

Well-Being Task Force

Mukta Panda MD MACP FRCP-London

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Uncertainties

Basic Needs

Education
Clinical Experiences

PTSD-PTG

Fear Basic Needs

Processing Experiences



Where Were We?

(Pan) Epidemic of Burnout stress

What is Exacerbated?

- Anxiety
- Depression
- Panic Disorder
- Post Traumatic Stress Disorder
- Acute Stress Response
- Psychotic Disorders (First break events)

That Discomfort You're Feeling Is Grief



<https://hbr.org/2020/03/that-discomfort-youre-feeling-is-grief>

- Unemployment rates rising
- Financial insecurity
- Social anxiety
- Uncertainty of the future
- Fear of a second surge in infection rates

Finding Meaning in Medicine

Moral Injury and Moral Distress

Grit

Resilency

Post Traumatic Growth

Stages of the Grief Cycle

"NORMAL" FUNCTIONING



Shock and Denial

- Avoidance
- Confusion
- Fear
- Numbness
- Blame



Anger

- Frustration
- Anxiety
- Irritation
- Embarrassment
- Shame

- Empowerment
- Security
- Self-esteem
- Meaning

Depression and Detachment

- Overwhelmed
- Blahs
- Lack of energy
- Helplessness

RETURN TO MEANINGFUL LIFE



Acceptance

- Exploring options
- A new plan in place

Dialogue and Bargaining

- Reaching out to others
- Desire to tell one's story
- Struggle to find meaning for what has happened

Post Traumatic Growth

Positive psychological change experienced as a result of adversity and other challenges in order to rise to a higher level of functioning.

Post Traumatic Growth

Positive responses in five areas:

- Appreciation of life
- Relationships with others
- New possibilities in life
- Personal strength
- Spiritual change

Tedeschi and Calhoun is the Post-Traumatic Growth Inventory (PTGI) ([*Journal of Traumatic Stress*](#), 1996)

Essential Elements Of Immediate And Mid-term Intervention

- 1. Promote a sense of safety:** safety can be relative, and it is important to have a balanced view about the levels of danger in the world.
- 2. Promote calming:** some anxiety is normal and healthy. However, extended arousal of heart rate, blood pressure and respiration is associated with disruption of sleep, lack of hydration, poor decision-making and long-term health problems.
- 3. Promote connectedness:** social connectedness is one of the strongest protective factors against stress injury and is linked to emotional well-being and recovery following traumatic stress.
- 4. Promote sense of self and collective efficacy:** people who believe that they can overcome adversity and/or threat can handle stressful events, solve their problems and show greater recovery in stressful times.
- 5. Promote a sense of hope:** hope maps onto optimism, faith, spirituality, and the belief that things will work in the best possible way.

Leadership Strategies

Regular and Multiple Check-ins

- Identify and promote buddies *at all levels* of the organization
- A buddy will be a colleague who checks in, and who we are responsible for checking on as well
- *Open, honest and authentic*
- *Creates safe space*
- *Permission to let us know when we are getting too close to the edge*



Promote and Provide Coping

- **Ask:** Solicit this information directly with leadership and front line staff and encourage it regularly.
- **Role Model:** Identify and demonstrate and utilize positive coping mechanisms.
- **Augment:** Regular meetings and conversations

TYPES OF COPING SKILLS

<p>Self-Soothing (Comforting yourself through your five senses)</p> <ol style="list-style-type: none">1. Something to touch (ex: stuffed animal, stress ball)2. Something to hear (ex: music, meditation guides)3. Something to see (ex: snowglobe, happy pictures)4. Something to taste (ex: mints, tea, sour candy)5. Something to smell (ex: lotion, candles, perfume)	<p>Distraction (Taking your mind off the problem for a while)</p> <p><u>Examples:</u> Puzzles, books, artwork, crafts, knitting, crocheting, sewing, crossword puzzles, sudoku, positive websites, music, movies, etc.</p>	<p>Opposite Action (Doing something the opposite of your impulse that's consistent with a more positive emotion)</p> <ol style="list-style-type: none">1. Affirmations and Inspiration (ex: looking at or drawing motivational statements or images)2. Something funny or cheering (ex: funny movies / TV / books)
<p>Emotional Awareness (Tools for identifying and expressing your feelings)</p> <p><u>Examples:</u> A list or chart of emotions, a journal, writing supplies, drawing / art supplies</p>	<p>Mindfulness (Tools for centering and grounding yourself in the present moment)</p> <p><u>Examples:</u> Meditation or relaxation recordings, grounding objects (like a rock or paperweight), yoga mat, breathing exercises.</p>	<p>Crisis Plan (Contact info of supports and resources, for when coping skills aren't enough.)</p> <div style="border: 1px solid black; padding: 5px; text-align: center;"><p>Family / Friends Therapist Psychiatrist Hotline Crisis Team / ER 911</p></div>

Rest and Recovery

- Create meaningful opportunities as part of work day
- Inflexible
- *We are in/will face a time of physical and emotional exhaustion.*
- Plan on team recovery
- Plan on leadership recovery
- Back up plans

R RECOVER REBUILD
REPLENISH

E EAT

S STRETCH

T TUNE IN

DAYS ...They mean more than you think.
HEALTHYHELPERBLOG.COM

REST

(It's part of the program.)

Happy Moments and Happy Place

- Create moments that bring joy and meaning. Pose the challenge to the team at the local campus level.
- Identify something collectively we can do that when we think back on this experience, there is something we remember as a positive moment among the chaos.

Finding Meaning in Medicine

Create intentional opportunities to debrief on various topics

1. Personal Life Impact
2. Professional Life Impact
3. Team Impact
4. Community Impact
5. How to go back to 'normal'?

Be Present AND Debrief

- Be **visible** and present
- Communicate effectively and openly
- Timely and accurate information
- Round consistently
- Promote cohesion
- Anticipate and acknowledge grief

Anticipate And Acknowledge Grief

Intentional Debrief is NEEDED

- Consider starting gratitude rounds
- Use rituals to honor losses
- Journaling is another positive coping mechanism and a way to make the debrief process, once it occurs, more effective (PCWB)

Respite and Safety

PPE and PPE

- Create a safe space at work.
- Team needs a place where they can decompress and reflect.

Few things to reflect personally and check with your colleagues

- Do I/you have everything I/you need to be safe?
- Do I/you have a strategy to protect my/your loved ones, family?
 - What is hardest about this right now?
 - What concerns me/you most?
 - Who can I/we speak with?

“There is a moment in our healing journey when our denial crumbles; we realize our experience and it's continued effects on us won't "just go away".

That's our breakthrough moment.

It's the sun coming out to warm the seeds of hope so they can grow our personal garden of empowerment.”

— Jeanne McElvaney