An Introduction to Well-being
GME Wellness Program - Who We Are?

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GME Learning Environment Subcommittee
-includes well-being

- Faculty/Staff
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- Thomas Ciesielski
- Tosin Adeyanju
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- Sherree Wilson
- Eva Aagard
- Raquel Cabral

- House staff
  - Simone Bernstein
  - Ricardo Ramirez
  - Katharine Caldwell
  - Lauren Van Buren
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GME Wellness Champions: At least one resident/fellow per program/Department + a faculty advocate.
Mission

The GME Wellness Program aims to improve resident and fellow well-being. We develop individual and organizational strategies to improve trainee health, reduce stress and burnout, and enhance the joy and meaning in their work.

Vision

WUSM/BJH/SLCH will be recognized as a national leader in promoting the health and well-being of GME trainees, supporting them in providing high quality health care.
Major Objectives

• Provide free, confidential mental health care on-site
• Develop and disseminate best practices and curricula
• Improve community building through group initiatives
• Collaborate to promote culture change around psychological safety, inclusiveness and appreciation
• Advocate with BJH/SLCH to address systems factors that impact work efficiency, work load and work-life integration
• Contribute to the broader field through collaboration and scholarship
Transitions

• Starting in a new training program as either an intern or a fellow is a big transition
  • Impact on your life personally and professionally

• Transitions occur frequently in medical education – often monthly if you are rotating on different services

• Frequently a time of discomfort – but also a time of growth
  • “When we give up being new and awkward we stop growing” – Brené Brown

• Imposter syndrome – feelings of inadequacy despite evident success
  • Common and normal
Burnout/Compassion Fatigue Awareness

• Burnout - Cumulative process marked by emotional exhaustion and withdrawal

• Compassion Fatigue - The emotional strain of exposure to working with those suffering from the consequences of traumatic events
  • Different but can co-exist
  • Common symptoms:
    • Emotional/physical exhaustion
    • Reduced sense of personal accomplishment or meaning in work
    • Decreased interactions with others
    • Depersonalization (symptoms disconnected from real causes)

• Be aware, watch out for each other, if something seems different, check-in with them, check-in with your PD or chief
Things you can do

• Understand what you feel is normal
• Find someone to talk to
• Focus on meaning in your work
• Exercise and eat properly
• Mindfulness
• Get enough sleep
• Develop interests outside of medicine
• Identify what’s important to you
• Take some time off
Things you can do

• Look out for each other
• Talk to your PD/PC/Chief
• Access the GME mental health resources
GME Wellness - Mental Health Services

• Confidential, free of charge, no insurance/billing
• Dr. Raquel Cabral, Ph.D and Cheryl King-Easterling, LPC
  • Individual and group counseling (online scheduling on our website)
  • Workshops
  • Consultation
• Psychiatry services – free for GME, no insurance
  • Drs. Brady, Sultana: 314-721-3382
  • Dr. Shah: 314-312-2191
    • need to state you are a GME trainee when you call
• We can also provide referrals to providers outside of WUSM/BJH/SLCH
Additional Emotional Wellness Resources

• Employee Assistance Programs

• Free counseling appointments per issue
  • WUSM: 844-365-4597
  • BJC: 888-505-6444

• Department of Psychiatry
  • https://psychiatry.wustl.edu/patient-care-3/1:1 therapy or psychiatric services (using your insurance)

• Mindfulness: https://hr.wustl.edu/items/move-into-mindfulness/

• Physician peer support – after adverse events or other challenges in the clinical environment: http://cliniciansupport.wustl.edu/
Physical Health Resources

• WU Care Primary Care Clinic: 314-747-5900 (WU trainees)
• GME website has lists of PCPs (adult and pediatric) accepting new patients (updated 2x/year)
• Spreadsheet with provider list from other trainees
• Fitness – discounts on the GME website
  • Move by BJC: https://www.movebybjc.org/ - discounted

• Sumers rec center – Danforth campus (WU employed trainees)
Family/Life Resources

- **WUMCHA** – [https://www.wumcha.com/](https://www.wumcha.com/)
  - Support group for residents, fellows, attendings and their partners
  - Lots of interest group activities
  - Directory of area resources, events, buddy programs etc...
  - $35/year membership, possibly sponsored by your program

- Spreadsheet with ”life” and St. Louis info from other trainees
- Childcare information on wellness website and wellness champion spreadsheet
- Lactation room program – see wellness website
Connecting with people and the community

• GME Offerings
  • GME Interest groups – sign up on GME Wellness website to connect with people in other programs
  • GME Book Club – watch for sign up genius or see website
  • GME Reflective writing group – watch for sign up genius or see website

• Sports leagues
  • http://stlouis.sportsmonster.net/
  • adult soccer leagues: https://www.vettasports.com/
  • St. Louis volleyball: http://www.stlvolleyball.com/
  • https://www.claytonmo.gov/government/parks-recreation/sports-leagues-copy
  • https://jccstl.com/fitness-recreation/sports-recreation/adult-sports/
Connecting with people and the community

- Service opportunities
  - Programs should add service work that is being done at the program level
  - https://www.stlvolunteer.org/
  - http://stlfoodbank.org/get-involved/volunteer/
Other wellness resources

- **Wash U Wellness Connection** – many offerings, including wellness consultations, health screenings, fitness classes (Wash U trainees)
- **BJC Total Rewards** – offers various discounts, health screenings, nutrition consultation, financial webinars etc... (BJC employed trainees)

- **ACGME Wellness Resources** – including several helpful podcasts
- **AMA steps forward**
- **National Academy of Medicine** – Action Collaborative on Clinician Well-being and Resilience
Well-being self assessment

- GME uses the Mayo Well-being Index as a way for trainees to self-assess
- Anonymous screening that provides a distress score as well as access to resources in different need areas
- Can reassess as frequently as monthly
- Helps the GME Wellness Program track the overall state of wellness and get anonymous data to inform initiatives

- **To Sign Up:** [https://app.mywellbeingindex.org/login](https://app.mywellbeingindex.org/login)
- **Invitation Code:** WU/BJH/SLCHWELLNESS
XXXXX Program – Wellness Initiatives