

Peer support and Resiliency In Medicine: Current Resident Wellness Model at Stanford University

Janine Roberts
Anesthesiology Program Manager
Stanford University
Department of Anesthesiology, perioperative and pain medicine



Stanford Anesthesiology Residency

- Large Program
 - 95+ Residents
 - Categorical
 - Advanced
 - Combined Peds/Anesthesiology
 - Combined IM/Anesthesiology
 - 200+ Faculty
 - 4 hospitals and 2 surgery centers
 - Stanford Duck Syndrome



Why??

- 30-60% of physicians have symptoms of burnout (depression, substance abuse, divorce, suicide, increased medical errors, decreased patient satisfaction and job satisfaction).
- Some proven solutions:
 - Mindfulness Training
 - Self Care
 - Increase Social Connectivity
- Now a requirement of the ACGME!



Stanford Anesthesia PRIME Peer support and Resiliency In MEDicine



- Founded by Dr. Emily Ratner, Founding Co-Director Dr. Tara Cornaby
- Initiated in 2010, planning began in 2008
- Current Co-Directors: Drs. Tara Cornaby and Natalya Hasan
- Team of 4 additional faculty facilitators

Goals of the PRIME Program


- Create an environment to support and promote the well-being of residents
- Build community
- Teach/expose residents to skills to promote resiliency
- Prevent burnout in those who aren't already
- Intervene early, prevent progression and devastating consequences

Core Components

- **Wellness Retreat**
 - Elective, off-site weekend retreat in August of the CA1 year led by four training facilitators. Modeled after Jon Kabat-Zinn's MBSR Program.
- **Wellness Sessions**
 - Two hour, facilitator led, experiential sessions held every six weeks during protected didactic time.
- **PRIME Scholarship Program**

Wellness Retreat Goals

- **Individual**
 - Teach mind-body techniques shown to increase self-awareness, reduce perceived and measured stress, promote resiliency, and improve performance.
 - Acknowledge and address signs and symptoms of physician burn-out.
 - Break from Early first-year stressors.
- **Community**
 - Build peer support groups.
 - Outline ongoing available resources.




PRIME Retreat Wellness Retreat Details

- Verbalized commitment to confidentiality and respect
- Non judgmental feedback with a focus on attentive listening, rather than problem solving
- Experiential exercises including guided compassion, walking, eating, and forgiveness meditations, silent meditations, "3 good things" journaling, and daily yoga
- Opportunity for self-reflection, attention training through a mindfulness practice, and development of a core peer support group
- Group meals, rooming with peers, limited unstructured free time

PRIME Program Wellness Session Details

- Meet every 8 weeks for 1 ½ to 2 hours.
 - Held during protected didactic time.
 - All residents are expected to attend.
- Two groups from retreat are usually kept with the same M.D./Ph.D. Facilitator.
- Experiential meetings include a check-in, meditation and usually a short interactive lecture on a "wellness" topic.

PRIME Program Surveys



- Post-Retreat Evaluations
- Annual Wellness Session Evaluation
- Maslach Burnout Inventory
- NIH PROMIS - Social Isolation Survey
- Maslach - Six Areas of Work-life Stressor Survey

PRIME Program Scholarship Program

- Philanthropic gift from the family of Amy Wang M.D., now self-sustaining.
- Intended to support initiatives that promote resident wellness and resiliency.
- Activities:
 - Attend a meeting and present information
 - Implement a program, including outcome data
 - Participate in research, new or ongoing
 - Other approved activity

PRIME Program Scholarship Details

- Annual scholarships given to selected residents in the amount of \$1500.
- Residents must submit a one-page proposal that includes a designated faculty mentor.
- Proposals approved by the Selection Committee.
- A final report is presented to the Education Committee once the project is completed.

Christina Maslach, Ph.D.
-Professor Emerita U.C. Berkeley

"What we found is that people's health, well-being, everything in life, is way better if you're connected with other people. That social network, that each of you have each other's back, that they're there for you and you're there for them, that's like money in the bank. That's a precious, precious resource."



- Dr. Natalya Hasan
- Dr. Tara Cornaby
- Dr. Emily Ratner
- Dr. Alex Macario, Program Director
- Dr. Ron Pearl, Chairman