



FY2021 WELLNESS CHAMPIONS RETREAT

PRESENTED BY THE RESILIENCY CENTER

Welcome

By Wayne Imbrescia

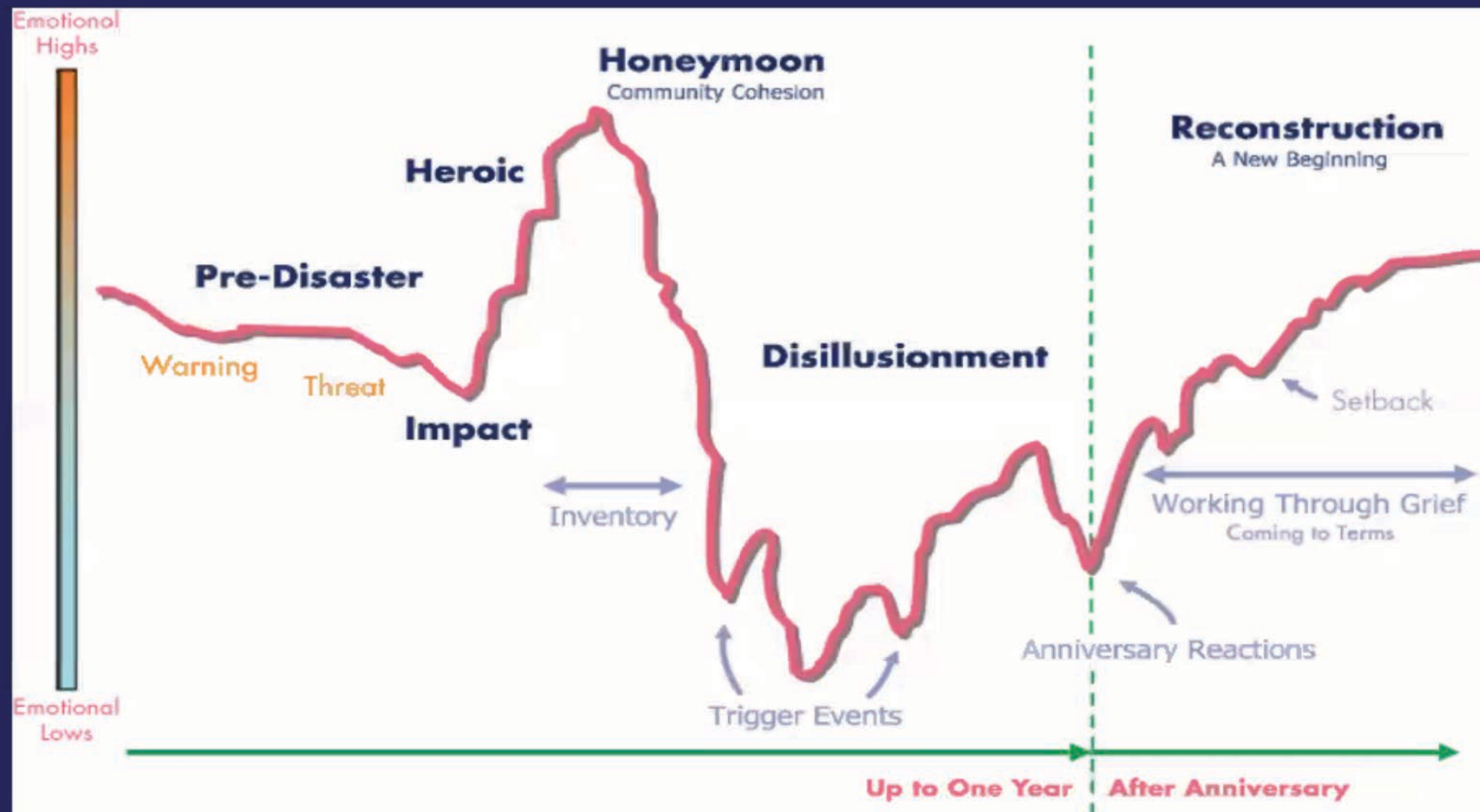




WELLNESS CHAMPIONS RETREAT 2020

AMY LOCKE, MD
RESILIENCY CENTER
WELLNESS AND INTEGRATIVE HEALTH
PROFESSOR OF FAMILY AND PREVENTIVE MEDICINE

Community Phases of Disasters



DeWolfe, D. J. (2000). SAMHSA.

Normal reactions to abnormal events



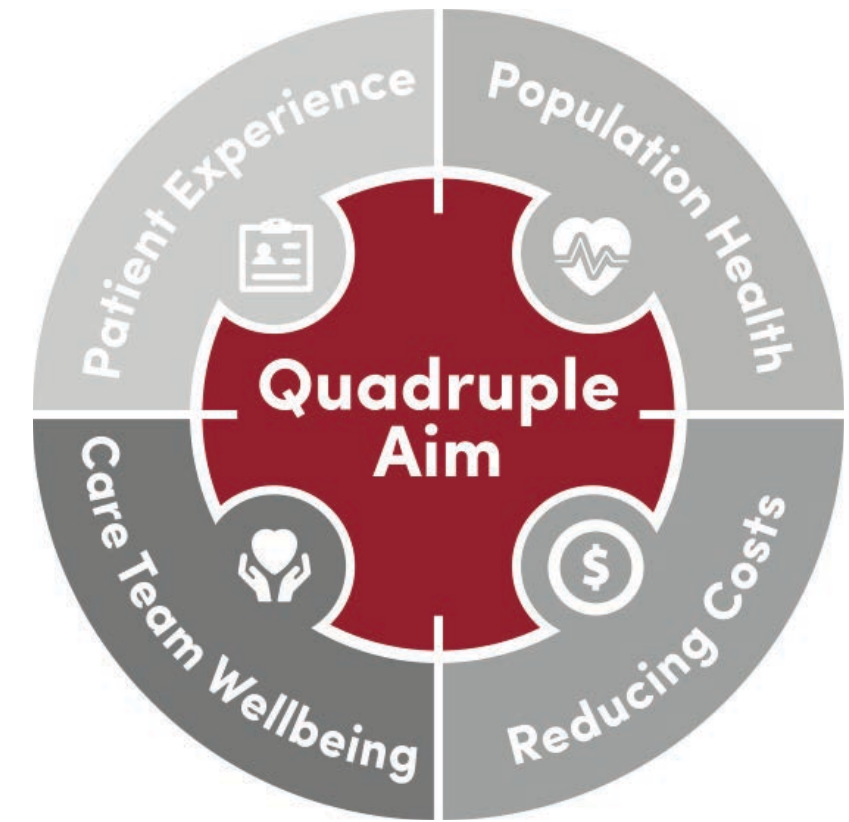
Current state of affairs



Photo by [Aarón Blanco Tejedor](#) on [Unsplash](#) downloaded 9/17/2020

OVERVIEW OF THE RETREAT

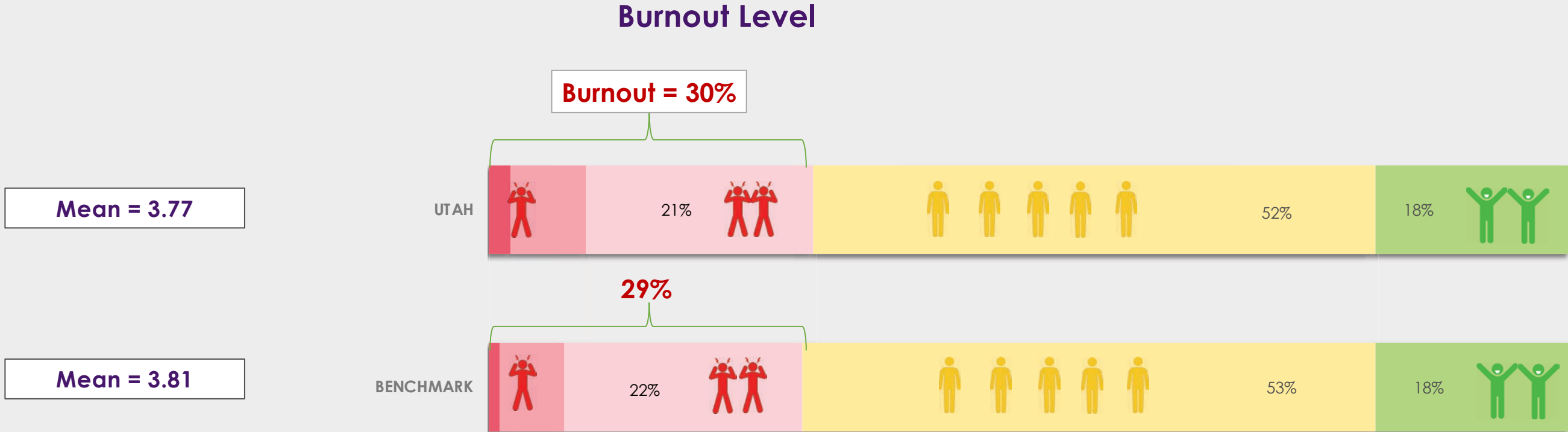
- Introduction
- Check in
- Emotion Coaching
- Recognizing those at risk
- Break out session: Getting started
- Barriers and moving forward



Burnout Level



Both nationally and in Utah, 3 in 10 described themselves as burned out, 5 in 10 see themselves as under stress, while about 2 in 10 say they have no symptoms of burnout.



Using your own definition of burnout, please select which of the following statements best describes you:



(5) I enjoy my work. I have no symptoms of burnout.



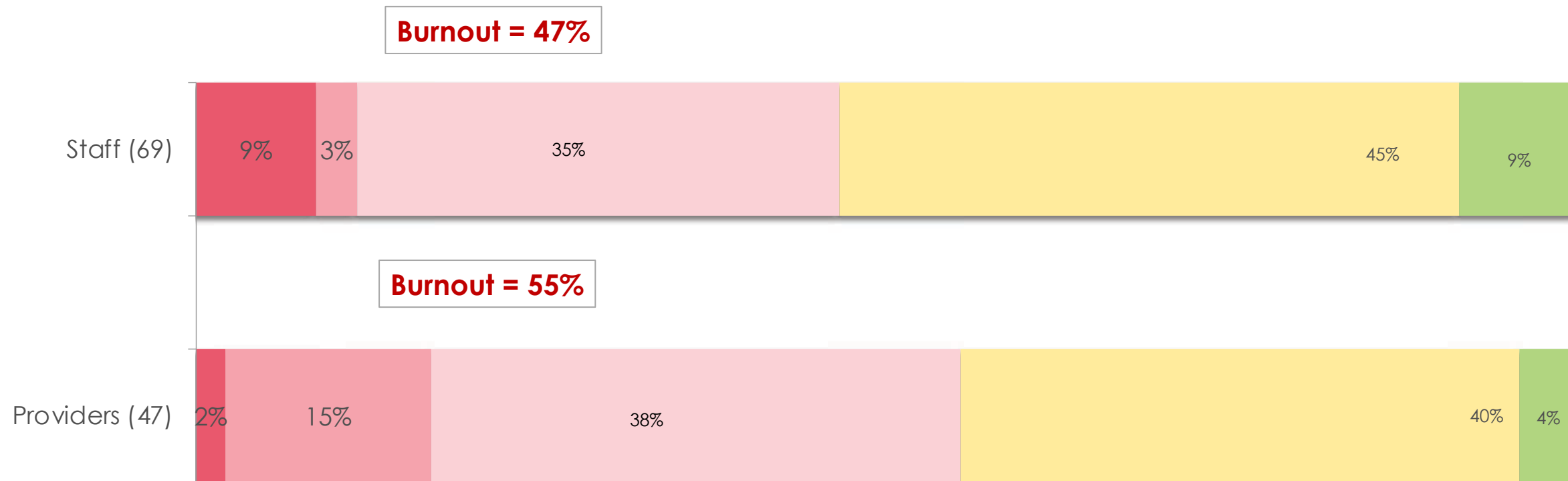
(4) I am under stress and don't always have as much energy as I did, but I don't feel burned out.



(3) I am definitely burning out and have one or more symptoms of burnout.
(2) The symptoms of burnout that I'm experiencing won't go away. I think about work frustrations a lot.
(1) I feel completely burned out. I am at the point where I may need to seek help

Base: Total Sample = Benchmark (N=1000); Utah (N=608)

Ambulatory clinical teams Fall 2020



KEY DRIVERS OF BURNOUT & ENGAGEMENT

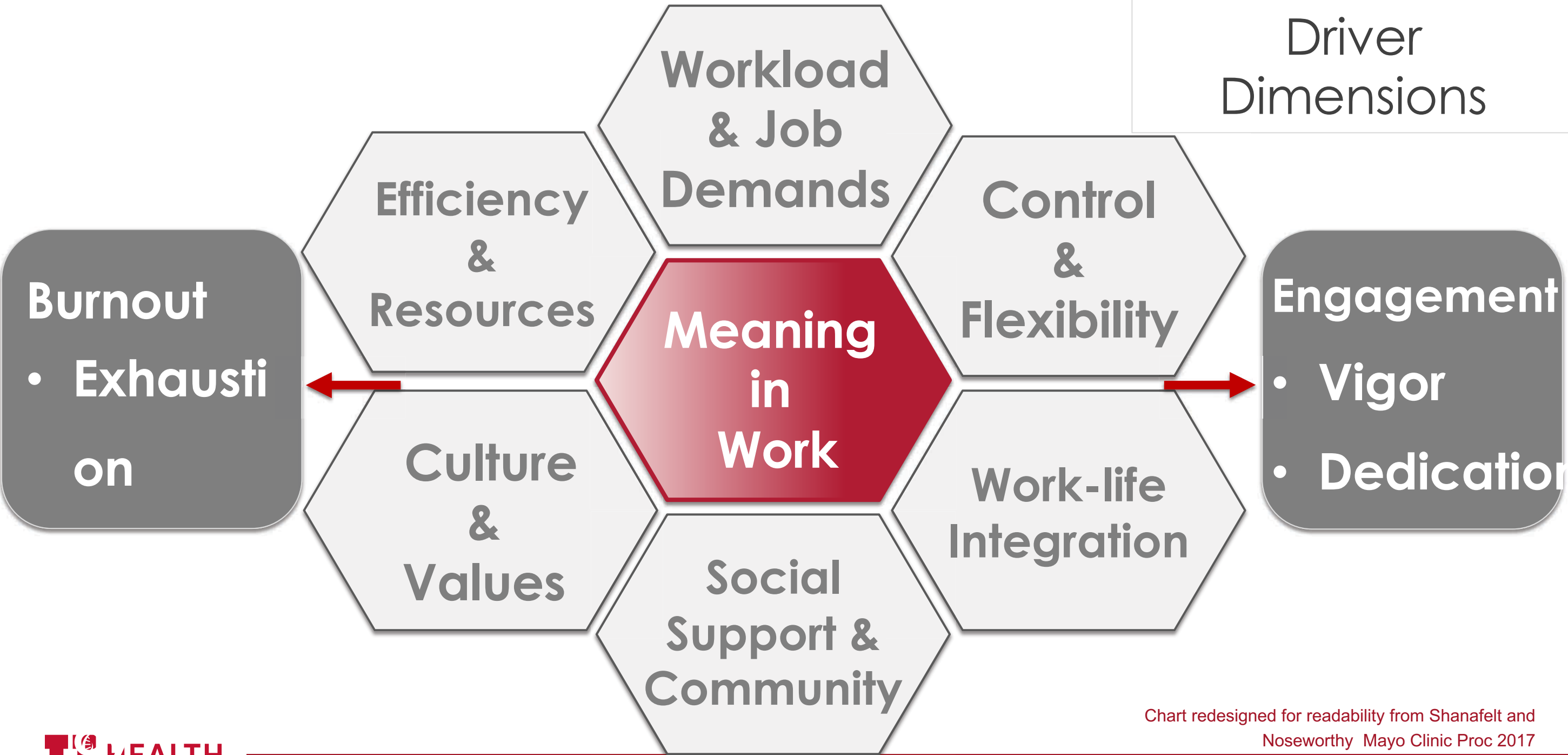


Chart redesigned for readability from Shanafelt and
Noseworthy Mayo Clinic Proc 2017

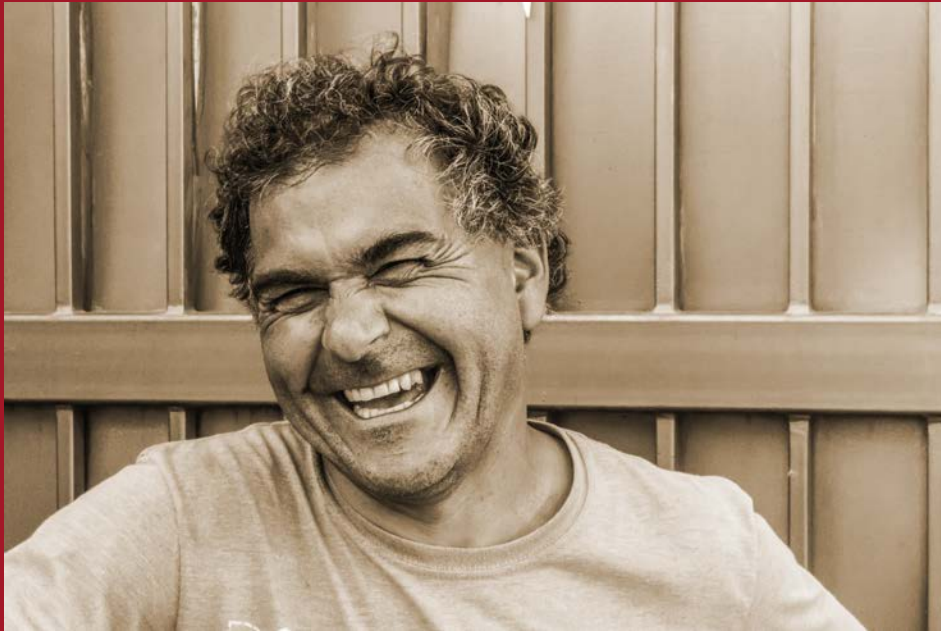
WHERE ARE YOU & YOUR GROUP AT ON THIS WELLBEING HIERARCHY?

Health Professional Wellbeing Hierarchy

Adapted from Shapiro et al. Am J of Medicine 2019



Core components of Wellbeing



purpose



patients



peers

RELATIONSHIPS & CONNECTION

Positive emotions protect mental health



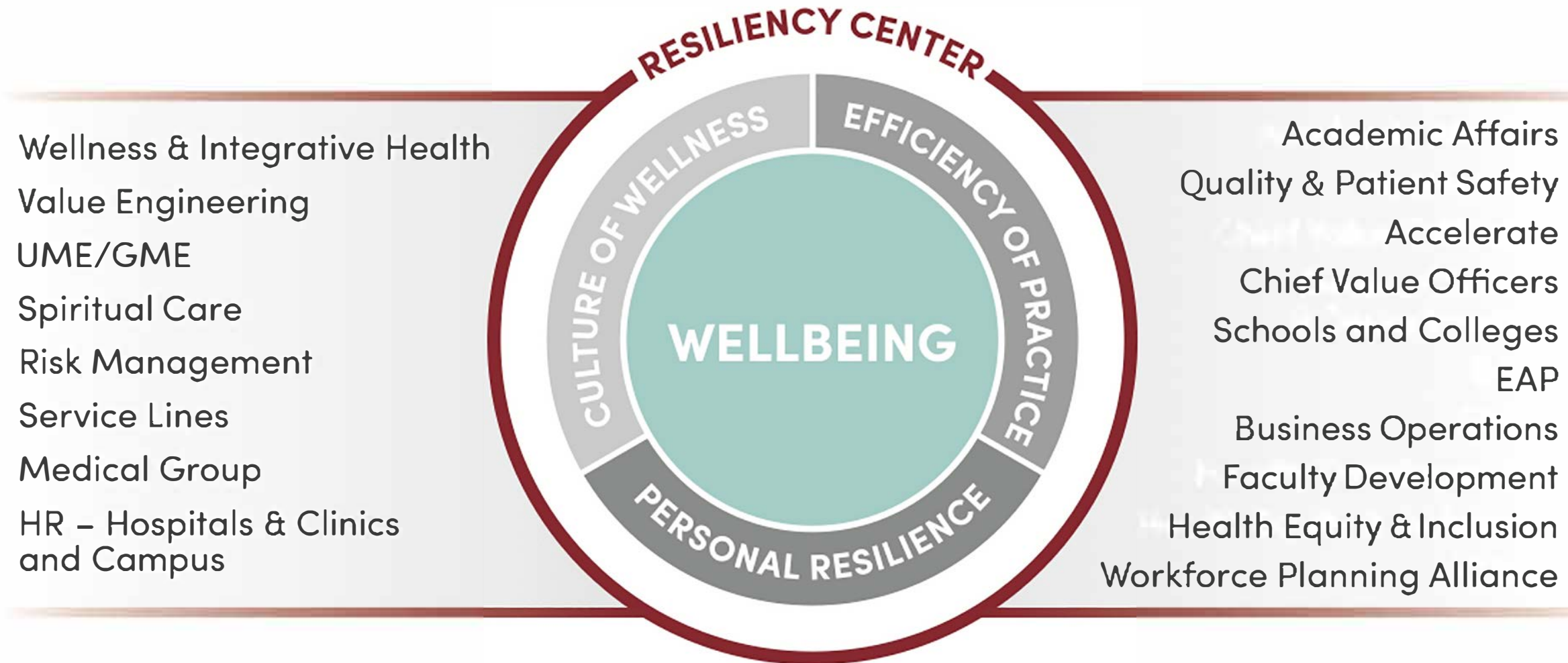
Bryan Sexton, April 2020 Webinar, Three Good Things

Traits associated with resilience

- Acceptance and realism
- Self awareness/monitoring
- Appreciating the good things
- Taking breaks
- Strong support
- Setting boundaries around work
- Recognizing when change is necessary

Zwack and Schweitzer, Academic Medicine 2013

Wellbeing at U of U Health

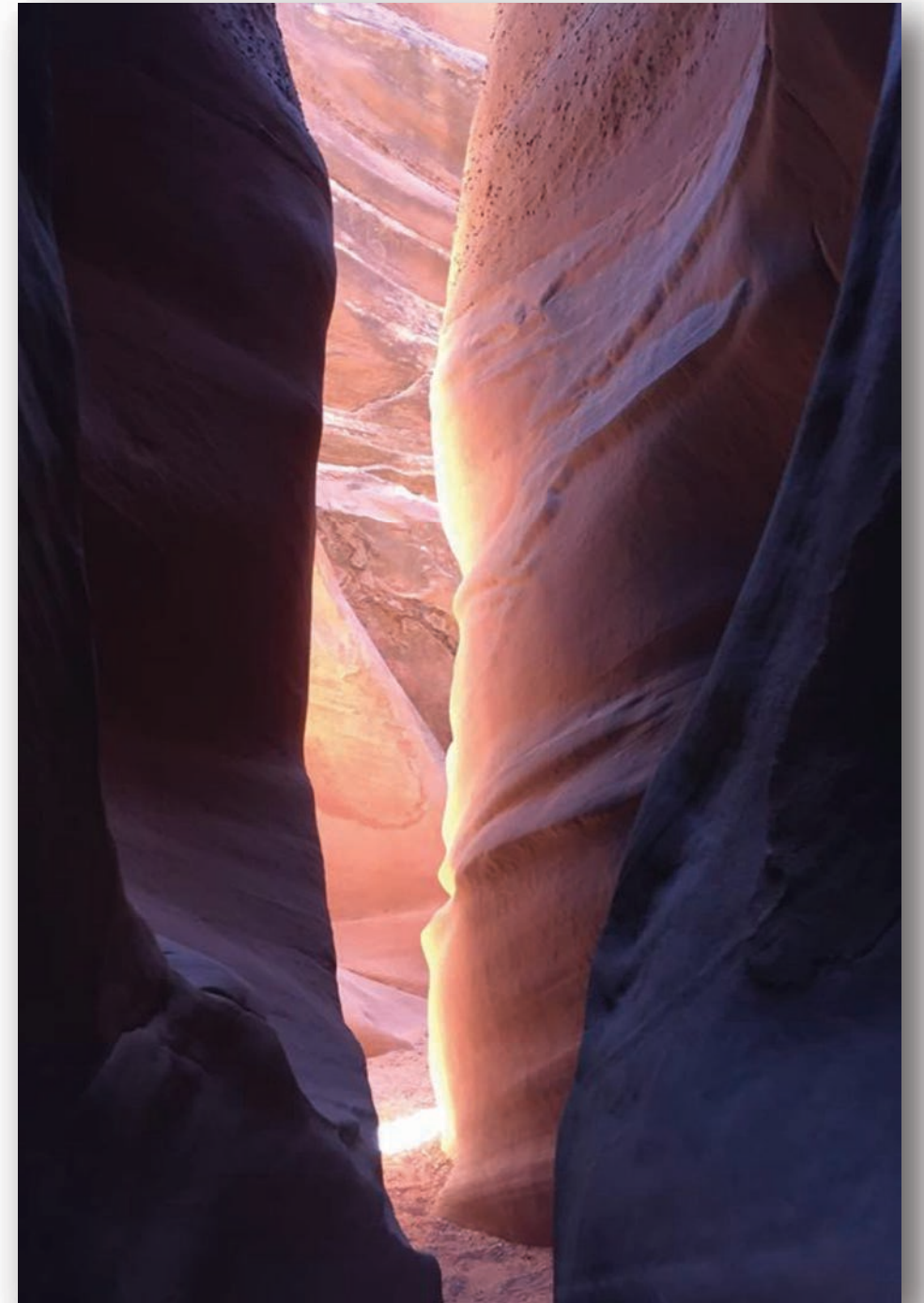


RESILIENCY CENTER PURPOSE

**Support professional wellbeing
through advocacy, programs, and
collaboration**

Foster an environment where people:

- courageously meet challenges
- connect with themselves and others
- feel fulfilled by their work



WHERE TO START

- Consider your own needs
- Share how you manage



SUPPORTING OTHERS: RECOGNIZING STRESS

- Racism
 - Recognize micro-aggressions and speak up
- Childcare
 - Be flexible in schedules and expectations
- Fear
 - Acknowledge and validate
- Loneliness
 - Reach out to connect



WELLNESS CHAMPIONS PROGRAM



PLANNING COMMITTEE

Kim Mahoney, Accelerate

Andrew Siddoway, UUHC Organizational Development

Whitney Werner, Resiliency Center

Megan Call, Resiliency Center

Trinh Mai, Resiliency Center

Jean Whitlock, Resiliency Center

Amy Locke, Resiliency Center

Karla Motta, Resiliency Center

Alan Davis, Resiliency Center

GOALS OF WELLNESS CHAMPIONS PROGRAM

- Facilitate local change agents
 - Build and maintain resilience
 - Optimize environment and structure of workplace
- Improve wellbeing of teams
 - Structured curriculum
 - Facilitated process improvement
 - Ground up approach

WELLNESS CHAMPIONS

- Supported and coached by RC
 - Quarterly meetings with RC team
 - Fall and Winter Retreat (January 28th 8-12pm)
- Learn from Champions and experts
 - Work on most significant needs of group
 - Determine resources needed
 - Measure success
 - *High impact project*

PROJECTS 2020



- Clinic Pilot
 - Implement 4-6 positive psychology tools over FY21
- Thrive Groups
 - Centralized coordination of multiple groups in a department
 - Modeled off the Thrive in Pediatrics group
- Returning/new groups
 - Design your own project
 - Use the positive psychology toolkit

PAST WELLNESS CHAMPIONS PROJECTS

- OR ergonomics
- Gym access
- Critical results reporting
- Billing & coding
- Clinical efficiency analysis
- Inbox management
- Adverse event protocol
- Standardize inpt consults
- Meeting redesign
- Mindfulness sessions
- Bike awareness
- Redesign break space
- Address email culture
- Faculty feedback tool
- Wellness challenges
- APC promotion ladder

Addressing Team Well-being



TEAMS ADDRESSING WELL-BEING

- Look at the data
- Assess strengths
- What would have the biggest impact?
- What is your bandwidth?
- Consider the basics
- Who is already working in this space?
- Get help



AVAILABLE DATA

- Clinical pilot groups
 - Professional fulfillment
 - Burnout
 - Peer support
 - Psychological safety
 - Stress
 - Patient safety event
- Waggl 2020
- Press Ganey 2019
- OD Survey 2020
- Group discussion
- Personalized survey
- Thriving assessment tool

BEING THE CHANGE

- Very small actions can take on a life of their own
- To make a big change you have to start small
- Notice the patterns you are making
- How are you contributing to the pattern?

RESOURCES

[Accelerate Wellness Champions Play List](#)

[COVID Wellbeing Pulse page](#)

[Organizational Development COVID
Resources](#)

UPCOMING PROGRAMING

- Mindfulness
 - Everyday Mindfulness
 - 11/12/20-12/10/20 at 5:00-7:00 PM
 - Mindfulness in Medicine
 - 11/12/20 at 8:00 AM – 12:00 PM
 - Mindfulness Based Stress Reduction
 - 01/19/21-03/16/21 at 5:30 – 8:00 PM
- Self-Compassion for BIPOC
 - 11/10/21-11/17/21 at 12:00 – 1:30 PM; and 12/15 8:30-12:00 PM
- Utah Advanced Communication Training
 - January 2021
- Drop in Sessions
 - BIPOC Check-in & Support via Zoom – Thursdays at 12:00 PM
 - Mindfulness Breaks via Zoom – Wednesdays at 1:00 PM

