


Keeping Your Ship Afloat During the Storm

Finding agency and maintaining personal well-being strategies in a rapidly changing healthcare environment



Shannon E. Scott-Vernaglia, MD
Vice Chair for Faculty Development, MGH Dept of Peds
Director, Office of Clinical Careers, MGH CFD
 @ScottVernaglia

I have no financial disclosures

Any photos of people are used with explicit permission
There are two images created by ChatGPT



Learning Objectives

- Examine concepts of clinician burnout and resilience
- Identify potential tools to support individual resiliency
- Generate one job craft intervention to increase agency or joy at work

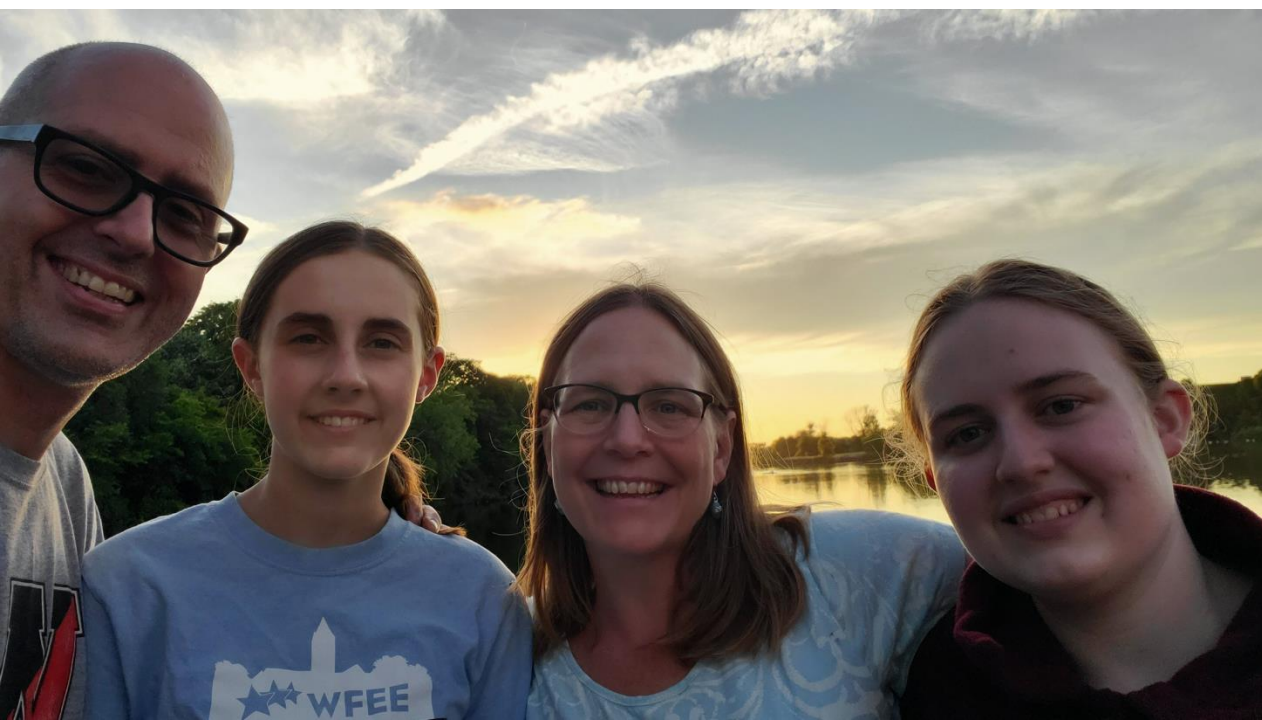


Disney, Inside Out 2, 2024









Who Am I?

Primary Care Pediatrician

Medical educator

Amateur baker and gardener

Lover of stories

Wife and mom of emerging adults

Introvert

Poll

Stories Matter



ON TEACHING

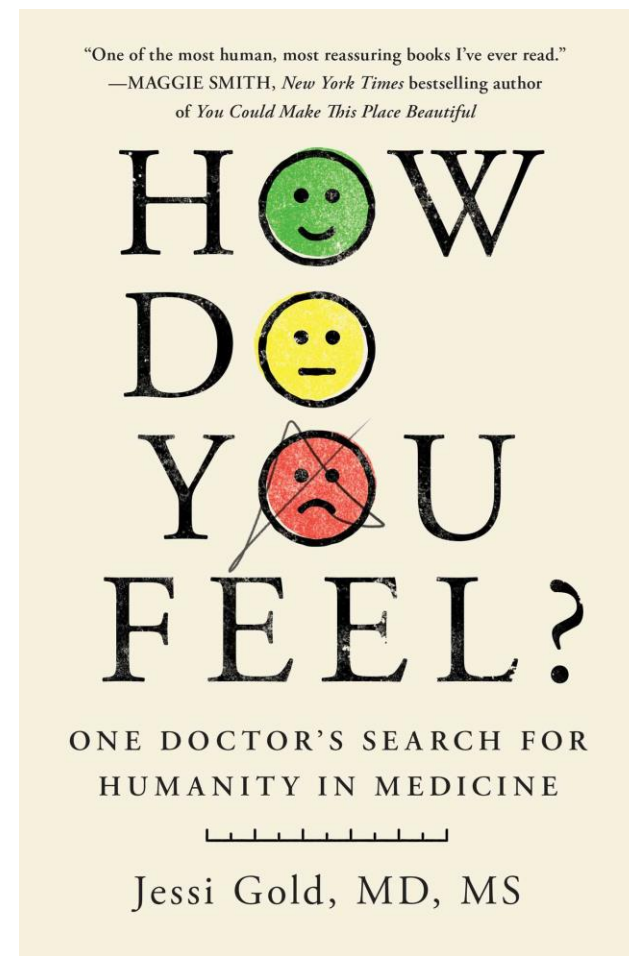
One of the Many

Shannon E. Scott-Vernaglia, MD



Shannon Scott-Vernaglia, M.D.
PEDIATRICIAN, MASSACHUSETTS GENERAL HOSPITAL
ASSISTANT PROFESSOR, HARVARD UNIVERSITY

NEJM



Depression



Burnout



Burnout Definition

Emotional Exhaustion

Depersonalization

Reduced personal accomplishment



WORK RELATED



Burnout Definition

burnout 1 of 2 **noun**

'bɜrn-,aʊt 



Definition of *burnout* >

- **as in *exhaustion***

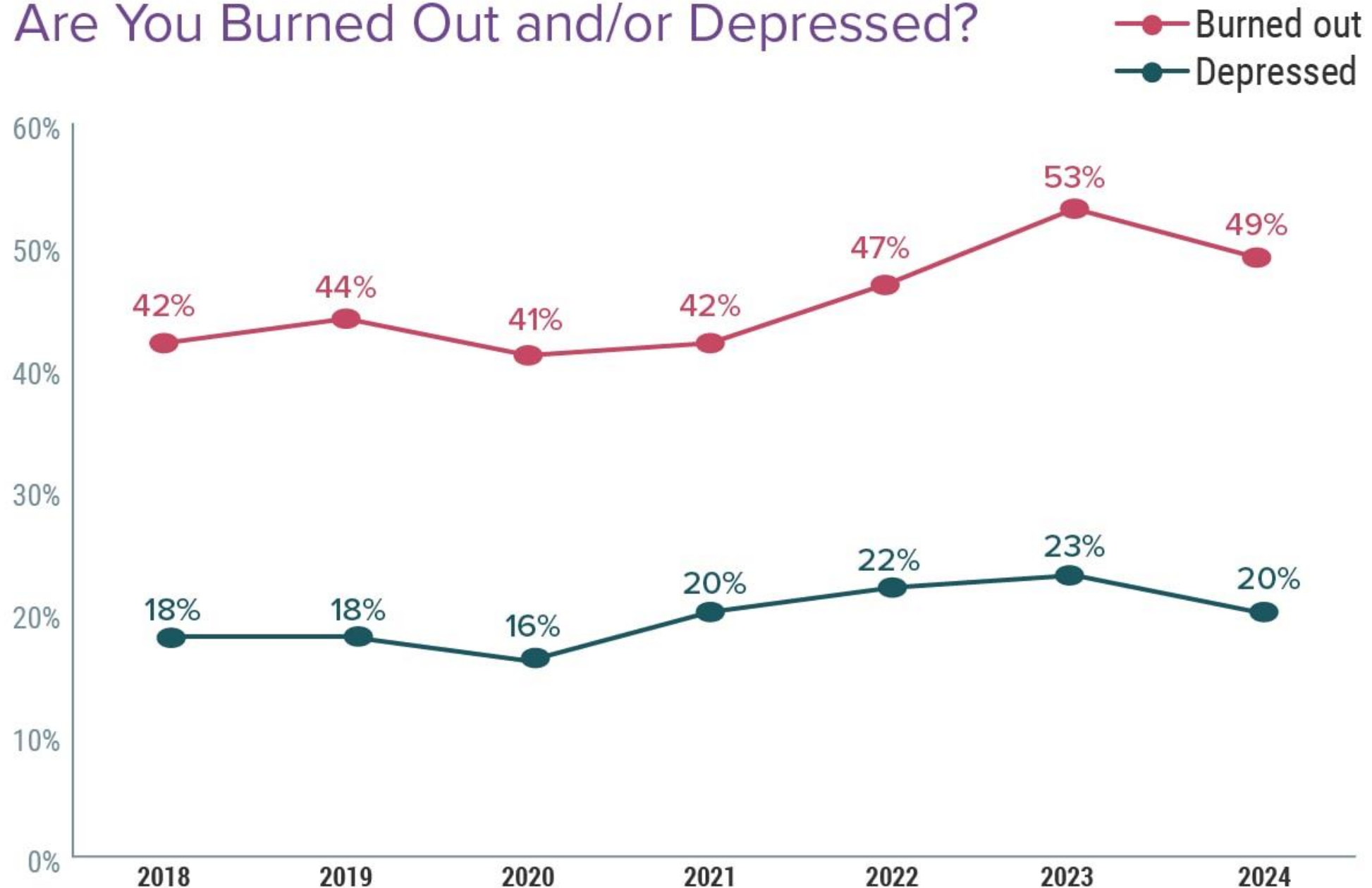
a complete depletion of energy or strength

people in that job often suffer *burnout* and have to retire at a relatively early age



Poll

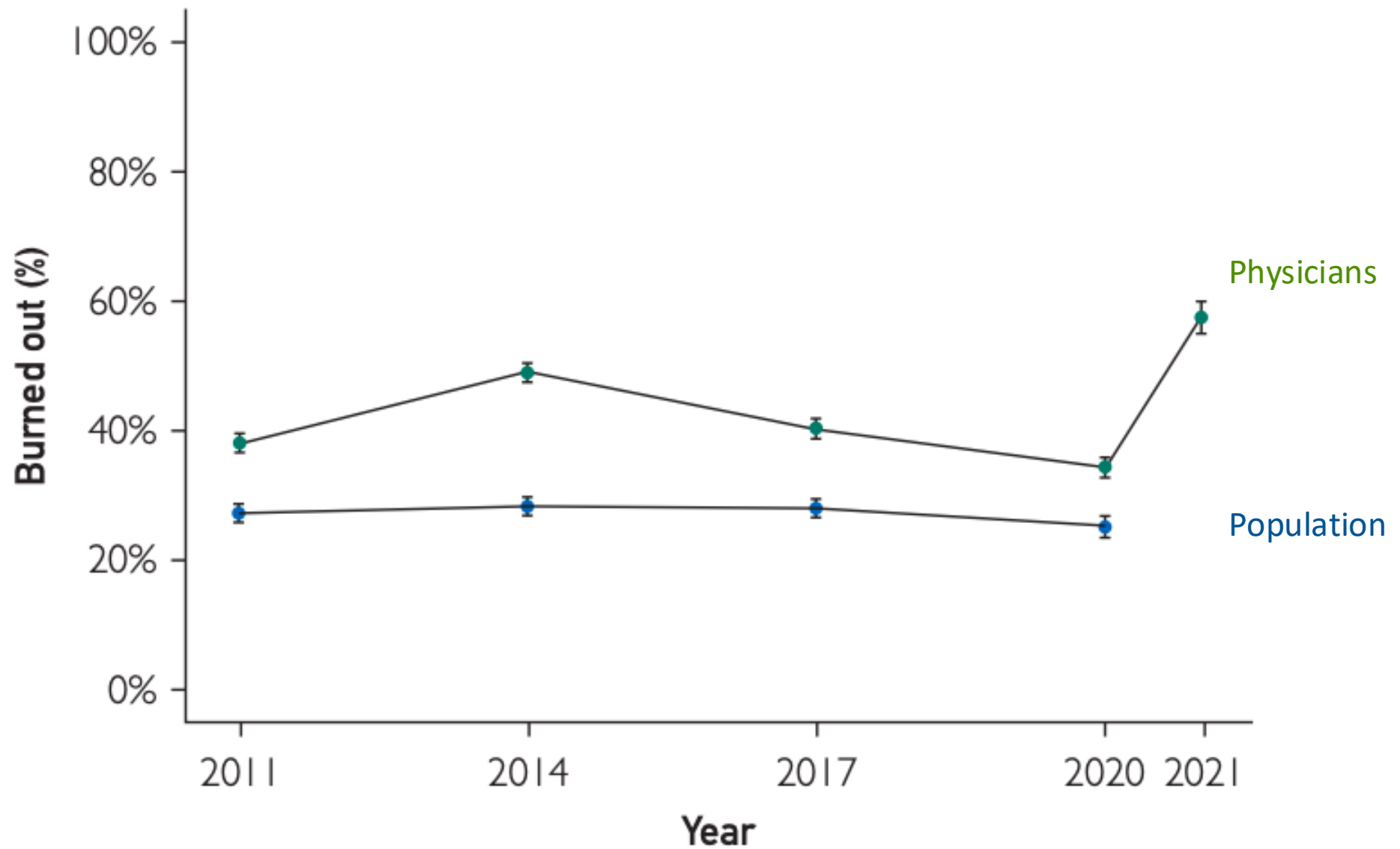
Are You Burned Out and/or Depressed?



Years shown refer to years report was published. Some respondents said they were both burned out and depressed.

Medscape 2024





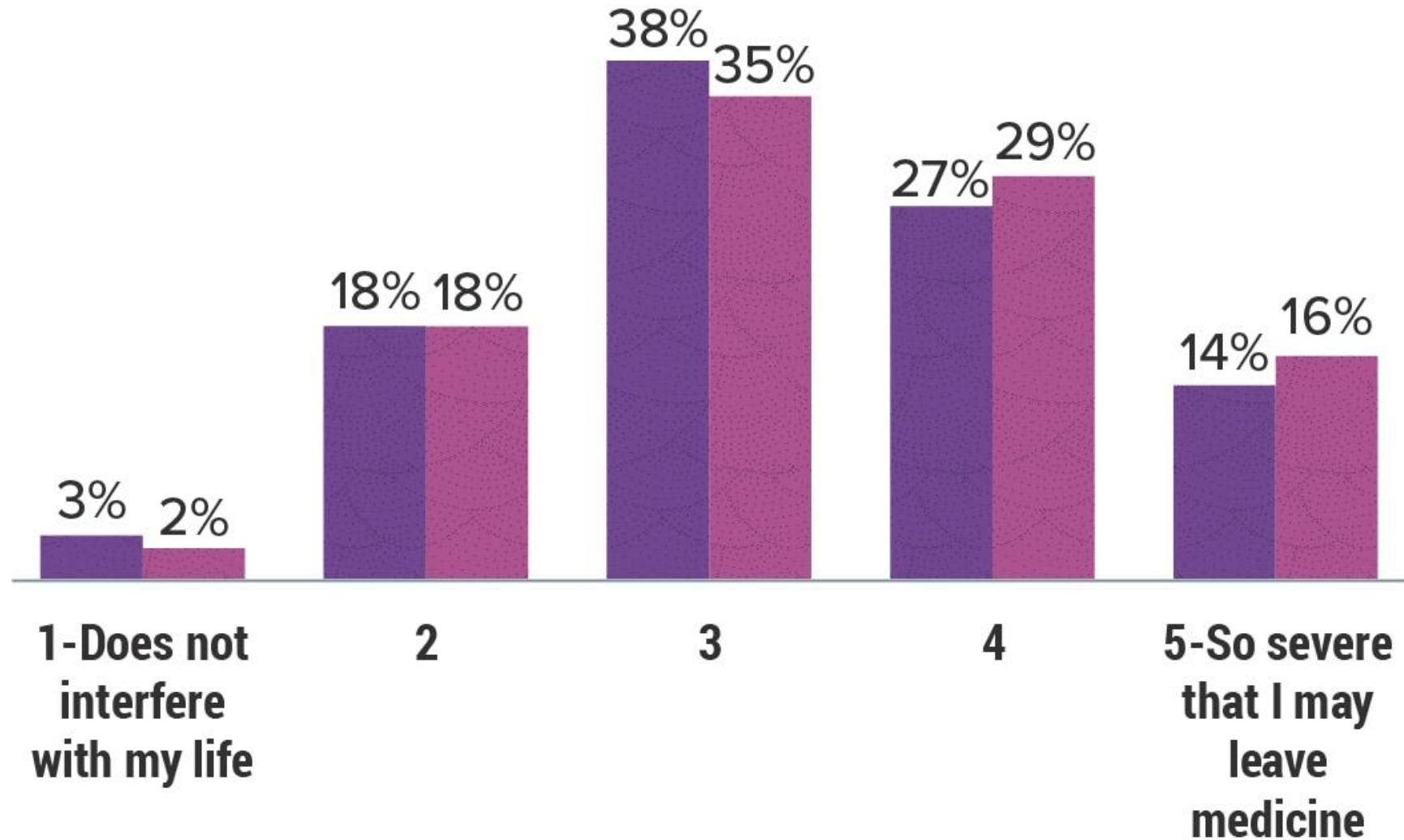
Shanafelt et al Mayo Clin Proceed
2022



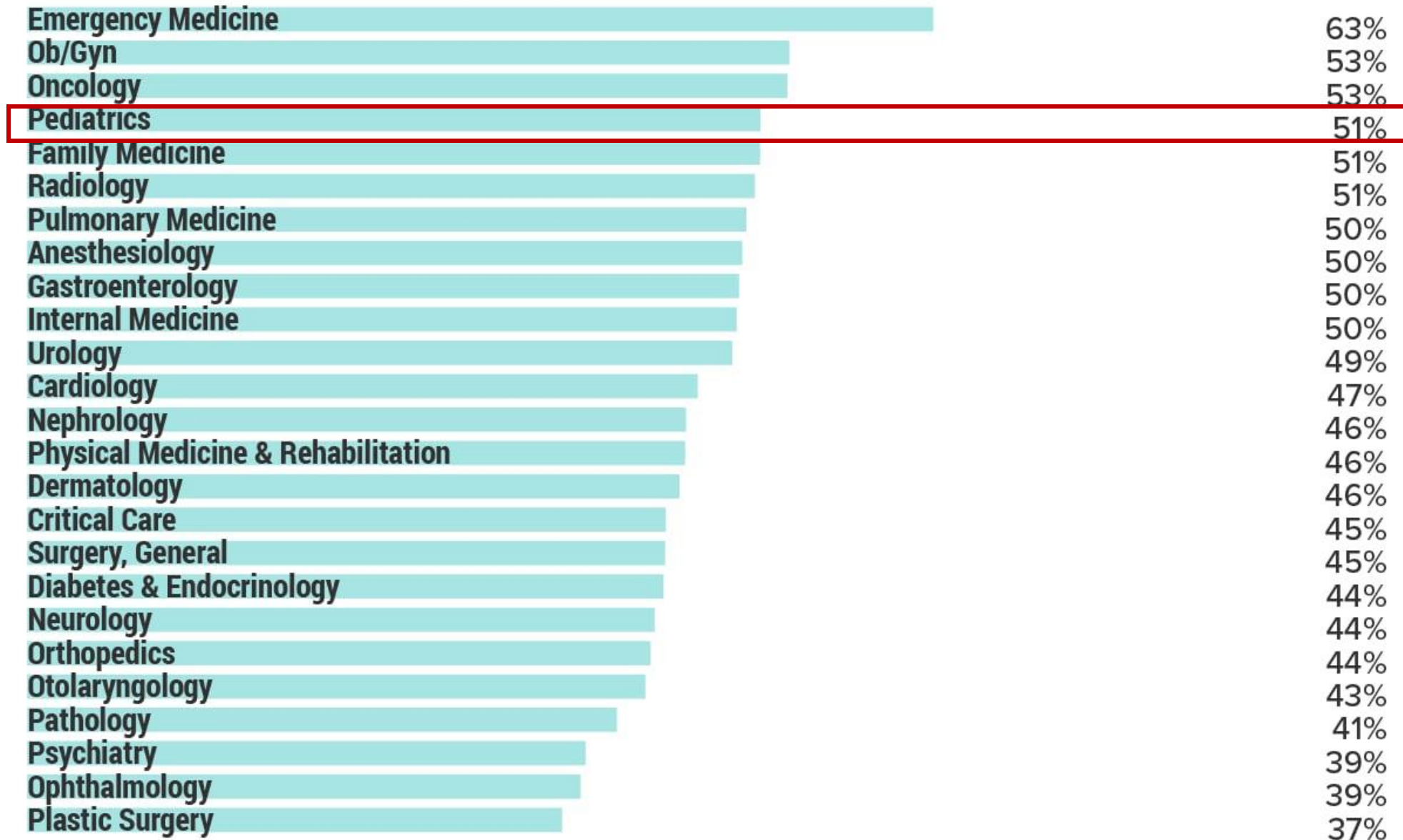
Poll

How Severe Is Your Burnout?

● Men ● Women



Which Specialties Have the Greatest Burnout Rates?



Not all specialties are shown.

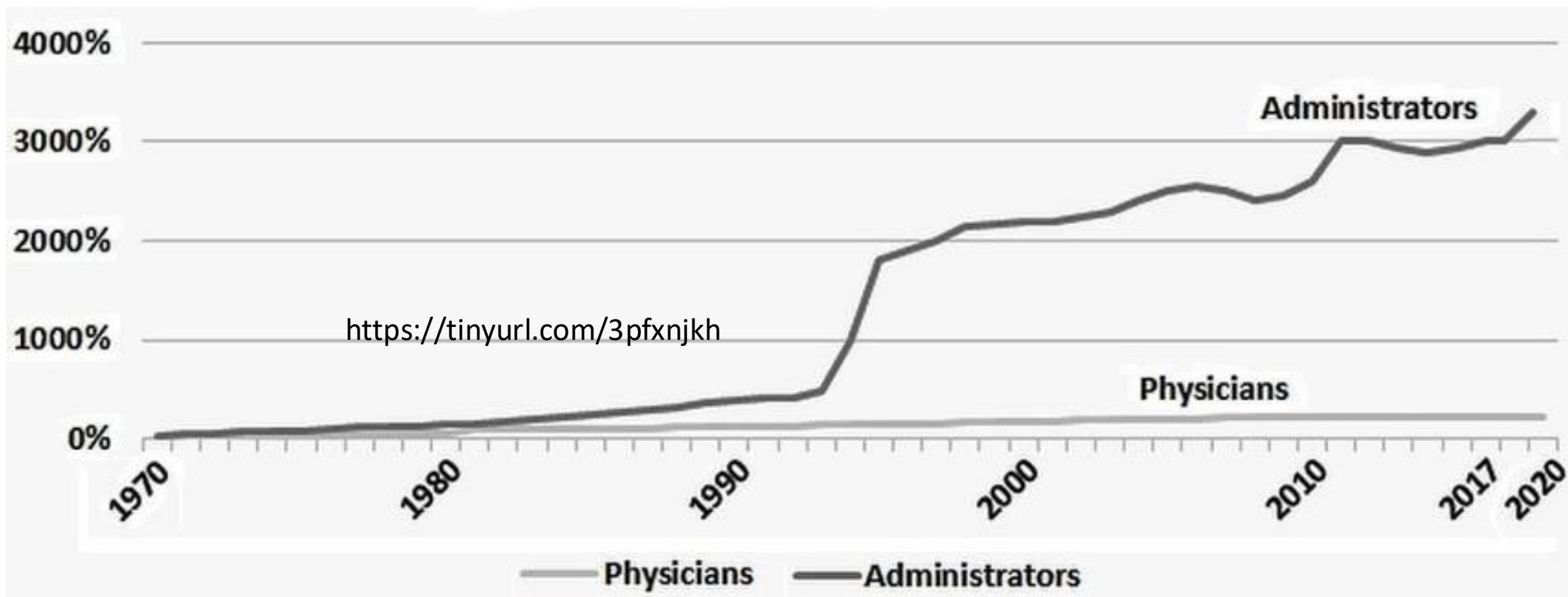




CLICK CLICK CLICK CLICK CLICK CLICK
CLICK CLICK CLICK CLICK CLICK CLICK
CLICK CLICK CLICK CLICK CLICK CLICK
CLICK CLICK CLICK CLICK HEALTHCARE CLICK CLICK

CLICK CLICK CLICK
CLICK CLICK CLICK
CLICK
CLICK
CLICK





Challenges in pediatrics

HEALTH

Fewer doctors are going into pediatrics. That's leaving a huge gap in hospitals

APRIL 14, 2024 · 8:02 AM ET

HEARD ON [WEEKEND EDITION SUNDAY](#)



Ayesha Rascoe

More trans teens attempted suicide after states passed anti-trans laws, a study shows

SEPTEMBER 26, 2024 · 9:00 AM ET

HEARD ON [ALL THINGS CONSIDERED](#)



Selena Simmons-Duffin

Trump's Choices for Health Agencies Suggest a Shake-Up Is Coming

The picks to oversee public health have all pushed back against Covid policies or supported ideas that are outside the medical mainstream.

Children and teens are more likely to die by guns than anything else

By Annette Choi, CNN

EXCLUSIVE

IMMIGRATION

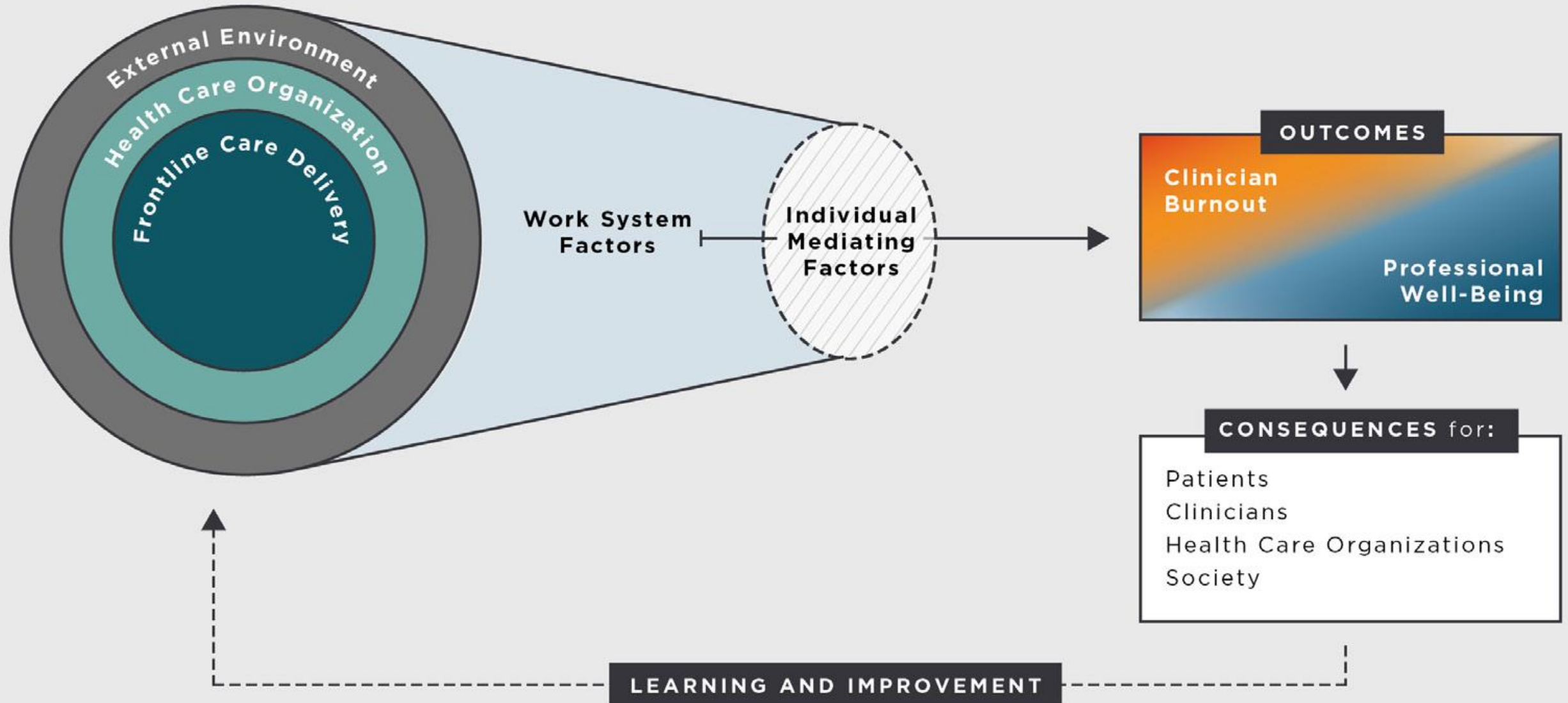
Trump's mass deportations could split 4 million mixed-status families. How one is getting ready.

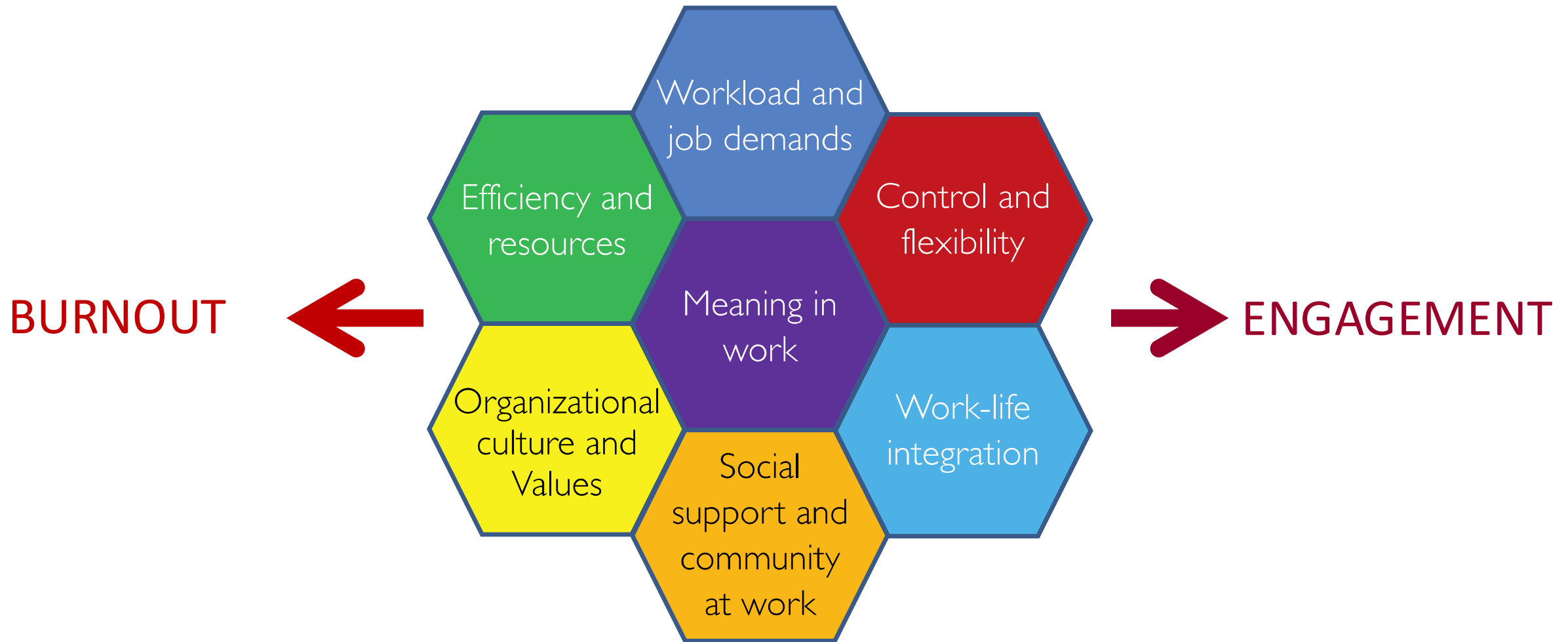


Occupational Hazards of Medicine?



A SYSTEMS MODEL OF CLINICIAN BURNOUT AND PROFESSIONAL WELL-BEING





Factors Associated with Burnout

	Odds Ratio	95% Conf Int
Spending <20% time on most meaningful activity	2.75	1.49 - 5.10
Age <55 years	2.30	1.31 – 4.07
Generalist	1.76	1.06 – 2.92
Hours worked per week (risk per additional hr/wk)	1.02	1.004 – 1.031





**It's not about building a
stronger canary, but a
better coal mine."**

—Dr. Stefanie Simmons,
Chief Medical Officer, DLBHF



What brings you JOY or
MEANING in medicine?

Poll



Resilience Strategies

Sources of gratification

Behavioral practices and routines

Attitudes and mental strategies



Resilience Strategies

Sources of gratification

- Patient-doctor relationship
- Successes as physician caring for patients

Behavioral practices and routines

Attitudes and mental strategies



Resilience Strategies

Sources of gratification

Behavioral practices and routines

- Leisure time, exercise, personal reflection, spiritual practices, contact with colleagues

Attitudes and mental strategies



Resilience Strategies

Sources of gratification

Behavioral practices and routines

Attitudes and mental strategies

- Acceptance, realism, self-awareness, boundaries
- Recognizing when change needed
- Gratitude practice



Hard Days Toolkit – Dr. Jillian Bybee

Write it Down
Songs to Cry To
Connect
Disconnect
Move Your Body
Practice (mini) Mindfulness
Use your “Dopamine Menu”



Hard Days Toolkit – Dr. Jillian Bybee

Write it Down

Songs to Cry To

Connect

Disconnect

Move Your Body

Practice (mini) Mindfulness

Use your “Dopamine Menu”



Reflection

What surprised me today?

What touched my heart today?

What inspired me today?



Hard Days Toolkit – Dr. Jillian Bybee

Write it Down

Songs to Cry To

Connect

Disconnect

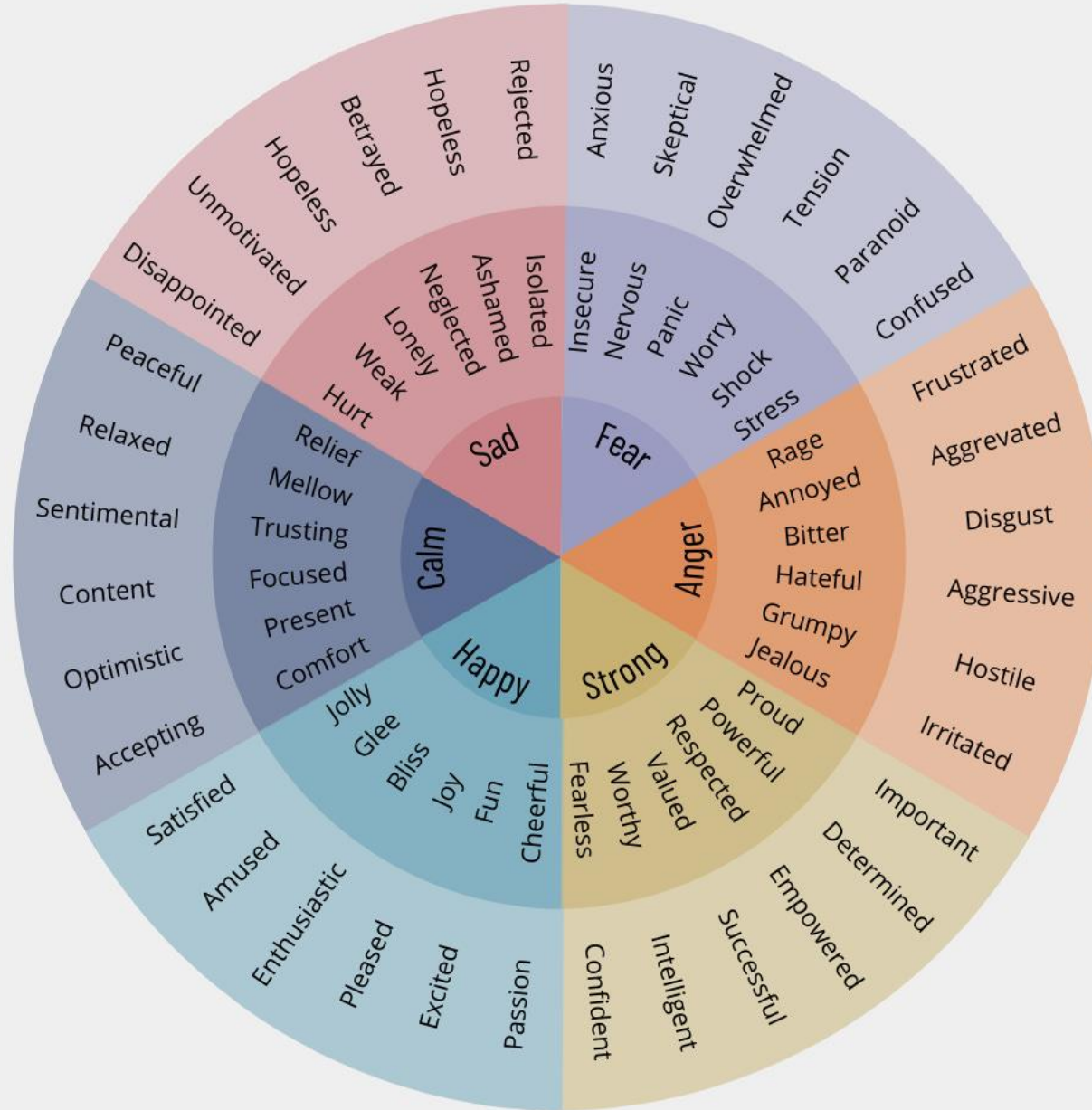
Move Your Body

Practice (mini) Mindfulness

Use your “Dopamine Menu”



The Feel Wheel



Jillian Bybee, MD @LifeandPICU

Hard Days Toolkit – Dr. Jillian Bybee

Write it Down
Songs to Cry To

Connect

Disconnect

Move Your Body

Practice (mini) Mindfulness

Use your “Dopamine Menu”



Shared vulnerability builds resilience

“Provide recurring opportunities [for trainees] to discuss the challenges of their experiences in a confidential setting. Sharing vulnerabilities diminished isolation by fostering connection with peers.”



We can see each other
and let ourselves be seen



Hard Days Toolkit – Dr. Jillian Bybee

Write it Down
Songs to Cry To
Connect

Disconnect

Move Your Body
Practice (mini) Mindfulness
Use your “Dopamine Menu”



“OUT OF OFFICE” FOR REAL



LIFELONG LEARNING IN CLINICAL EXCELLENCE | NOVEMBER 27, 2019
| 4 MIN READ

By Shannon Scott-Vernaglia, MD, Mass General

“I am currently out of the office with limited access to email. I will reply to your message when I return.”

TAKEAWAY

Taking some time off for the holidays? Be a role model for your colleagues. Turn on a real out of office reply. You'll never look back, I promise.



Hard Days Toolkit – Dr. Jillian Bybee

Write it Down
Songs to Cry To
Connect
Disconnect

Move Your Body

Practice (mini) Mindfulness
Use your “Dopamine Menu”



Hard Days Toolkit – Dr. Jillian Bybee

Write it Down

Songs to Cry To

Connect

Disconnect

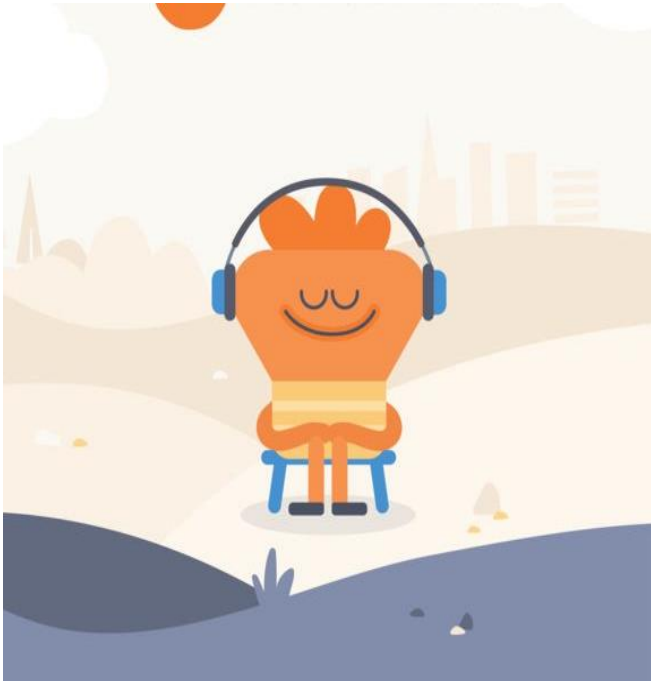
Move Your Body

Practice (mini) Mindfulness

Use your “Dopamine Menu”



Mindfulness & Stress Management



Looking for apps?

Plaza et al JMIR Mhealth and Uhealth 2013

<https://mhealth.jmir.org/2013/2/e24>



Hard Days Toolkit – Dr. Jillian Bybee

Write it Down
Songs to Cry To
Connect
Disconnect
Move Your Body
Practice (mini) Mindfulness
Use your “Dopamine Menu”



<https://www.youtube.com/watch?v=-6WCkTwW6xg>



Poll

What can you put in your toolkit?



'Job Crafting' as a tool

Task crafting

Relational crafting

Cognitive crafting



Identify a pebble in your shoe

NOT a boulder!

What would 10/10 look like?

Where are you now out of 10?

How can you move forward 0.5-1?





Your Practice Village



Commit to Yourself



It is hard to do our work

We deserve self-care

We deserve self-compassion

“Piglet noticed that even though he had a Very Small Heart, it could hold a rather large amount of Gratitude.”

