Promoting Faculty Well-Being and Engagement

Cristin McDermott, MD
Dena Hofkosh, MD, MEd
Department of Pediatrics
Faculty Development Session
August 17, 2017
We should be happy and engaged

• A career in Pediatrics:
  • Service
  • Meaningful connections with patients and families
  • Joy, gratitude, nourishment and reward
Challenges of our work

• High intensity situations
• Negative emotions of patients/parents
• Uncertainty
• Medical errors
• Patient deaths
• Stress, fatigue and burnout
Our own characteristics

• Perfectionism
• Long hours
• Sleep deprivation
• Lack of coping skills
• Personal habits
• Lack of control
## Positive Traits or Risk Factors?

<table>
<thead>
<tr>
<th>Positive Trait</th>
<th>In Exaggerated Form</th>
</tr>
</thead>
<tbody>
<tr>
<td>Altruism</td>
<td>Loss of sense of self, martyr</td>
</tr>
<tr>
<td>Compassion</td>
<td>Compassion fatigue, loss of empathy, depression</td>
</tr>
<tr>
<td>Perfectionism</td>
<td>Compulsiveness, self doubt, imposter syndrome</td>
</tr>
<tr>
<td>Competitiveness</td>
<td>Isolation, alienation of peers</td>
</tr>
<tr>
<td>Resiliency</td>
<td>Sense of invincibility, unsustainable pace, exhaustion</td>
</tr>
<tr>
<td>High Achievers</td>
<td>Workaholic, burnout</td>
</tr>
</tbody>
</table>

McClafferty 2017
How do we renew ourselves to maintain the joy and meaning in our work?
“The secret of the care of the patient is caring for oneself while caring for the patient.”
~ Candib, 1995
Promoting well-being

• Individual and group strategies
  • In the moment
  • Long term

• Organizational
Strategies to Promote Well Being

• One size does not fit all
• Individual and personal journey
• Each of us must find strategies that work for us
In the Moment Strategies

- Center yourself
  - deep breaths, brief prayer, silent commitment to your patients
- Develop self insight into your triggers and how you respond
- How do you respond to strong emotions of anger, grief, disappointment?
- Take time to understand other’s triggers
Long Term Strategies

• Occupational Strategies
• Approaches to life
• Emotional/cognitive strategies
• Relationships with others
• Spirituality
• Promotion of self care
Somebody has to do something, and it's just incredibly pathetic that it has to be us.

- Jerry Garcia
Organizational strategies

• What can we do to promote a healthy environment at work?