

Positive Psychology for Clinician Wellbeing

8th Annual Adult Mental Health Update:
Strategies for Primary Care

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Learning Objectives

- Examine definitions of clinician wellbeing and understand how it can be improved with positive psychology strategies.
- Gain tools to promote your wellbeing and reduce burnout
- Understand how positive psychology can help you care for patients & colleagues, and change the culture of medicine



1

WHAT IS CLINICAN WELLBEING?

And who's responsibility is it?





The state of feeling happy and healthy

Cambridge Dictionary (1)



Clinician well-being is described as experiencing satisfaction and engagement with work, while also having a feeling of professional fulfillment and a sense of meaning in work

National Academy of Medicine (2)



Wellbeing is a state of positive feelings and meeting full potential in the world that can be measured subjectively and objectively

Simons et al. 2021 (3)



COMPONENTS OF WELLBEING (4)





PROFESSIONAL FULFILLMENT ⁽⁵⁾

Efficiency of Practice

Removing pebbles

Education around expectations and efficiency strategies

Culture of Wellness

Meaningful work

Recognition for one's work by self and others

Encourage clinician agency

Community building

Personal Resilience

Support for self-care: sleep, nutrition, hydration, exercise, time outdoors, social connection, boundaries with work, vacation & rest



2

THE WISDOM OF POSITIVE PSYCHOLOGY

Striving for excellence with growth mindset
and self-compassion





Self-compassion may be the key to clinician wellbeing

Components of Self-Valuation

1. Appropriate prioritization of self-care
(vs. Deferment)

2. Growth mindset in response to perceived imperfections
(vs. Condemnation)

Self-valuation is lower in physicians and may account for higher risk of burnout (6, 7)

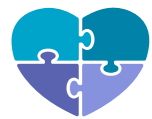




Feedback from audience

OHSU

CPD



How can you improve self-compassion?

- Set reasonably lofty goals and celebrate your progress, use compassionate curiosity and kindness to grow and improve.
- Normalize mistakes and failure – celebration not resignation.
- Connect with colleagues, mentors and your social support network to feel more togetherness and less isolation.
- Look for opportunities to teach and advise.
- Prioritize self-care (vs. deferment) as part of professionalism and managing yourself as a resource (e.g. hydrate and bathroom breaks, doctor's appointments, go out to dinner with a friend)



3

THE PROFOUND IMPACT OF CLINICIAN WELLBEING

On patients, colleagues, clinicians and the
culture of medicine





STARTING FROM A POSITIVE MINDSET

You are Enough

Abundance vs. Scarcity (8)

Strengths First

Asset vs. Deficit

Doing our best

With awareness, skills, experience we have

Collaborative

Curious & Strategic

Imposter Syndrome

POSITIVE

They are just being nice.

I'm doing the bare minimum.

I didn't fail this time.

NEGATIVE

This is proof that I don't belong here.

I am a failure.

Confident Growth

POSITIVE

My hard work is paying off.

Others recognize me.

I can do this.

NEGATIVE

They believe I can improve.

This is part of being a learner.

Now I know what action to take.

WEATHERING ADVERSE EVENTS

THRIVE

Wellbeing and action to improve self and system

SURVIVE

Continue employment but haunted by the event

DROP OUT

Leaving role or medicine altogether

Key ingredients:

- Growth mindset
- Positive coping
- Peer support
- Duty relief

(9) Scott S et al. The natural history of recovery for the healthcare provider



THRIVING IN MEDICINE

TRANSITIONING FROM PERFECTIONISM to STRIVING FOR EXCELLENCE



GROWTH MINDSET⁽¹⁰⁾ & SELF-COMPASSION⁽¹¹⁾

GROWTH MINDSET
Is Freedom

- Perseveres in the face of failures
- Effort is required to build new skills
- Find inspiration in others success
- Embrace challenges
- Accept criticism
- Desire to learn
- Build abilities

FIXED MINDSET
Is Limiting

- Avoid challenges Give up easily
- Threatened by others success
- Desire to look smart
- Effort is fruitless
- Ignore feedback
- Fixed abilities



Resources

Crisis Resources

- Call or Text 988 - National Suicide and Crisis Hotline
- SAMSHA 1-800-662-HELP (4357) – Free substance and mental health treatment referral service
- Text FRONTLINE to 741741 (all health professionals)
- Physician Support Line – 1-888-409-0141

Mental Health Resources

- Oregon Wellness Program – free therapy for licensees
- HAPPY – free for nursing professionals

Thank you!

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- Slide 2: Creative Commons
- Slide17: https://www.mcgill.ca/thewelloffice/files/thewelloffice/thrive_self-compassion_fall_2021.pdf