



# Wellness 101 for EM Residents

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# Core Content

## Emergency Medicine

- 20.3.4 Wellbeing
  - Fatigue and impairment
  - Time management and organizational skills
  - Work-life balance
  - Work dysphoria (burnout)



# Lecture Content

- Physician Burnout
- Fatigue
- Impairment
- Time management and life balance

# Physician Burnout



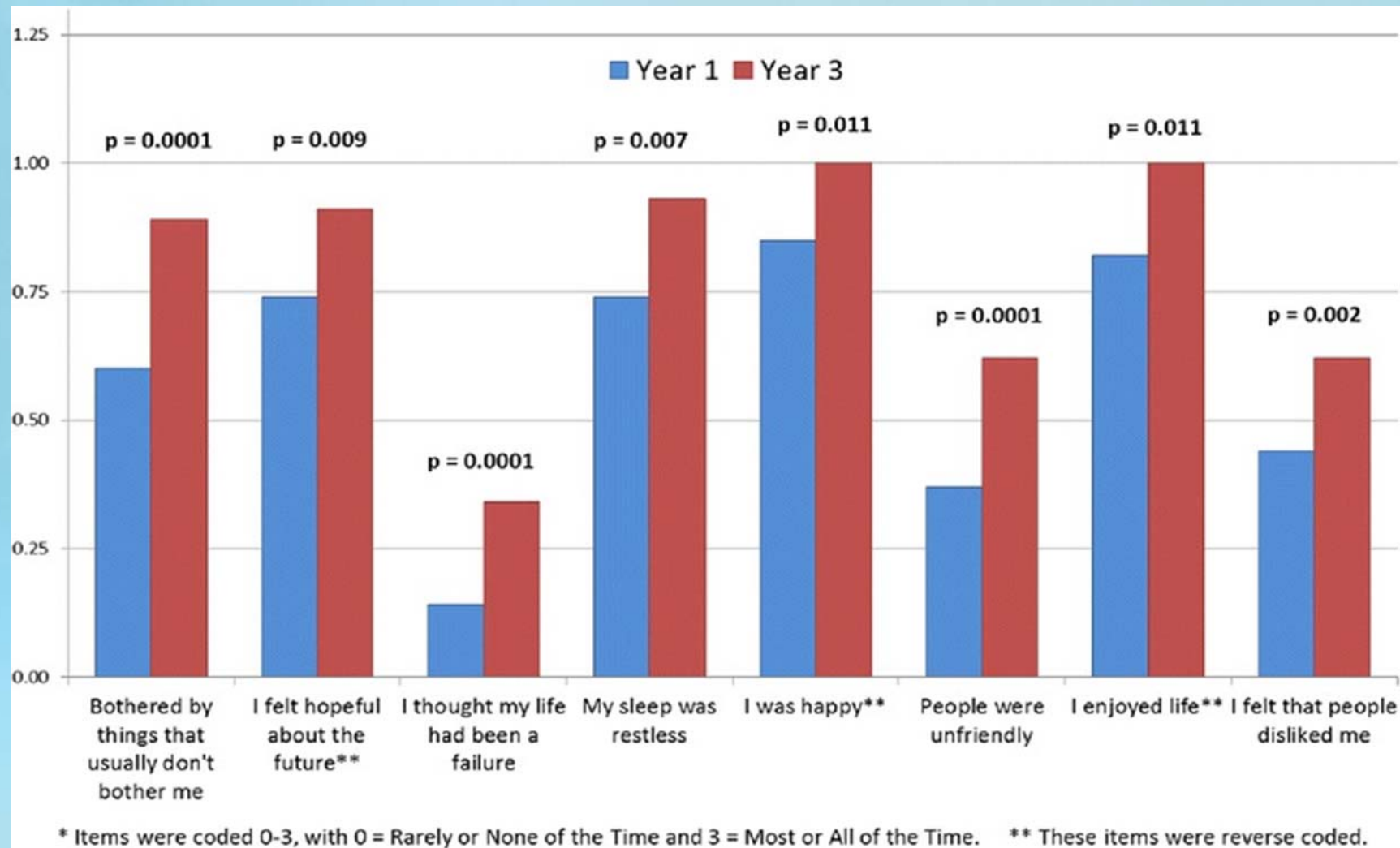
Wellness

Burnout

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www.glasbergen.com



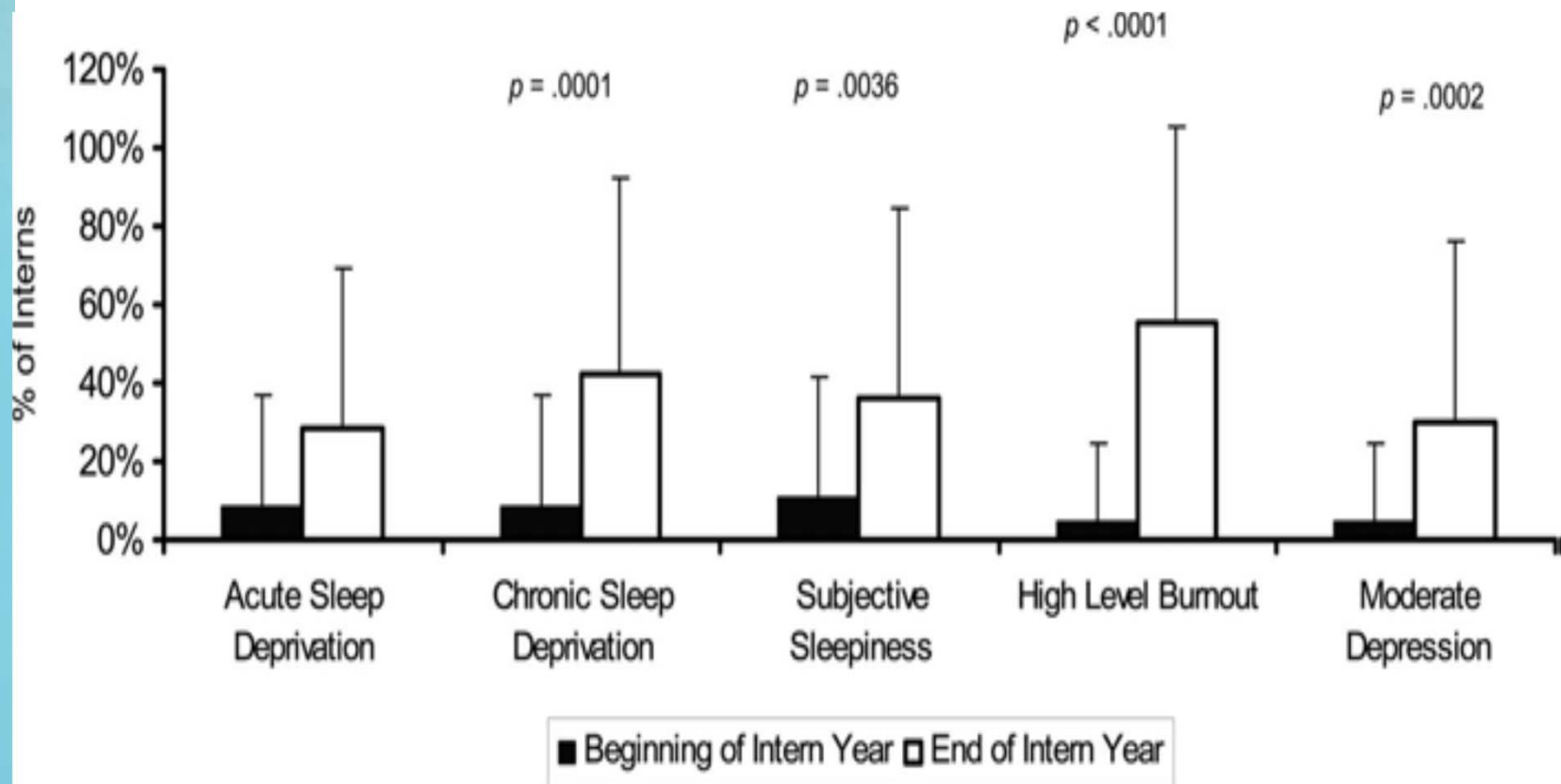
**“It’s a smoke detector. The boss thinks  
I might be headed for a burnout.”**



**Table 1. Comparison of first and third year students on depression items**

*Ludwig et al. BMC Medical Education (2015)15:141*

# Impact of EM Residency



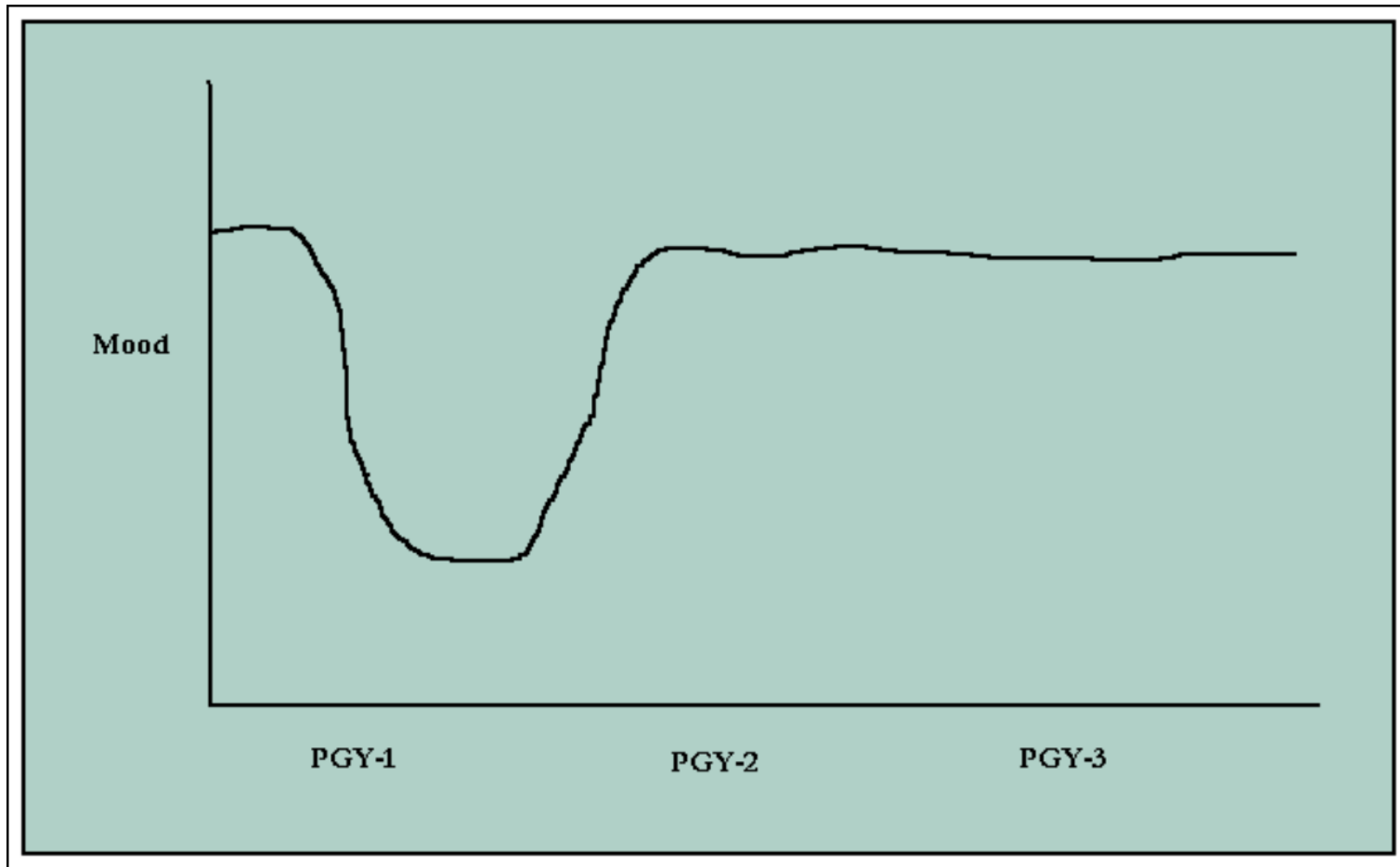
# Impact of EM Residency Training

- Recent studies suggest that burnout is prevalent in EM residents (65 %)
- Factors related to burnout
  - Having a significant other or spouse
  - Poor global job satisfaction
  - Lack of administrative autonomy
  - Lack of clinical autonomy
  - Intolerance of uncertainty



Takayesu JK, Ramoska EA, Clark TR, et al. Factors Associated with burn out during emergency medicine residency. *Acad Emerg Med.* 2014; 21: 1031-1035.

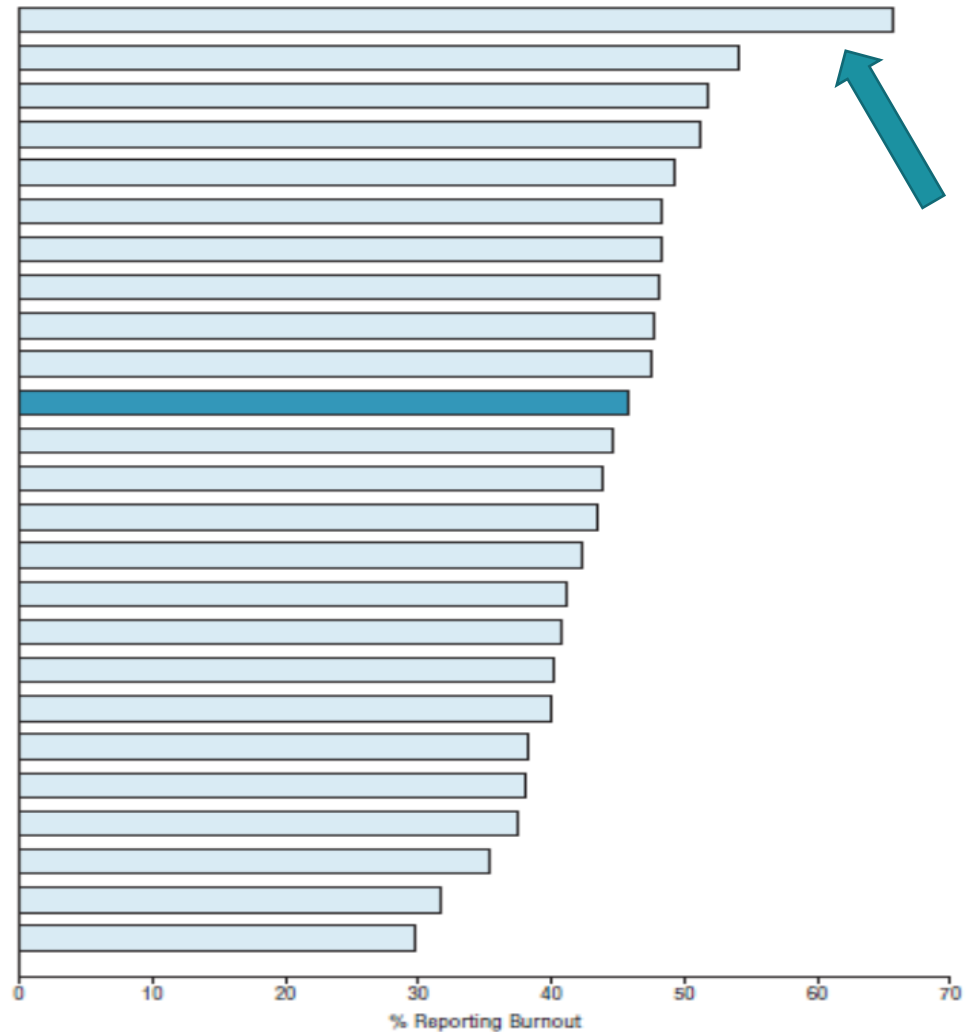
# Impact of EM Residency Training





# The Problem Doesn't End There

Emergency medicine  
General internal medicine  
Neurology  
Family medicine  
Otolaryngology  
Orthopedic surgery  
Anesthesiology  
Obstetrics and gynecology  
Radiology  
Physical medicine and rehabilitation  
Mean burnout among all physicians participating  
General surgery  
Internal medicine subspecialty  
Ophthalmology  
General surgery subspecialty  
Urology  
Psychiatry  
Neurosurgery  
Pediatric subspecialty  
Other  
Radiation oncology  
Pathology  
General pediatrics  
Dermatology  
Preventive medicine, occupational medicine, or environmental medicine





**400 per Year**

<http://www.donoharmfilm.com/>

# Fatigue

Audience discussion:

What effects can fatigue have on you personally and on your ability to provide patient care?



## Fatigue: Definition

- A state of exhaustion
- Overwhelming
- Globally affects functioning
- Different than simply being tired





# Effects of Fatigue

- Impairs cognition and performance
- As little as 2 hours less sleep has an impact
- After 1 night of no sleep, cognitive performance decreases by 25%
- Multiple studies show sleep deprivation leads to:
  - Increased errors
  - Increase time to perform procedures
  - Propensity toward accidents



# Clinical Signs of Fatigue

- Moodiness, irritability
- Impoverished speech or flat affect
- Impaired problem solving
- Sedentary nodding off (e.g. during conference)
- Medical errors
- Micro-sleeps (5-10 second lapses in attention)
- Repeatedly checking work
- Difficulty focusing on tasks

What do you do if you are showing signs of clinical fatigue while working?





If you are showing signs of clinical fatigue,  
you must stop and alert a senior resident  
or faculty member





# Fatigue Mitigation

- Get a full period of rest before any shift
- If you are on night float, you must sleep during the day
- Expose yourself to bright light before starting your shift
- If using caffeine, use it only when working and feeling sleepy
- Nap during the call/shift
  - Shorter, more frequent naps help avoid sleep inertia



# Sleep Hygiene

- Develop a relaxing routine
- Limit exposure to bright light
- Avoid exercise or computer use
- Avoid caffeine, nicotine, and alcohol
- Make the room dark
- Insure it is quiet
- Have it cool
- Avoid a heavy meal

# Should I Drive When Fatigued?

- NO!
- Residents have been held liable for accidents
- Utilize a call room
- Call a Taxi or Uber





# Fatigue Post Test

- Describe at least 3 strategies for mitigating fatigue
- State what to do if you feel you are clinically fatigued while working at UCSF Fresno
- What should you do if you are too fatigued to drive?



# Physician Impairment

- Usually thought of with regard to substance abuse
- Also can occur with mental or physical health issues
- Physicians are masters of denial
- Impediments to seeking help

# Physician Impairment: Depression

- Rate of Major Depression in general population is 10-20 %
- Residents have a higher rate
- 4-10 residents in this room may have depression
- Treatment is very effective

- SIGECAPS

Sleep changes

Guilt

Cognition

Psychomotor

Interest

Energy

Appetite

Suicide



# Physician Impairment: Addiction

- Addiction in the general public: 14% alcohol and 6% for illicit substances
- Emergency physicians have higher rate
- Top four for physicians:
  - Alcohol
  - Marijuana
  - Opioids (usually prescription)
  - Stimulants (Ritalin, amphetamines)



# Physician Impairment: Recognition and Reporting

- It is our duty to our patients and our profession to report colleagues with suspected impairment
- Signs of impairment:
  - Isolation, withdrawal
  - Diminished clinical performance
  - Erratic behavior
  - Recurrent lateness or absences
  - Deterioration in personal hygiene or dress
  - Smell of alcohol on breath
  - Writing prescriptions for stimulants or narcotics for self





# Physician Impairment: Resources

- Chief residents are a first line
- Program leadership and faculty have your back
- UCSF Fresno resources-wellness page
  - <http://www.fresno.ucsf.edu/wellness/>
- Insurance plans coverage:
  - Primary care visits
  - Mental health services
  - Substance abuse treatment



# Impairment: Post Test

- List symptoms of depression
- List symptoms of substance abuse
- Describe how to access two resources for treatment of depression or substance abuse at UCSF Fresno

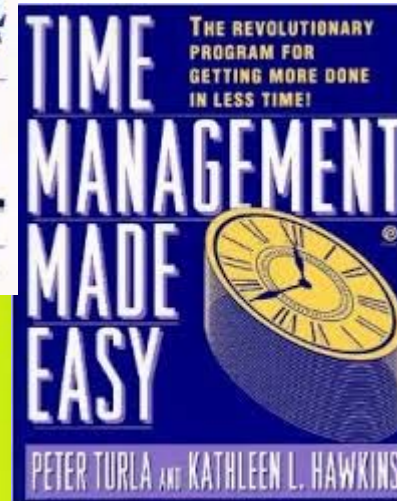
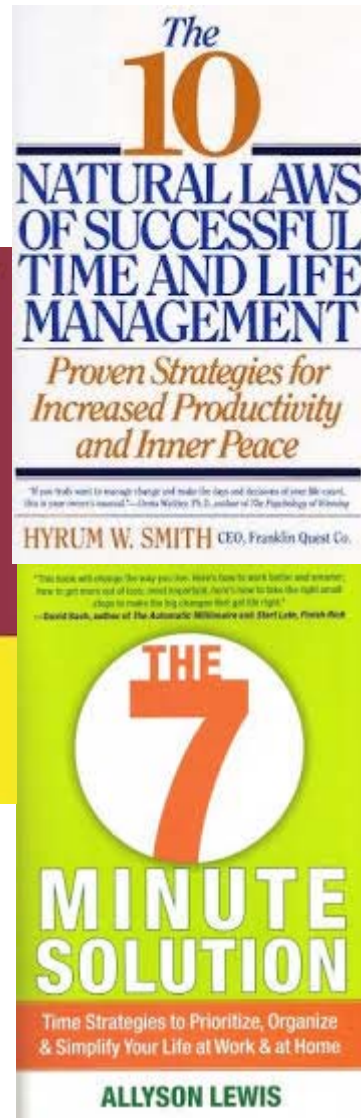
# Time Management and Life Balance

- Shifts
- Study
- Research
- Projects
- Committee Work
- Work Events
- Community Outreach
- Paperwork



- Family
- Friends
- House work
- Sleep
- Exercise
- Leisure time

# Time Management and Life Balance



# Time Management and Life Balance

- Develop a personal mission statement
- Reevaluate regularly
- Live in accordance to your goals
- Learn how to say NO

"My mission in life is to not only survive, but to thrive; and to do so with some passion, some compassion, some humour, and some style."

—Maya Angelou





## Future Directions

- Anatomy of burn out
- Compassion fatigue
- Developing resilience in difficult times
- Dealing with difficult situations
- Wellness book clubs
- MOTH