Efficacy of Well-Being Self-Awareness and Departmental Interventions within a Single Radiology Residency Program

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INTRODUCTION

• Burnout – a severe stress reaction to daily occupational responsibilities that may be associated with adverse mental health and work performance

• Predisposing risk factors to resident physician burnout
  - Intense work demands
  - Limited control
  - High degree of work-home interference

• Top 10 burnout specialties
  - Radiology ranks 7th with a burnout rate of 45%

• Medscape survey N= 15,000+ physician responses; 29 specialties

PURPOSE

• Promote well-being self-awareness
• Identify program-specific contributing factors of burnout
• Implement departmental changes to improve well-being

METHODS

INTERVENTIONS - QUALITY IMPROVEMENT PROPOSAL
1) After-hours journal club at a local restaurant
2) New resident welcome party hosted by faculty
3) Weekly CORE Radiology lecture series that focused on team-based exercises and resident camaraderie

MEASURES

Instrument/Survey

Mayo Well Being Index: Voluntarily and anonymously completed by PGY2-5 radiology residents (83.3% participation) over 2 consecutive academic years
Work Relationships and Job Satisfaction Survey
Program Survey: Efficacy of Well-being awareness, implementations, additional risk factors, and possible future areas of improvement

RESULTS

Well-Being Indexes comparing Pre-Intervention and Post-Intervention

Perception of Work Relationships and Job Satisfaction

Requested Areas of Focus for Well-Being Improvement

DISCUSSION

• Resident burnout, overwhelming, anxiety/irritation, emotional hardening, daytime sleepiness, and compromised health all demonstrated a decrease in monthly frequency after project interventions
• Job satisfaction and personal/family time remained unchanged
• Sense of resident to resident connectivity and resident to faculty connectivity increased
• Highest rated implementation was the new resident welcome party hosted by faculty
• Aside from known well-being modifiers, a resident vs. faculty annual sporting matchup was most highly rated from a list of future implementations
• The Mayo Clinic Well-Being Index was not perceived as a helpful awareness or assessment tool

CONCLUSION/FUTURE DIRECTIONS

Key Findings
• Overall resident well-being improved over the course of 2 academic years while under surveillance and with 3 program interventions
• Increased time with friends and family was perceived to offer the most significant improvement to well-being

Limitations
• The Mayo Clinic Well-Being Index was perceived negatively, thus, survey results might contain inaccurate responses
• Survey results were corrected for graduating and incoming residents but could not be utilized to reflect individual or PGY data changes due to the anonymous design

Next Steps and Sustainability
• Assess interest for an annual sporting matchup between resident and faculty teams