

# Rising to the Challenge: A Workshop to Improve Workplace Resilience Among Trainees

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## Introduction

- Physician wellness and work-place burn-out have come to the forefront of GME in light of the recent COVID-19 pandemic and the current challenges of staffing shortages and increased patient acuity.
- These factors have highlighted the importance of the ACGME's stance that "Well-being requires that physicians retain the joy in medicine while managing their own real-life stresses."
- Much emphasis has been placed on promoting individual physical, emotional and social wellbeing by facilitating appropriate time away from work or integrating wellness activities within the workday.
- Though these approaches are essential to promoting well-being, it may lead to the perception among trainees that wellness only occurs outside of work, or during non-patient care activities.
- Fostering resilience among trainees can allow them to provide exceptional patient care, enhance job satisfaction, and cope with the current constraints of the medical system.

## Methods

- An interactive workshop was designed to allow participants to explore the importance of building resilience into the workplace as an essential component for physician wellness.
- Through small and large group activities, participants met the goals of identifying the inherent challenges of being a physician, describing the impact of resilience on the individual and the health-care team, modifying the learning environment to mitigate common sources of stress and practicing strategies that promote wellbeing and resilience at work.
- Participants completed an abbreviated version of the validated Nicholson McBride Resilience Questionnaire (NMRQ) at the start of the workshop to assess their baseline resilience, and then completed a summative evaluation of the workshop at its conclusion.

## Workshop Format



Figure 1: Schematic of Workshop Day Structure

## SMALL GROUP SESSION OBJECTIVES

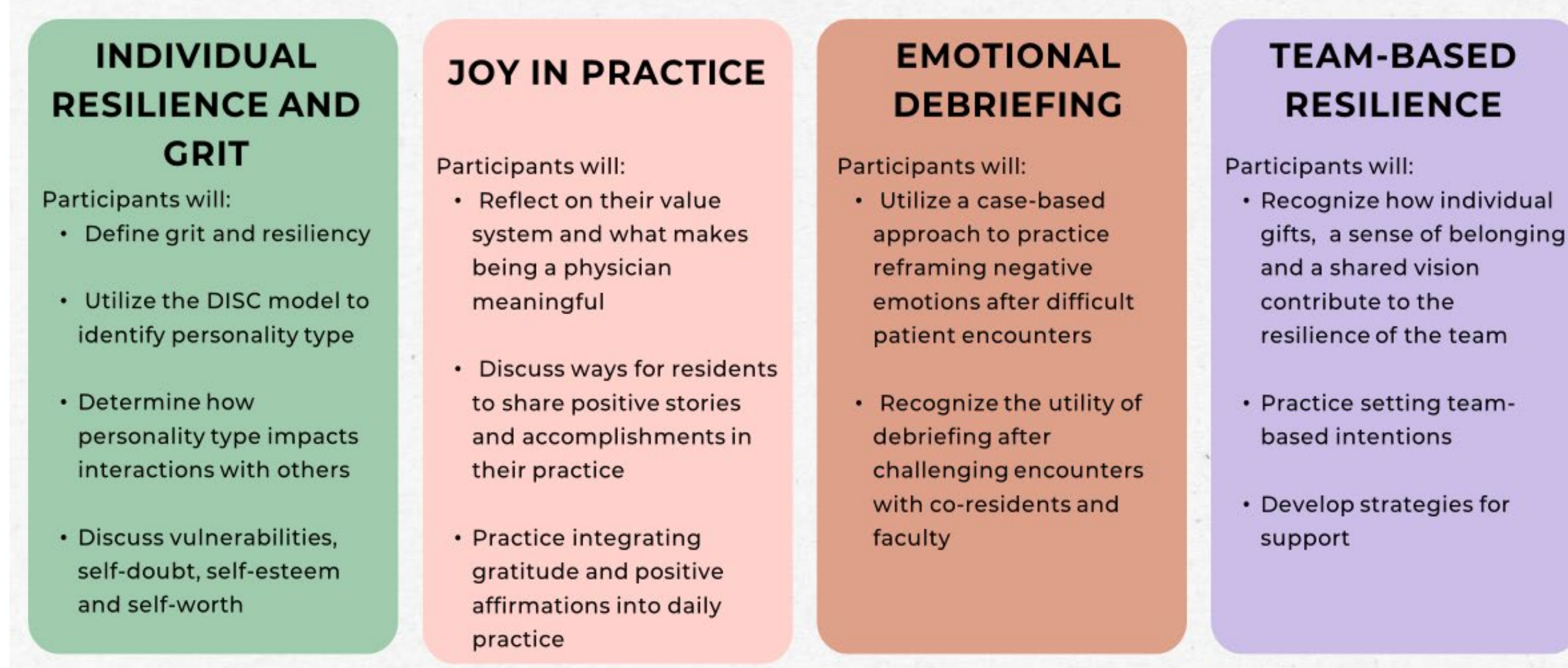


Figure 2: Schematic of Small Group Session Objectives

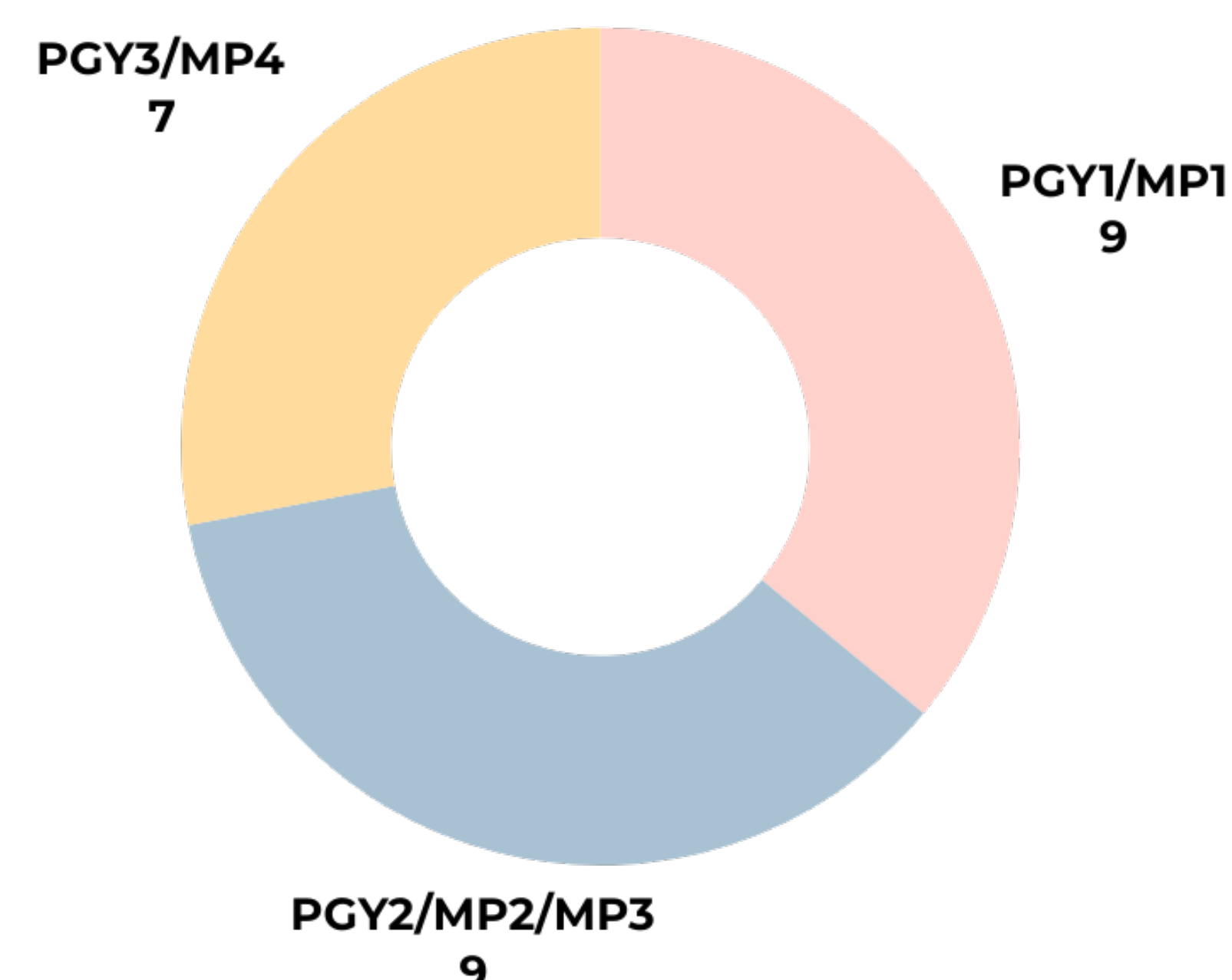


Chart 1: Pie Chart Showing Number of Participants Per Training Year

## Outcomes

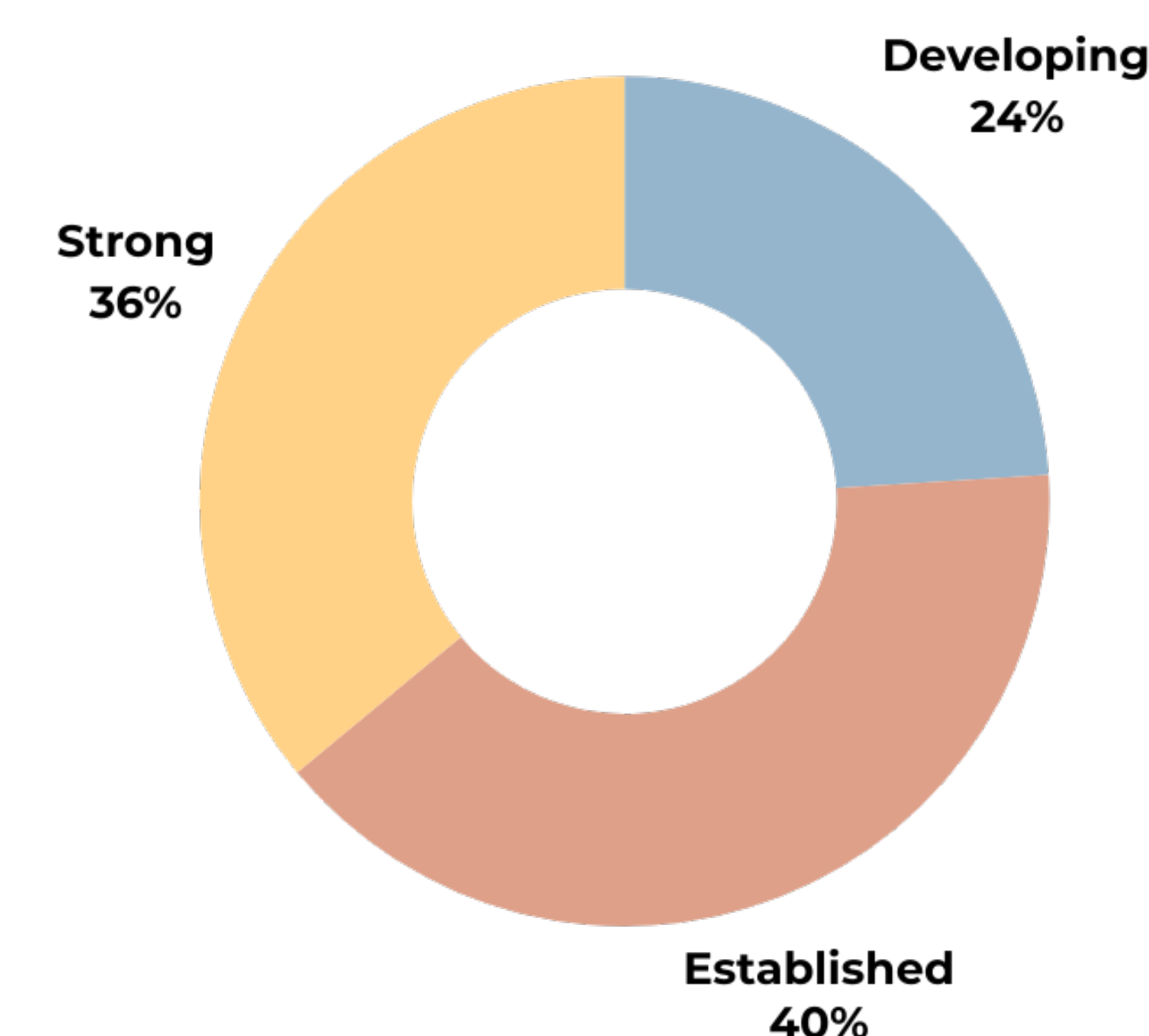
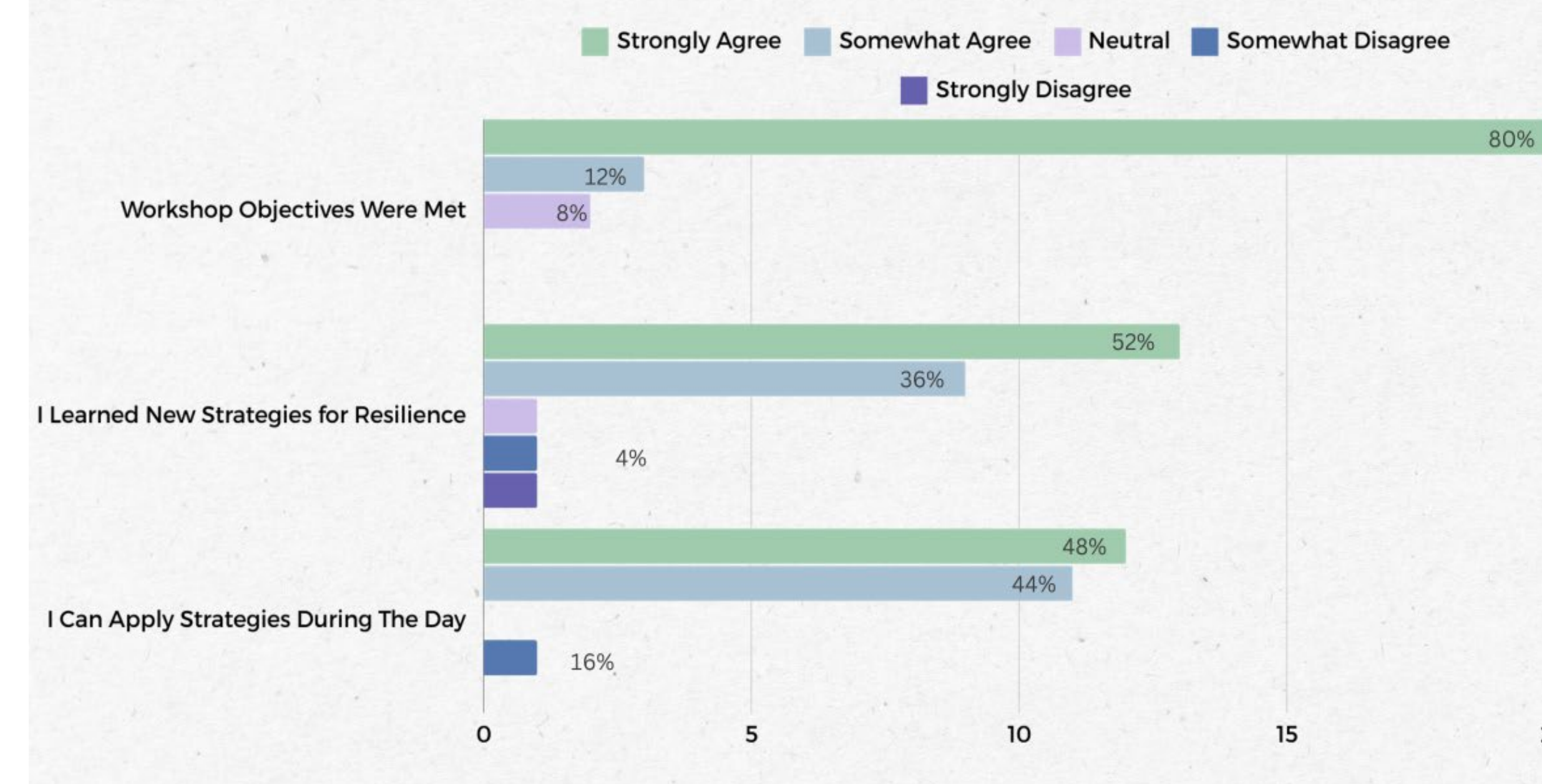


Chart 2: Pie Chart Showing Percentage of Participants with Varying Levels of Resilience Per NMRQ

## WORKSHOP SURVEY RESULTS



Graph 1: Bar Graph Showing Participant Responses Regarding Workshop Objectives and Applicability

## QUALITATIVE FEEDBACK

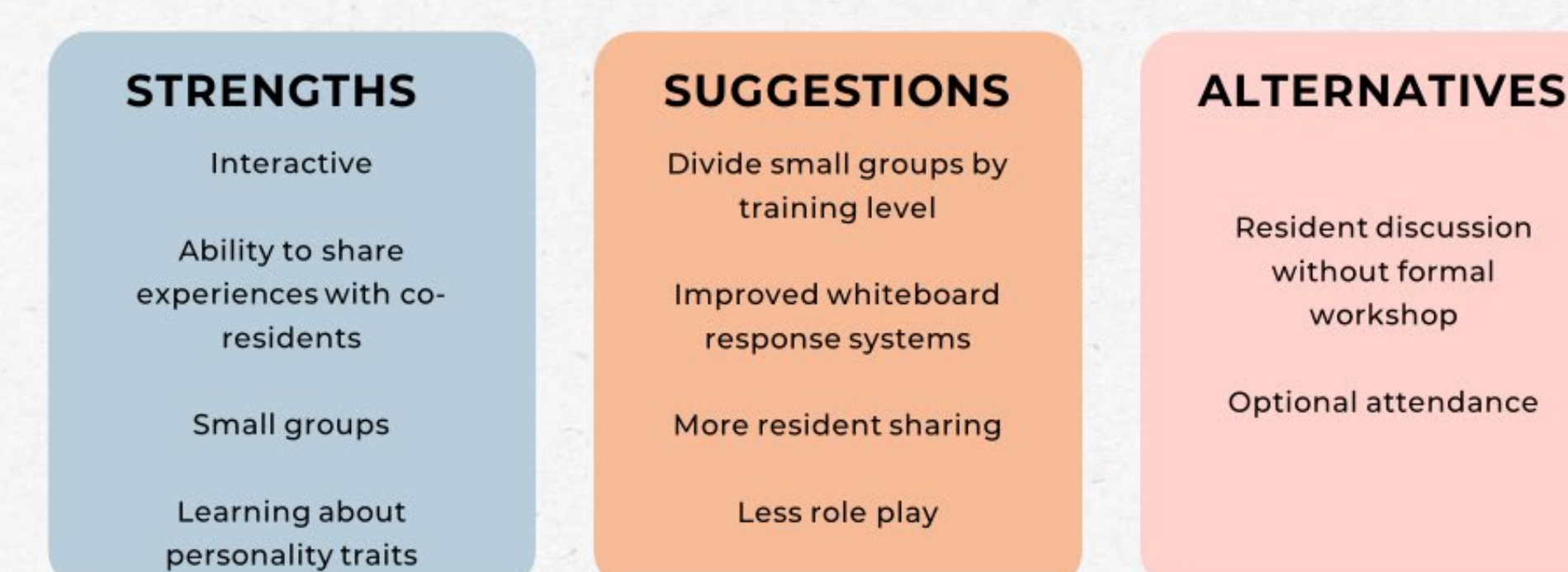


Figure 3: Schematic of Quality Feedback Provided

## Outcomes Continued

- 25 trainees participated in the workshop; 21 were categorical pediatric residents and 4 were internal medicine-pediatrics residents.
- Majority of those with developing resilience were in their first year of training.
- 92% of participants agreed that the workshop objectives were met and 88% agreed that the workshop taught them new strategies to help them be more resilient, and that they would be able to apply these strategies during their workday.
- Majority of participants rated the quality of the workshop content as excellent or good.

## Conclusions

- Majority of workshop participants stated that they learned new strategies to enhance resilience in the workplace.
- Though the objectives of the workshop were met, participants also expressed that interacting with co-residents and discussing common experiences was also a positive outcome of the workshop.

## Next Steps

- The NNMQ will be given to pediatric and internal medicine-pediatric residents prior to the end of the academic year to determine if workshop attendance is correlated with higher NMRQ scores
- Given that most participants that had "developing" resilience were in their first year of training, implementing this workshop during intern orientation, or early in the academic year, would be beneficial.

## References

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