



MINDFULNESS IN MEDICINE: PRACTICES FOR RECOGNIZING, RECOVERING & REBUILDING

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We have no
disclosures



Objectives

- Strategies to enhance professional wellness and resilience
- Benefits of mindfulness-based interventions in connecting more deeply to our mission of caring for others and for self
- Ways of building meaningful community at work as a means to addressing burnout

Mindful Practice[©]



- Mindfulness Meditation
- Narrative medicine
- Appreciative inquiry



Ronald Epstein, MD



Mick Krasner, MD



Mindful Practice
IN MEDICINE

A PROGRAM OF



UNIVERSITY of
ROCHESTER
MEDICAL CENTER

Connecting With Food





KC Green 2013

The Times

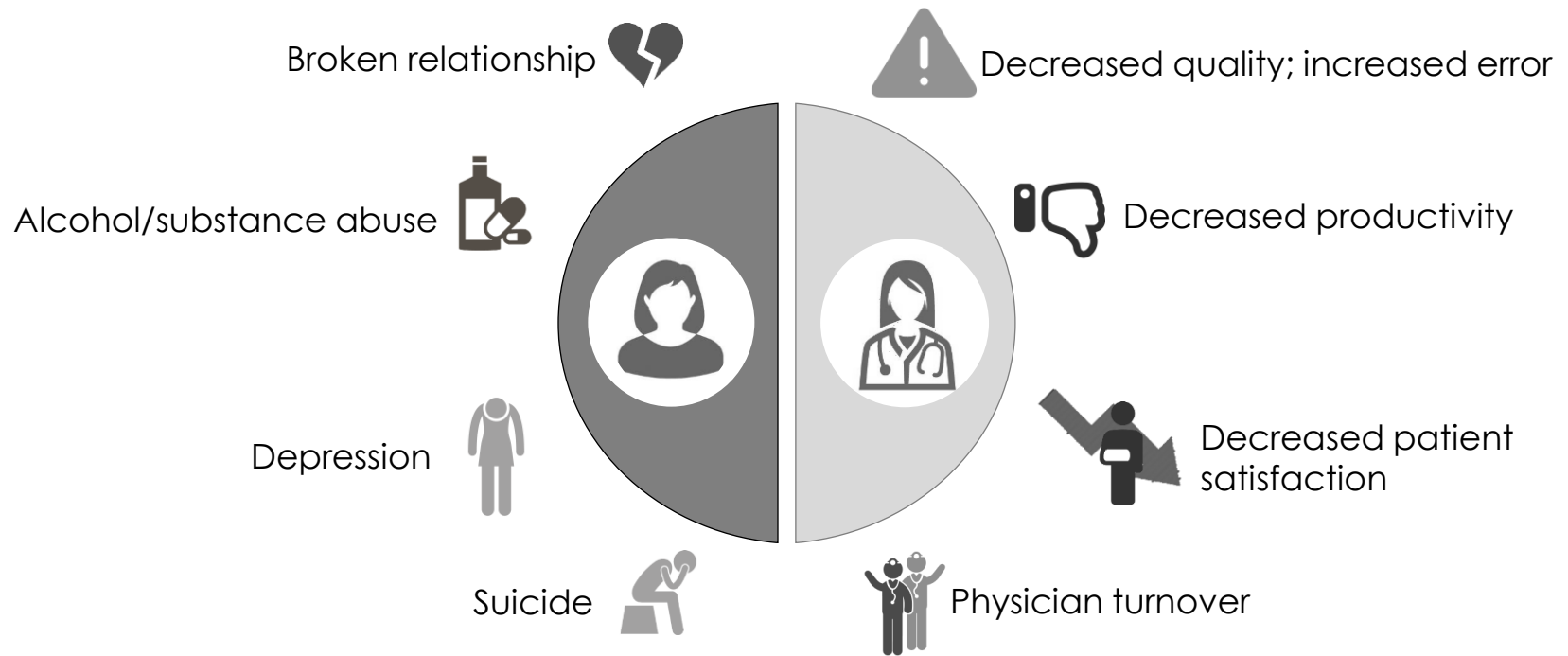
- Acknowledge The Pandemic we have lived through, both personally and collectively
- Context – our 21st Century health care system too often fails to put the patient-healer relationship at the center
- This contributes to overwhelm and burnout – mission and vision do not align with our day-to-day experience
- Social, political, economical stressors
- Climate crisis, natural disasters, war, violence, and dislocation
- Recent news of gun violence against minority communities

4 Causes of Stress Injury

LIFE THREAT	LOSS	INNER CONFLICT	WEAR AND TEAR
A traumatic injury	A grief injury	A moral injury	A fatigue injury
Due to the experience of or exposure to intense injury, horrific or gruesome experiences, or death	Due to the loss of people, things or parts of oneself	Due to behaviors or the witnessing of behaviors that violate moral values	Due to the accumulation of stress from all sources over time without sufficient rest and recovery

Burnout:

emotional exhaustion; depersonalization; inefficacy



July 24/31, 2018

Beyond Burnout

Catherine A. Humikowski, MD¹

» [Author Affiliations](#)

JAMA. 2018;320(4):343-344. doi:10.1001/jama.2018.9910

“The very words we use—balance, burnout, self-care—fail to admit that when our professional and personal duties swell in a culture that refuses to align them, it is too much to ask. Burnout infers insufficient energy from within, as if one’s spiritual well were too shallow or constitution too weak. The word too sharply implies internal deficiency when the inciting problem is excessive demand, when work or life (or both) delivers a load too great for one sane person to bear. It’s really more like human fracking—a solid stone, once impressive and strong, is fissured by external pressure to release the fuel within.”

Professional Well-Being Model

Leadership
Values alignment
Voice/ input
Meaning in work
Community/ collegiality
Peer support
Appreciation
Flexibility
Culture of compassion



EHR usability
Triage
Scheduling
Efficient workflows
Patient portal
Documentation method
Team-based care
OR turnaround times
Staffing
Salary/benefits

Self-care (sleep, movement, nutrition)
Self-compassion
Meaning in work
Work-life integration
Social support
Cognitive/emotional flexibility

Bohman et al, NEJM Catalyst 2016

Figure redesigned from Patty Purpur de Vries NEJM Catalyst (cataliyst.nejm.org)

Resilience:

A Definition for Health Care Providers

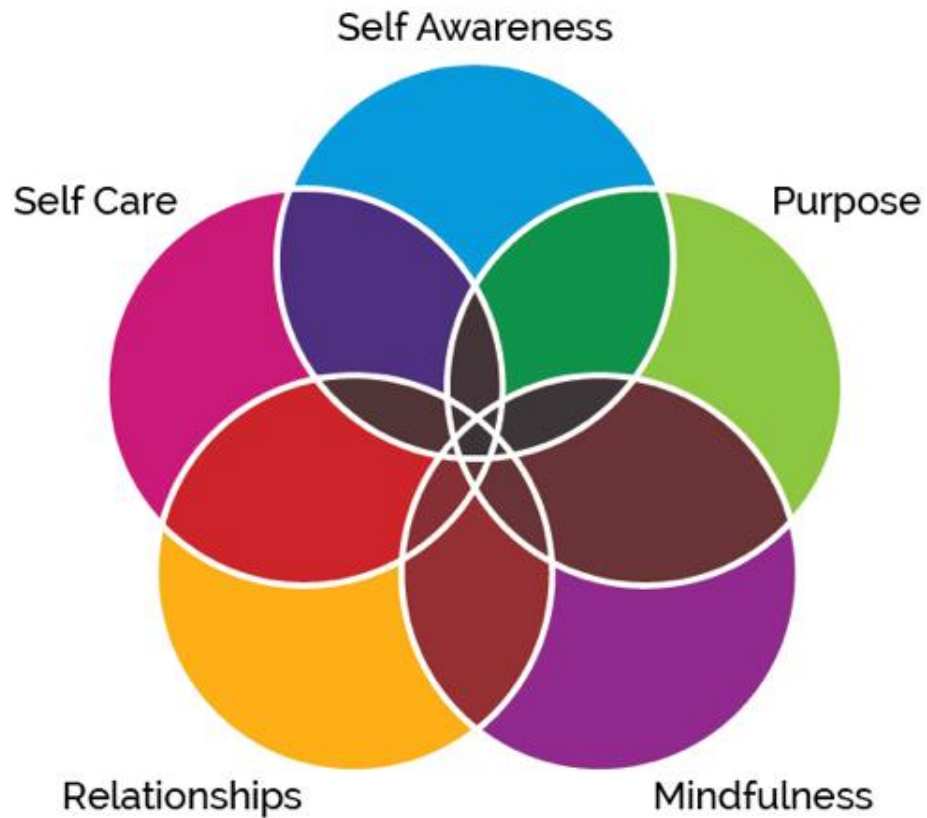
The capacity to respond to stress in a healthy way
such that goals are achieved at minimal
psychological and physical cost



Factors That Cultivate Professional Flourishing

“The bamboo that bends is stronger than the oak that resists.”

Pillars of Resilience



Other Considerations

- Practice Compassion
- Cultivate Gratitude
- Embrace Flexibility
- Practice Empathic Joy

Mindfulness in Medicine

- Where does mindfulness and compassion fit in?
 - Supports us to recognize, recover and rebuild
 - Allows us to remember we're also human
 - Research is beginning to teach us what we know in our bodies to be true



Practicing mindfulness isn't about helping you **feel better**; it's about **better helping you feel**.

It is non-reactive attention to present moment experiences.

“Mindfulness establishes the capacity in the mind to see the truth of how things are, the truth of nature.”

— *Joseph Goldstein*

Being.....Doing

Sense, feel.....Think, judge

Acknowledge, allow.....React (fight,flight)

Focus on task.....Auto-pilot, rush

PAIN[®]

Brief preoperative mind-body therapies for total joint arthroplasty patients: a randomized controlled trial

Adam W. Hanley^{a,b}, Jeremy Gililand^{c,d}, Jill Erickson^c, Christopher Pelt^c, Christopher Peters^c, Jamie Rojas^{a,b}, Eric L. Garland^{a,b,d,*}

Mindfulness
of Breath
(N=106)



Hypnotic
Suggestion
(N=89)



Cognitive-Behavioral
Psychoeducation
(N=90)

Research:

Mindfulness practice supports

HEALTH

- Increases resilience to stress (Garland, 2017; Chiesa, 2009; Hoge, 2013)
- Increases immune function (Pace et al., 2008) Davidson et al., 2003)
- Decreases pain & increases coping skills (Zeidan et al., 2018, 2015; Garland et al., 2011; 2018)
- Decreases inflammation (Rosenkranz, et al., 2013)
- Slows down cellular aging (Epel, et al., 2009, Schutte & Malouff, 2013)
- Reduces substance abuse & addictive behavior (Garland et al., 2018, 2017; Brewer, 2017)

HAPPINESS

- Decreases mind wandering (Mrazek et al., 2013; Jensen et al., 2011; Killingsworth & Gilbert, 2010)
- Decreases depression & anxiety (Goyal et al., 2014; Zeidan et al. 2012, 2011, 2010)
- Increases social connection & emotional intelligence (Fredrickson, et al., 2008; Hutcherson et al., 2008)
- Increases compassion (Fredrickson, et al., 2008; ; Birnie, 2010; Jazaieri, et al., 2012; Condon, 2013; Weng, 2013; ; Neff, 2013)

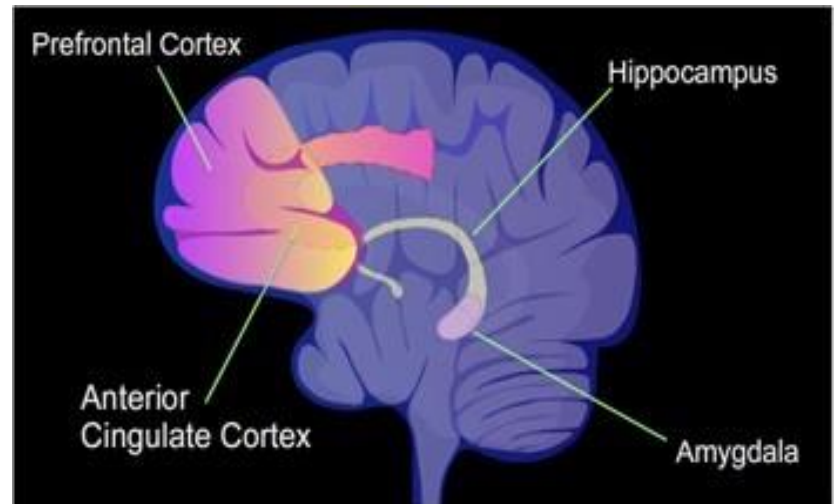
Research: Mindfulness practice supports

PERFORMANCE

- Increases attention (Jha, Krompinger, Balme, 2007, Van den Hurk et al., 2009)
- Improves working memory (Zanesco et al, 2017, 2013, Zeidan, 2010)
- Improves emotional & cognitive regulation (Ortner, 2007, Goldin, 2010; Vago et al. 2012, Roemer, 2015)
- Improves creativity; counter habituation & cognitive rigidity (Brewer, 2017; Antonova, et al 2015, Greenberg, et al 2012)
- Reduces implicit bias (Leuke & Gibson, 2016, 2015; Kang et al 2013)

NEUROPLASTICITY

- Holzel, 2010, 2011
- Chiesa 2010
- Desbordes, 2012)



Research:

Mindfulness practice in healthcare

- Reduced stress and burnout with physicians (Fortney 2013; Krasner, 2009)
- Correlated with more highly rated medical care (Beach, 2013)
- Increased skills for patient centered care, e.g., presence, communication skills, honesty (Beckman, 2012)

[re]cognize

Create space to recognize—
check-in on how we're doing
right now, acknowledge what
we've been through, and how
much we've accomplished.

Acknowledge

Connect

Support

[re]cover

Carve out time to recover—
to identify what feeds our
workforce intrinsically and
develop upstream interventions
that promote well-being.

Safety

Empathy

Community

[re]build

Reflect and rebuild—
identify the parts of our "old
normal" that weren't working, take
action to create a healthier, more
sustainable, and equitable future.

Purpose

Improvement

Preparedness



(flex timeline of discussion as needed)

Recognize: Pause & Check in

- Sharing stories fosters connection and resilient teams
- Share what you feel ok sharing. Listen and thank each other.
- “What has been hard and what has been supportive of you...?”

Normal Reactions to Abnormal Circumstances: Stress Continuum Model

READY (Green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
<p>DEFINITION</p> <ul style="list-style-type: none"> Optimal functioning Adaptive growth Wellness <p>FEATURES</p> <ul style="list-style-type: none"> At one's best Well-trained and prepared In control Physically, mentally and spiritually fit Mission-focused Motivated Calm and steady Having fun Behaving ethically 	<p>DEFINITION</p> <ul style="list-style-type: none"> Mild and transient distress or impairment Always goes away Low risk <p>CAUSES</p> <ul style="list-style-type: none"> Any stressor <p>FEATURES</p> <ul style="list-style-type: none"> Feeling irritable, anxious or down Loss of motivation Loss of focus Difficulty sleeping Muscle tension or other physical changes Not having fun 	<p>DEFINITION</p> <ul style="list-style-type: none"> More severe and persistent distress or impairment Leaves a scar Higher risk <p>CAUSES</p> <ul style="list-style-type: none"> Life threat Loss Moral injury Wear and tear <p>FEATURES</p> <ul style="list-style-type: none"> Loss of control Panic, rage or depression No longer feeling like normal self Excessive guilt, shame or blame Misconduct 	<p>DEFINITION</p> <ul style="list-style-type: none"> Clinical mental disorder Unhealed stress injury causing life impairment <p>TYPES</p> <ul style="list-style-type: none"> PTSD Depression Anxiety Substance use disorders <p>FEATURES</p> <ul style="list-style-type: none"> Symptoms persist and worsen over time Severe distress or social or occupational impairment

Work Life Balance

EXERCISE

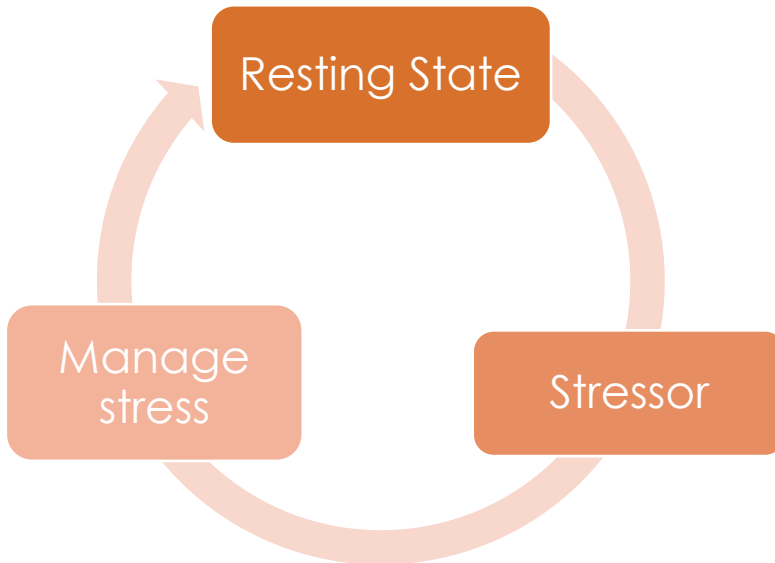
- In the last week have you:
 - Skipped a meal
 - Ate a poorly balanced meal
 - Worked through a day/shift without any breaks
 - Arrived home late from work
 - Had difficulty sleeping
 - Changed personal/family plans because of work
 - Felt frustrated by technology
 - Slept less than 5 hrs/night

**Answering 3 or more days for any question
indicates poor work-life balance**








Sexton JB, Schwartz SP, Chadwick WA, et al. The associations between work-life balance behaviours, teamwork climate and safety climate: cross-sectional survey introducing the work-life climate scale, psychometric properties, benchmarking data and future directions. *BMJ Qual Amp Saf.* 2017;26(8):632. doi:10.1136/bmjqs-2016-006032

Stress:

Respond instead of react



Complete the Stress Cycle

-  Physical Activity
-  Breathing
-  Positive Social Interaction
-  Laughter
-  Affection
-  Crying
-  Creative Expression



When Stress Reaction Causes More Stress

Fight	Self-Criticism	Self-Kindness
Flight	Isolation/ Numbing	Connection/ Shared Humanity
Freeze	Rumination	Awareness/ Movement

WHAT IS SELF-COMPASSION?



Mindfulness

Self-compassion involves recognising when we're stressed or struggling without being judgmental or over-reacting.



Self-Kindness

Being supportive and understanding towards ourselves when we're having a hard time, rather than being harshly self-critical.

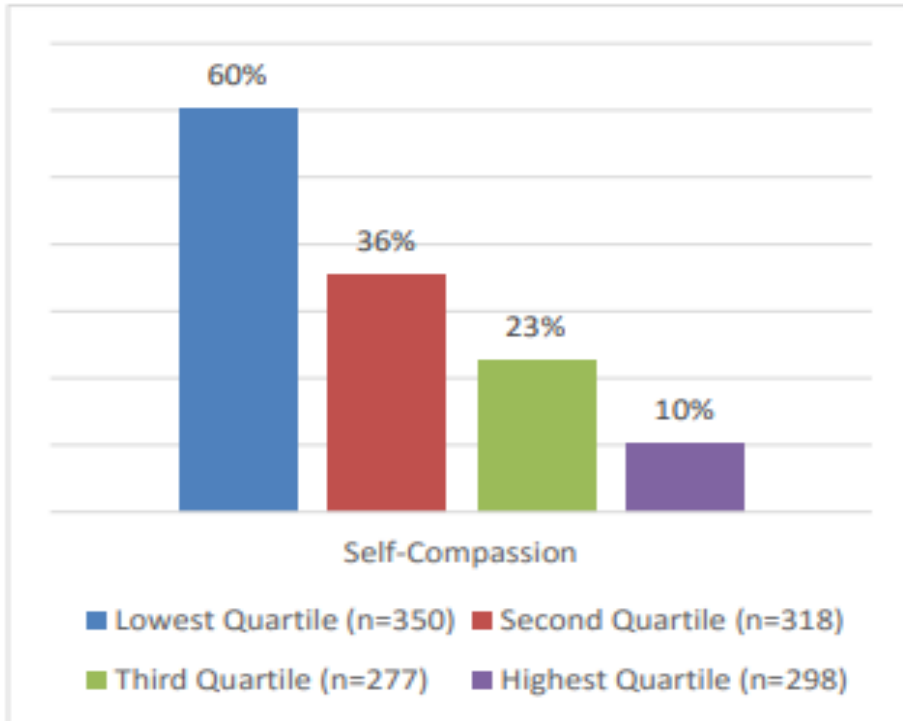


Connectedness

Remembering that everyone makes mistakes and experiences difficulties at times. We are not alone!

Self-Compassion

Figure 3: Prevalence of burnout by self-compassion



- Reduces emotional distress, cortisol, increases oxytocin
- Happiness
- Resilience
- Supportive relationships
- Physical health
- Accountability

Trockel, M., Hamidi, M., Murphy, M. L., de Vries, P. P., & Bohman, B. (2017). 2016 Physician Wellness Survey Full Report. *Stanford Medicine.*; (Neff & Germer, 2018)

Self-Compassion:

What would you say to a friend?

- **Acknowledge**

- “Name it to tame it.”
- “Hurt, ignored, rejection.” “It feels unfair.”

- **Connect**

- Remember: “I’m human; it’s ok to feel hurt; I’m not alone in this.”
- Reach out to a trusted person

- **Support:**

- Offer yourself a kind touch or kind words: “It’s ok; it will be ok. I will get through this. I will take care of myself. I will get help.”
- Breathe deeply, move
- “What do I need?”

Resiliency Toolkit



Credit: Marcie Hopkins, U of U Health

RESILIENCE



Resilience Toolkit

The U of U Health Resiliency Center shares a growing list of resources you and your team can use to continue building resilience together.

By Resiliency Center

S-T-O-P



- Stop/Slow down
- Take a breath
- Observe w/ openness
 - Thoughts, feelings, physical sensations
- Proceed with intention
 - What needs my attention now?
 - What's helpful now?

The Going Home Checklist

Acknowledge one thing that was difficult:
Name it to work through it and let it go.

1

3 List three things that went well:
Take time to savor the good.

Check on your colleagues before you leave:
Are they ok?



Reflect on how you're doing, too:
Your needs are valid.

Now switch your attention to home:

Rest, recharge and focus on the things that are important to you.



Contact the Resiliency Center at
801-213-3403 if needed.



3 Good Things

What are 3 things that went well today?

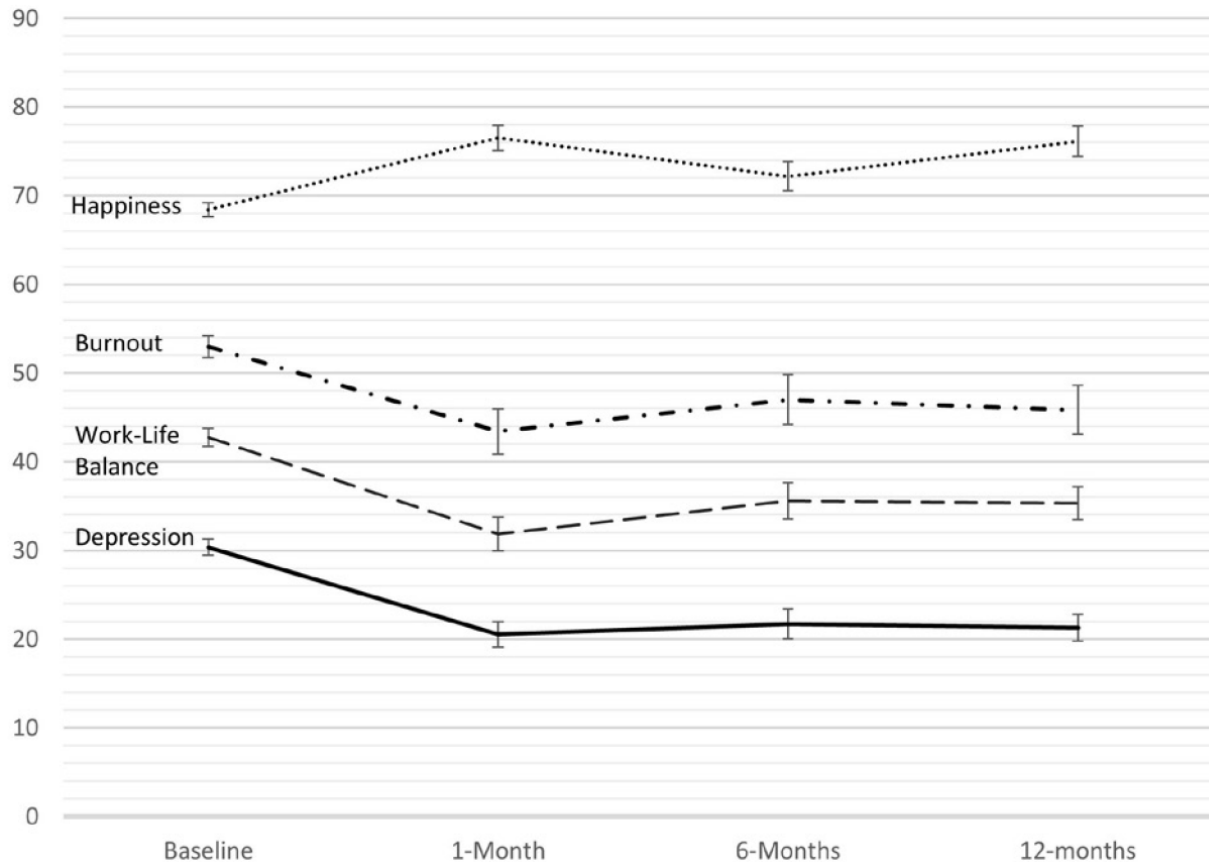
How did it occur?

Your role in it?

Your feelings?

EXERCISE

3 Good Things



Sexton, J. B., & Adair, K. C. (2019). Forty-five good things: A prospective pilot study of the Three Good Things well-being intervention in the USA for healthcare worker emotional exhaustion, depression, work-life balance and happiness. *BMJ Open*, 9(3), e022695. <https://doi.org/10.1136/bmjopen-2018-022695>

Culture:

Supporting Teams in COVID

- ***Acknowledge*** the current situation and normalize response
- ***Connect***: Check in with people one on one and in groups
- ***Provide Support***: Know the resources available



Peer Support Fundamentals



Simply listen



Validate emotions



Check-in on coping strategies
& support



Provide resources



Say This

- That sounds really tough.
- That sounds frustrating/ scary/ sad.
- You're really worried.
- You're wondering what's going to happen.
- I can tell how hard you're working.
- Are you ok?
- What are you doing to take care of yourself?

Not This

- At least you have a job.
- You'll get over it.
- You shouldn't feel that way.
- I don't know why you're so upset?
- You should think more positively.
- Unsolicited advice.
- Nothing.

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(flex timeline of discussion as needed)

Connecting With Values

- Connecting with our values
- Building community and deeper connections through our shared values
- Dyad exercise around values

Healing the Culture of Medicine

Current State	Desired Future State
Neglect and self sacrifice to a fault	Self care viewed as necessary to preserve effectiveness of HCW
Isolation	Activated support network
Fatigue	Healthy sleep habits
Asking for help is a sign of weakness	Accept vulnerability
No limits on workload	Systems that acknowledge humanity and human limitation
Perfectionism	Self compassion
Staffing model without redundancy and margin for illness; staffed to average demand	Systems acknowledge human limitation and staff for optimal care at peak demand
Work always first	Work-life integration

Shanafelt et al. Mayo Clinic Proc. 2019 Healing the Professional Culture of Medicine

Values: navigating uncertainty, taking action

- Meaning & purpose
- Deepest desires
 - How to treat yourself?
 - How to engage with others?
 - How to engage with the world?

SERVICE, AGENCY, ADVENTURE



What Is Important To You?

Values List				
Acceptance	Courage	Forgiveness	Integrity	Respect
Adventure	Creativity	Fun/humor	Kindness	Responsibility
Caring	Curiosity	Genuineness	Knowledge	Self-Care
Commitment	Engagement	Gratitude	Openness	Supportive
Connection	Friendliness	Honesty	Patience	Trust

In living in accordance with the value _____,

- What have I done recently?
- What could I be doing more or less of?
- What could I stop doing or start doing?

Resources



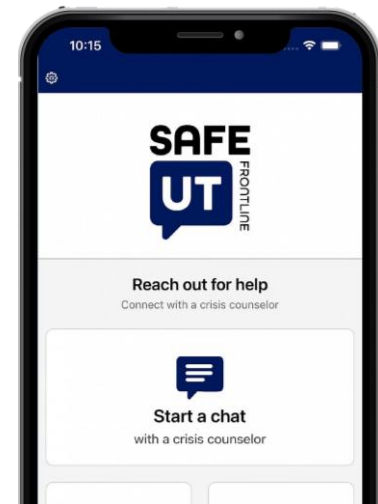
Crisis Resources

Resources for anyone in crisis:

- HMHI Crisis and Warm Line
 - 801-587-3000 (24/7) /801-587-1055 (8a -11p)

U of U Health person urgent psychiatric support:

- hmhioutpatientpsychiatry@hsc.utah.edu
 - HMHI will reach out within 24-48 hours to schedule an appointment



Resources:

Resiliency Center & Wellness & Integrative Health

- [Mindfulness, Resilience, Communication Courses](#)
- [Accelerate Resilience Toolbox](#)
- [Employee Wellness](#)
- [U's Wellness & Integrative Health Youtube Channel](#)
- [HCI 's Wellness & Integrative Health Youtube Channel](#)

AMA Steps Forward

**Redesign your practice.
Reignite your purpose.**

AMA STEPS Forward™ offers a collection of engaging and interactive educational toolkits that are practical, actionable “how-to” guides to transform and improve your practice.

[Browse All Toolkits](#)

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PRACTICE TRANSFORMATION

Burnout and Well-Being (15)



EHR and Technology (10)



Organizational Culture (15)



Patient-Physician Experience (15)



Team-Based Care and Workflow (29)



Closing Practice & Questions

- Setting an intention
 - Personally
 - professionally
- Closing practice (1-2 minutes)
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