

An Introduction to Well-being



Washington University in St. Louis

SCHOOL OF MEDICINE

GME Wellness Program - Who We Are?



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gme.wustl.edu/wellness



@washu_gmewellness

GME Learning Environment Subcommittee

-includes well-being

- Faculty/Staff

- Jenny Duncan
- Emily Fondahn
- Shelby Dickison
- Neil Anderson
- Evan Schwarz
- Erica Traxel
- Jennifer Gould
- Jessi Gold
- Thomas Ciesielski
- Tosin Adeyanju
- Beverly Brozanski
- Sherree Wilson
- Eva Aagard
- Raquel Cabral

- House staff

- Simone Bernstein
- Ricardo Ramirez
- Katharine Caldwell
- Lauren Van Buren
- Elissa Arnold

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



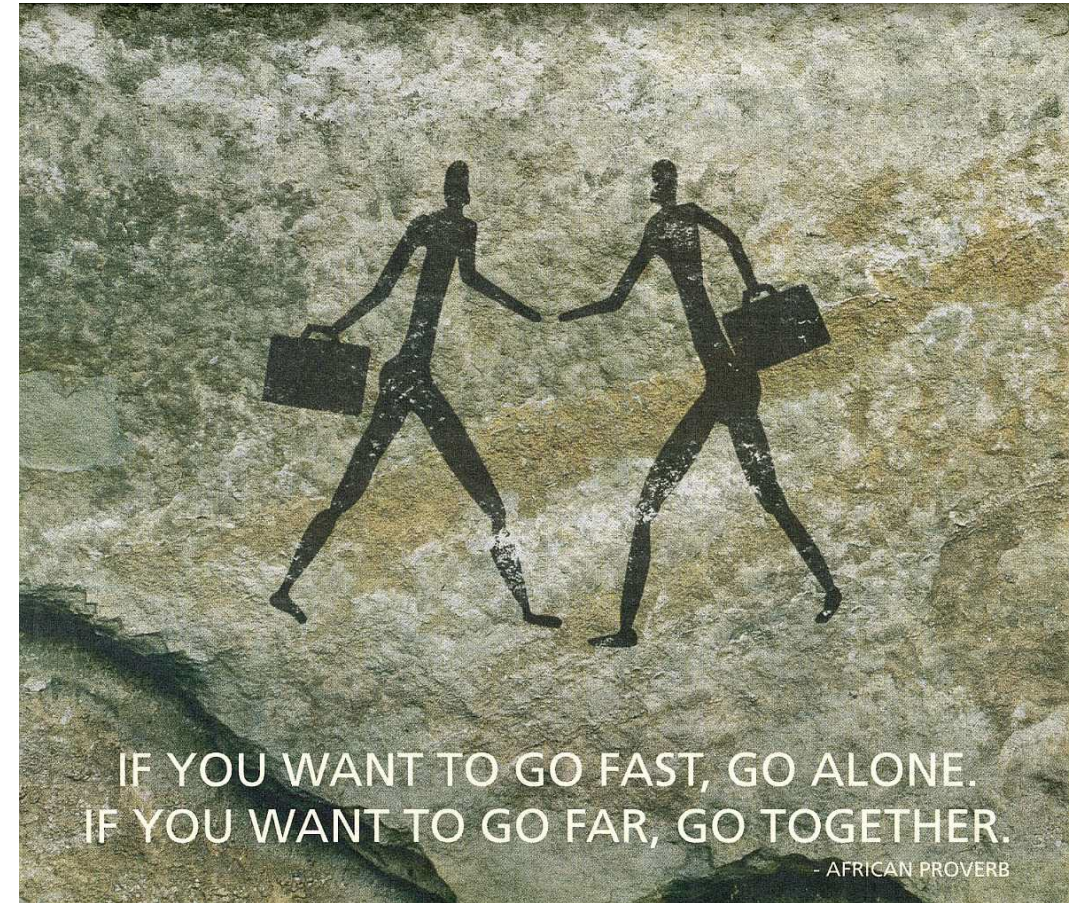
Things you can do

- 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

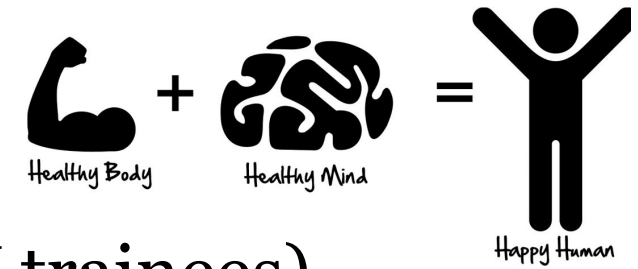
- Confidential, free of charge, no insurance/billing
- Dr. Raquel Cabral, Ph.D and Cheryl King-Easterling, LPC
 - Individual and group counseling (online scheduling on our website)
 - Workshops
 - Consultation
- Psychiatry services – free for GME, no insurance
 - Drs. Brady, Sultana: 314-721-3382
 - 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 \(using your insurance\)](https://psychiatry.wustl.edu/patient-care-3/1:1%20therapy%20or%20psychiatric%20services%20(using%20your%20insurance))
- 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
- Summers rec center – Danforth campus (WU employed trainees)

Family/Life Resources



- WUMCHA – <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>
- **Invitation Code:** WU/BJH/SLCHWELLNESS

XXXXX Program – Wellness Initiatives