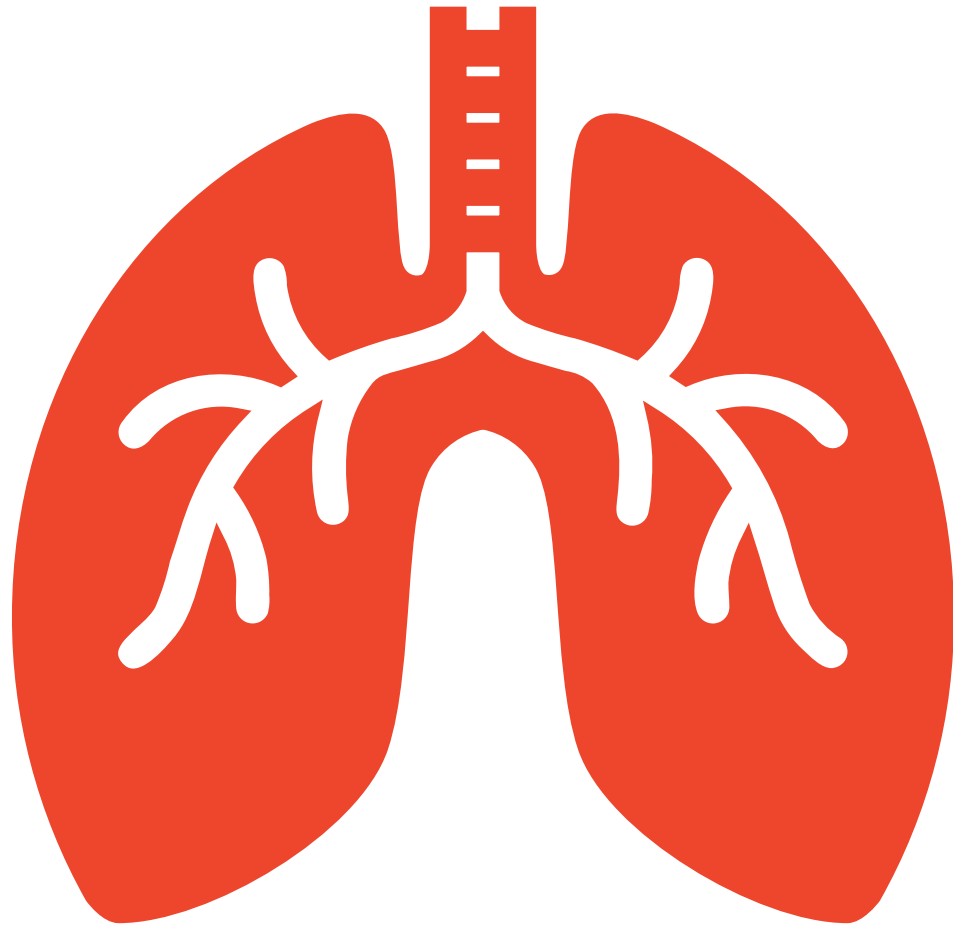
Persons of color experience higher rates and don't talk about it

LBGTQ+ folks have equally higher rates than the general population

How do we cope with stress

Men externalize
(aggression and
impulsivity)

Women internalize
(physical and
mental disorders)



Let's practice....

- Three Breaths
- Attention to breath
- Relax the body
- Ask: what's important now

The 4 A's of Stress Management

Avoid

Alter

Accept

Adapt

4 R's of Stress Management



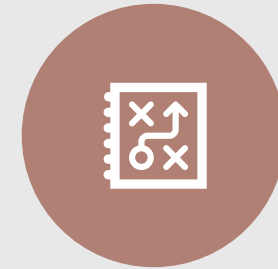
REST



RELAX



REPLENISH



RELEASE

Resiliency



Resilience The ability of an individual to respond to stress in a healthy, adaptive way such that personal goals are achieved at minimal psychological and physical cost.

- **Resilient individuals not only 'bounce back' rapidly after challenges but also grow stronger in the face of the difficulty**



Epstein & Krasner 2013 Medical Education)

RESILIENCE
IS A
CAPACITY
THAT CAN
BE
GROWN...





A thriving workforce is essential for delivering safe patient care in an environment that fosters their well-being as they improve population health, enhance the care experience, reduce costs and advance health equity (the national plan Oct 2022)

Our culture must provide
psychological safety to
succeed in the future

Just culture started this
process.

**You can't litter
negativity
everywhere and
then wonder**

**why
you've got a
trashy LIFE.**



WWW.LIVELIFEHAPPY.COM

What's Psychological Safety and why is it important?

- The ability to speak up without fear of retribution and ties in with Just Culture.
- Can't really have Just Culture without Psychological Safety
- Can't really have either without empathic leadership

◦ Amy Edmonson PhD



7 Priorities

5. Engage Effective Technology Tools

6. Institutionalize Well-Being as a Long-Term Value

7. Recruit and Retain a Diverse and Inclusive Health Workforce

Let's talk about how blame fits in here



Well who can afford to 'DO' well being?

- It is aligned with organizational goals to improve quality care and reduce costs. It is not an additional priority, but rather, a central priority, with additive benefits across the health system.
- (NASEM 2022)

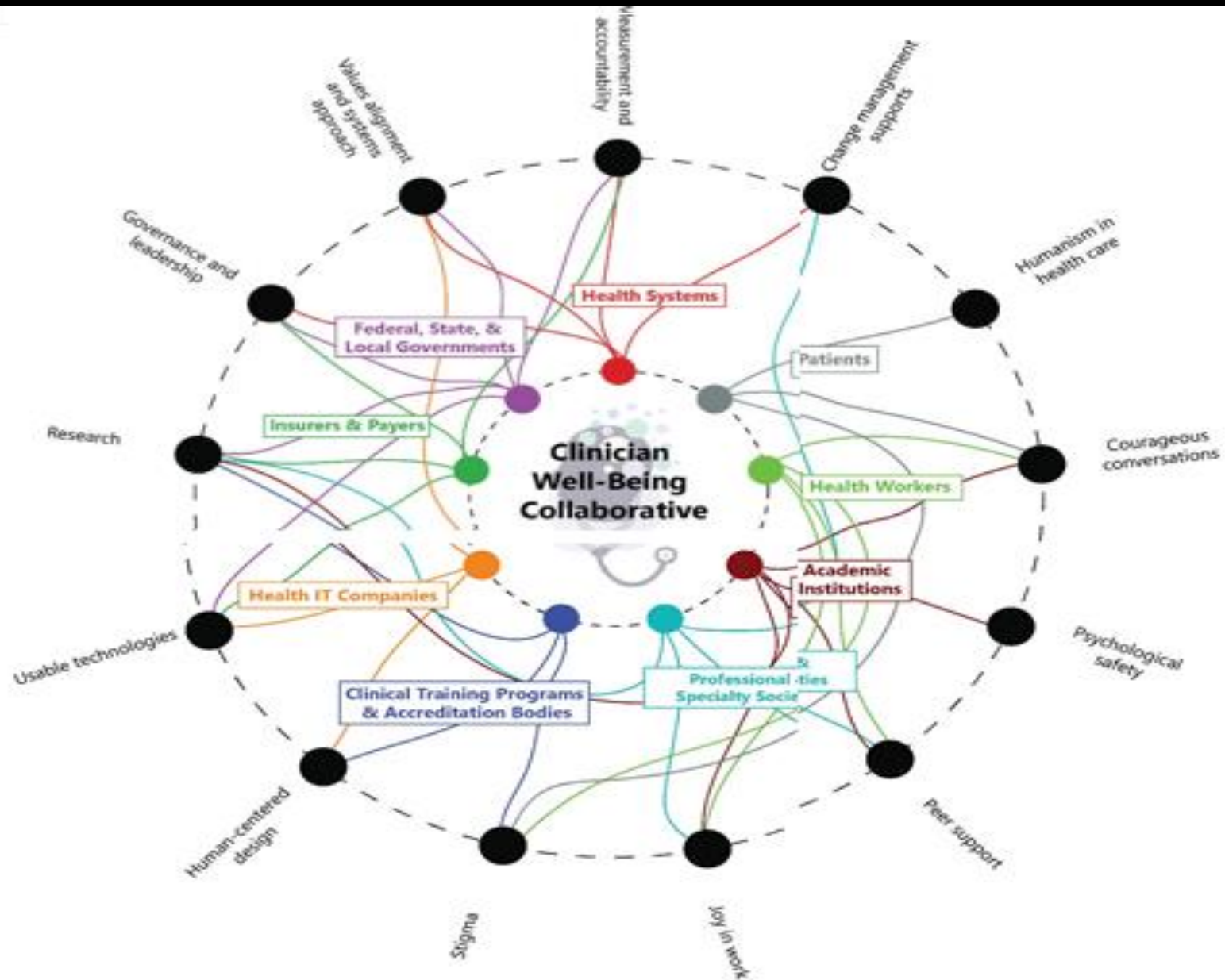
Share
optimism

Be happy

Be Kind

Express
gratitude

 **McLaren**
HEALTH CARE





Transformation

National Plan for Health Workforce Well-Being (aka, The National Plan) has 7 priorities:

1. Create and Sustain Positive Work and learning Environments and Culture
2. Invest in Measurement, Assessment, Strategies, and Research
3. Support Mental Health and Reduce Stigma
4. Address Compliance, regulatory, and Policy Barriers for Daily Work



WHAT IS ONE THING
YOU CAN CHANGE
WITHIN THE SYSTEM
TO DECREASE BURN
OUT?



WHAT IS ONE THING
YOU CAN DO FOR
YOURSELF TO
DECREASE STRESS?



Thank you!

- Barbara.wolf@mclaren.org

ONE MORE BREATH



