

INTRODUCTION: BACKGROUND & CONTEXT

- Burnout in internal medicine (IM) ranks among the highest of all specialties with rates up to 76%¹
 - Residents recover from existential burnout by:¹
 - 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:** 1st 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." 1st 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

