

Enhanced Stress Resilience Through Mindfulness: Compassion Communication Community

UCSF Faculty in Surgery and Anesthesia

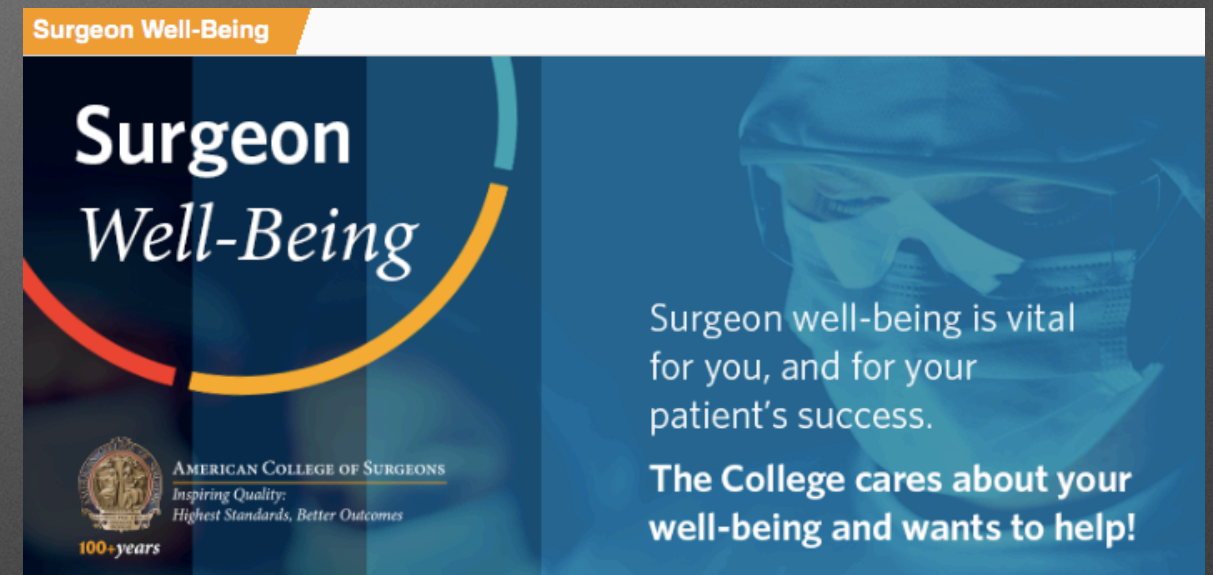
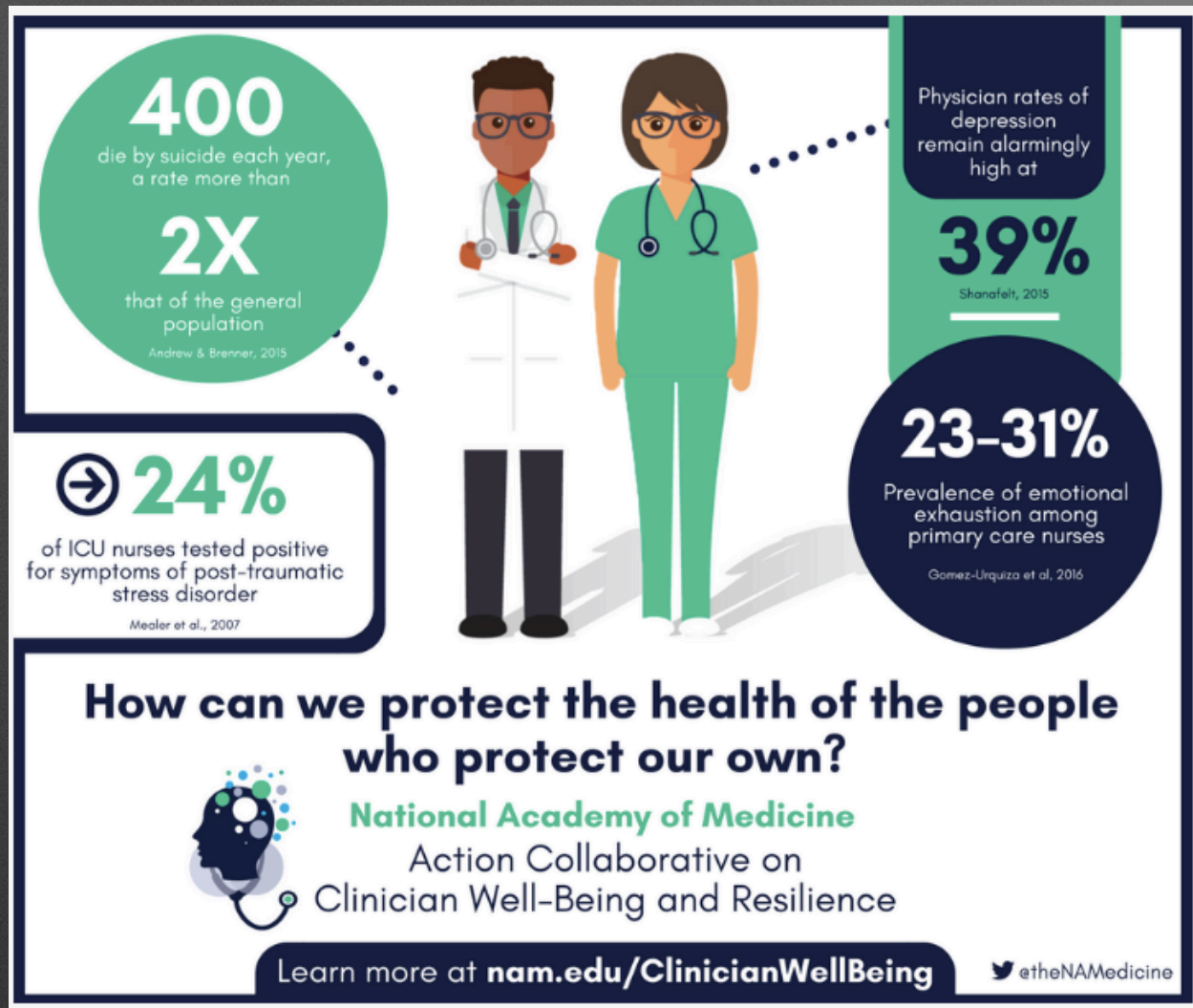
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2017

The Problem



Shanafelt, *Proc Mayo Clin*, 2015

<https://nam.edu/initiatives/clinician-resilience-and-well-being/>

<https://www.facs.org/member-services/surgeon-wellbeing>

“A greater sense of pessimism... which has drained the joy
out of practice ...”

Patient Compliance

Professionalism

Exposures

Errors



Burnout is a Surrogate

Satisfaction

Patient Outcomes

EtOH dependence

Attrition

Suicidality

Campbell, *Surgery*, 2001
Bertges, *Transpl Proc*, 2005

Shanafelt, *Ann Surg*, 2009
Shanafelt, *Ann Surg*, 2010
Balch, *Ann Surg*, 2011

The Pipeline

	BURN OUT	DEPRESSION	SUICIDAL IDEATION	ALCOHOL ABUSE	SEVERE STRESS
PGY3	60%	32%	16%	37%	58%
MINDFULNESS (OR)	0.24	0.26	0.25	— —	0.15



Lebares, manuscript in preparation
Muller, NEJM, 2017
Feldman Memorial website

Mindfulness Intervention

- **Mindful Surgeon RCT at UCSF:**
MBSR, vetted, evidence-based, feasible



- Where it's been tried (physicians, nurses, residents)
- Results: Meaning and engagement in work, decreased burnout and perceived stress, increased satisfaction.

Feasible and Acceptable

“At work I am much less reactionary..to pages, nurse requests...I have somehow gained some ‘space’ between certain stimuli and my reaction to them.”

“I’m on Neurosurg at the General. I find I’m more purposeful and present with the pts’ and families. I wrote the orders to withdraw care on a 23yo today. It is really painful and I am feeling that. But at the same time it’s ok. “

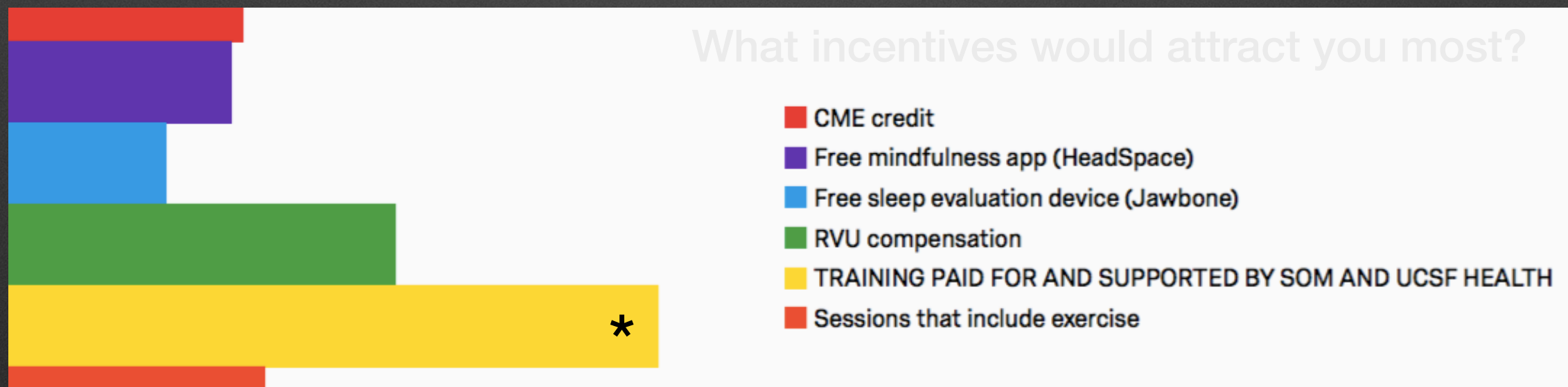
“ I can’t believe how rich life is. It’s amazing I didn’t see this before; like I was living in the fog. I use the techniques..when I’m walking the halls...I’m more patient with med students and more present with patients. “

“I thought I’d be learning a relaxation technique, but this is *work*. At first I thought it was sort of ridiculous, but it has changed me. ..changed how I think, how I see things, how things affect me.”

What potential benefits would attract you most?



What incentives would attract you most?



Mindfulness Resilience Training

Adaptable modular curriculum: MBSR Backbone;
Tailored to MDs; Osher Center collaboration

More attentive listening
Greater empathy and self-compassion
Recognize bias and judgement
Increased self-awareness and satisfaction
Better communication

First wave implementation: Training and Feasibility

Krasner, *JAMA*, 2009
Epstein, *AIM*, 1999
Grepmaier, *Psychother Psychosom*, 2007

Answering the Clarion Calls



Physician Burnout Is A Public Health Crisis: A Message To Our Fellow Health Care CEOs

John Noseworthy, James Madara, Delos Cosgrove, Mitchell Edgeworth, Ed Ellison, Krevans, Paul Rothman, Kevin Sowers, Steven Strongwater, David Torchiana, and Harrison

March 28, 2017

Physician Well-Being: A Powerful Way to Improve the Patient Experience

By Diane Shannon, MD, MPH



Bodenheimer, *Ann Int Med*, 2014
Shannon, *Physician Exec*, 2015
healthaffairs.org/blog
<https://nam.edu/initiatives>

Return on Investment

- Making UCSF a national leader in addressing physician burnout
- Strengthen retention and success of faculty and residents
- Enhance UCSF's reputation for quality of care
- Restore the heart of the patient experience