

# Resilience Strategies

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# Burnout

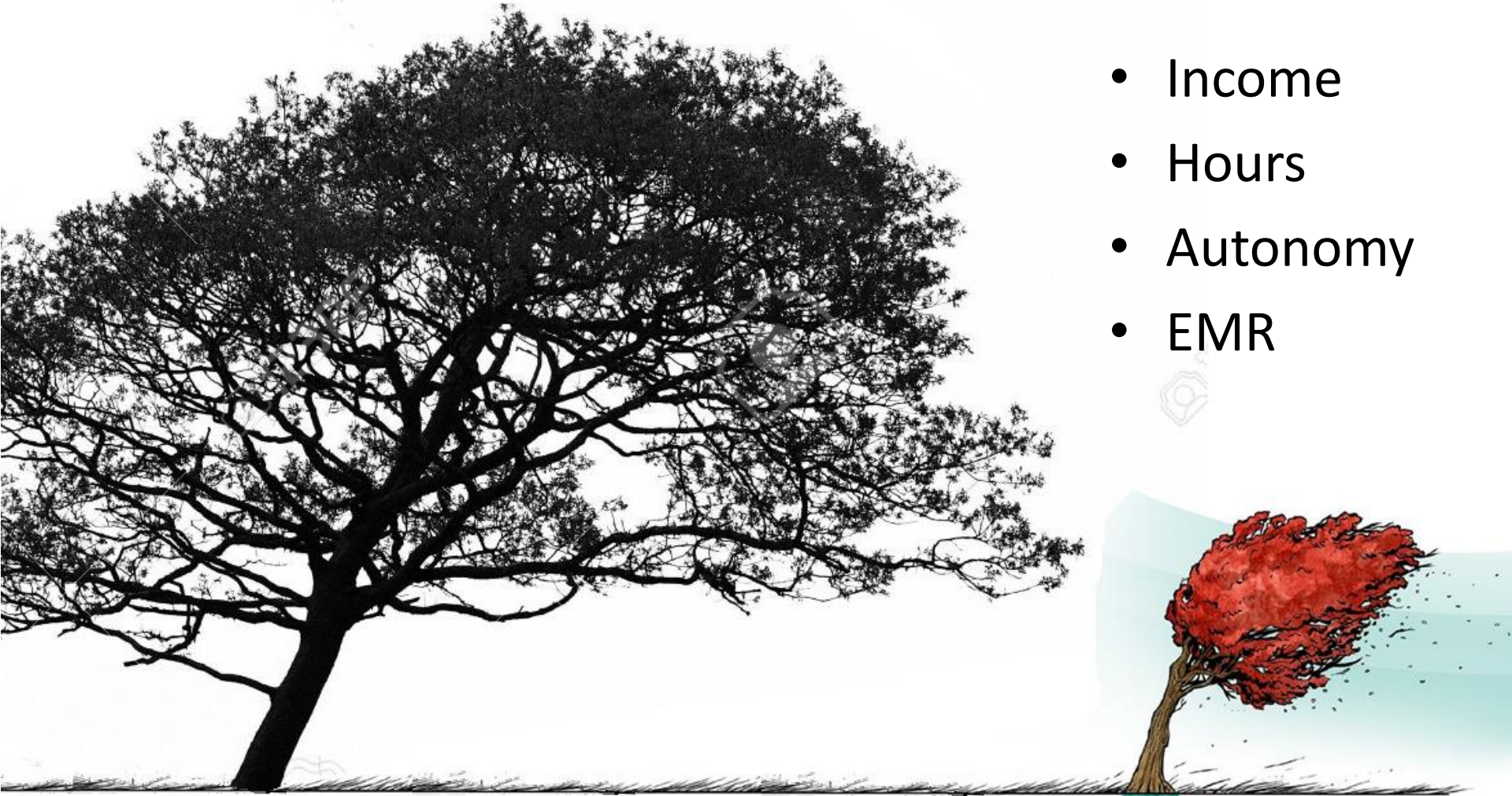
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- Detachment
- Depersonalization
- Isolation
- Exhaustion
- Frustration
- Indifference
- Hopelessness
- Meaninglessness
- Cynicism



# Environment

- Income
- Hours
- Autonomy
- EMR



# Resilience

- Adaptability
- Optimism
- Attitude
- Adversity response



# Resilience



**0 – Rarely** or never true

**1 – Sometimes** true

**2 – Usually** or always true



→ Sum up your tally marks

→ Multiply by 2



# Scoring

**EXERCISE**

**80+** Above average

**60 – 80:** Average (physicians)

**<60:** Below average



# Individual resilience strategies

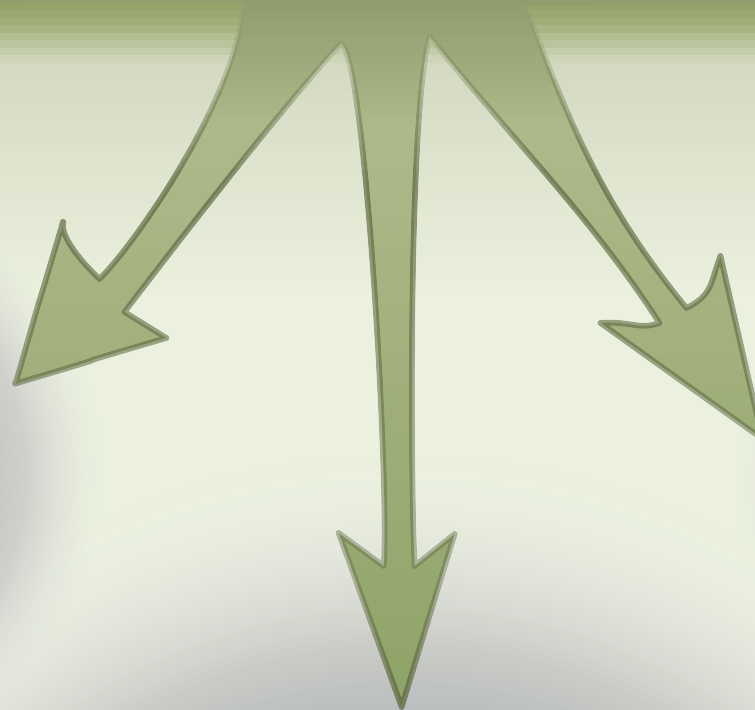


**Perspective**

**Balance**

**Relational**

**Professional  
engagement**





# Packets

- Question prompts
- Example exercises
- Concrete commitment statements



# Perspective



**Self  
awareness**

**Self monitoring**

# Perspective



## Self awareness

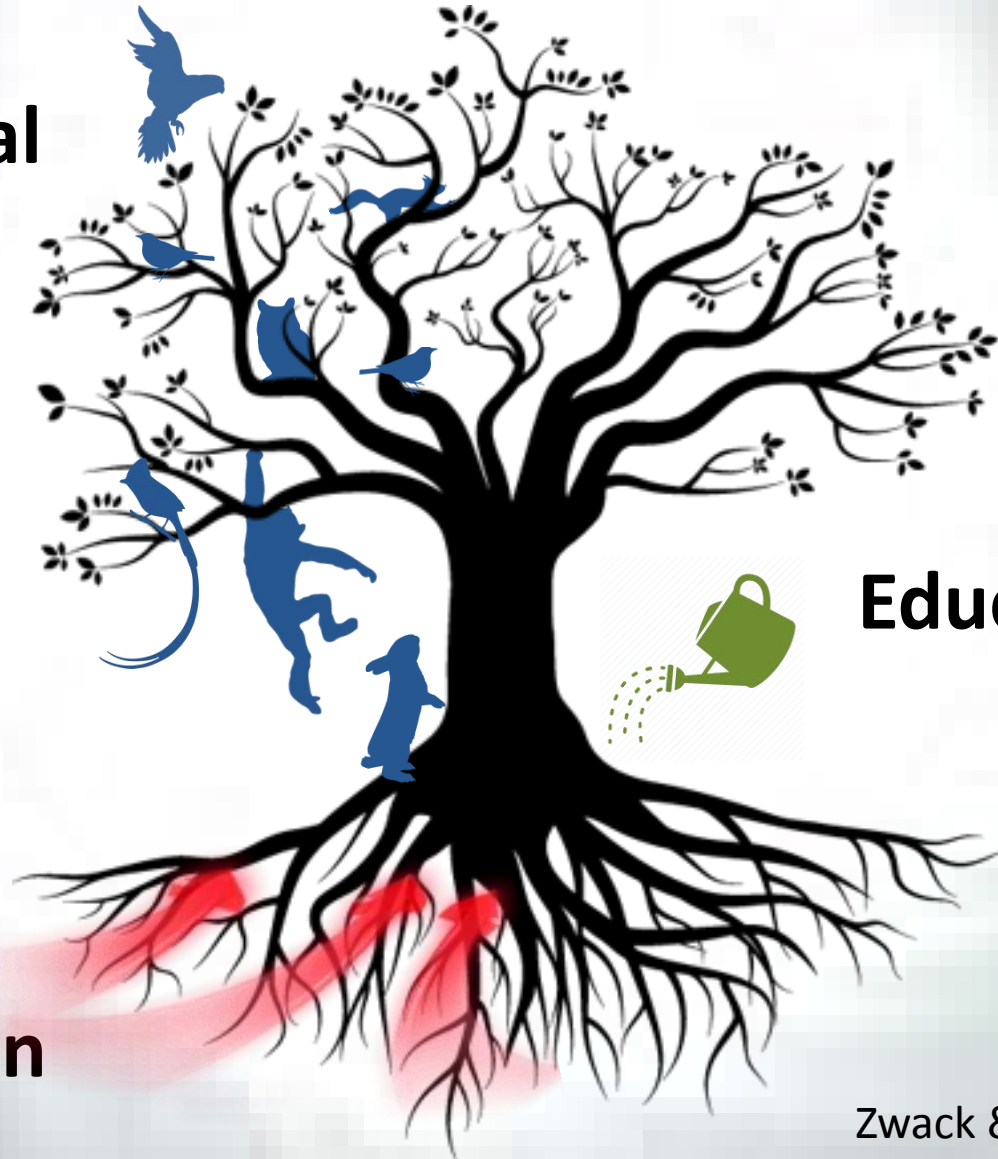
- Stress acknowledgement
- Personal limitations
- Medical uncertainty
- Incomplete control

## Self monitoring

- Intervention moments
  - Pause before a challenging encounter
  - Retrospectively evaluate stressful moments
- Larger change

# Balance

**Professional**



**Educational**

**Invigoration**

# Balance



## **Professional boundaries**

- Schedule, availability
- Professional identity
- Doctor/patient relationship

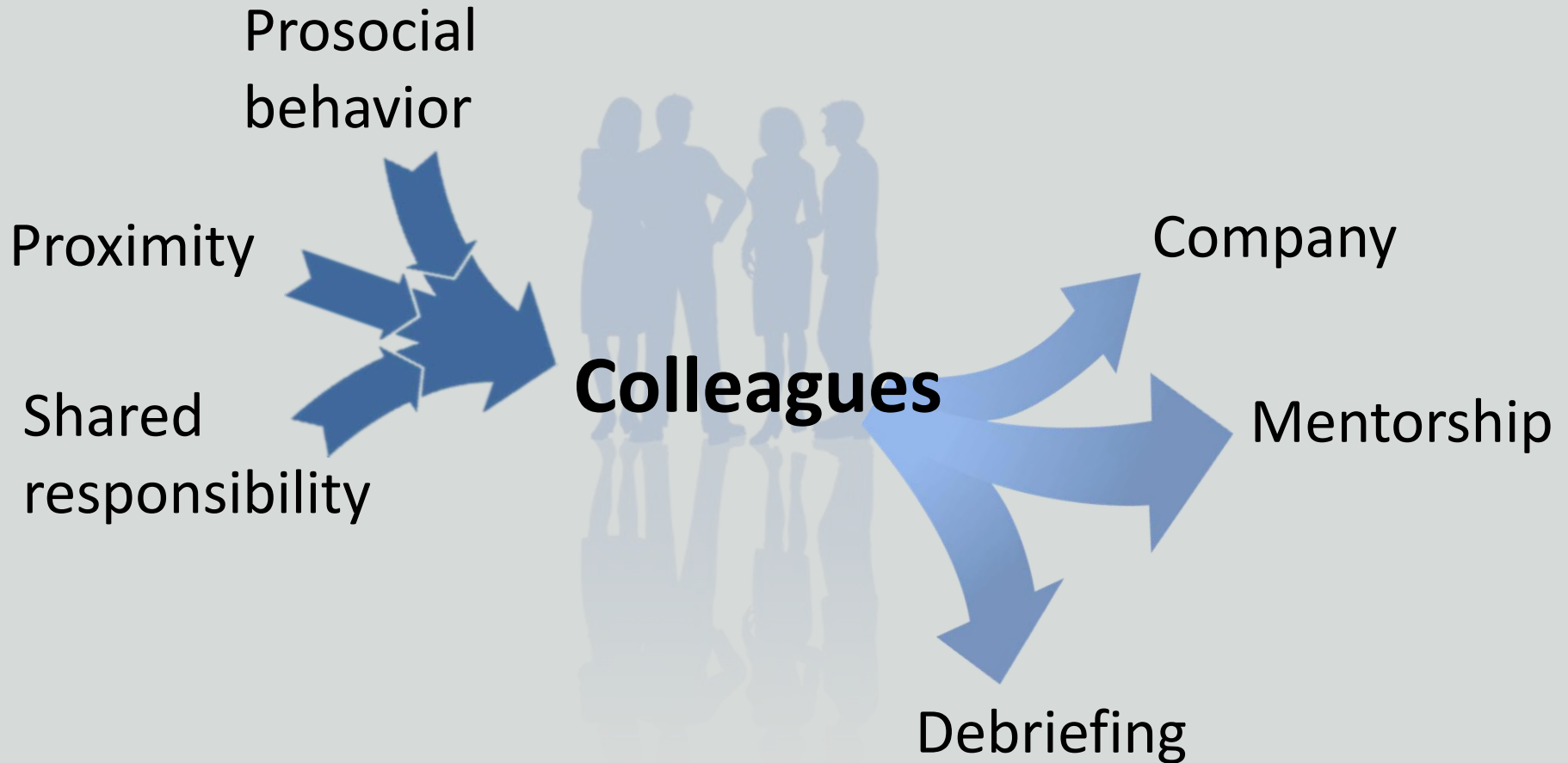
## **Self education**

- CME routine

## **Invigoration**

- Fulfillment outside of work

# Relational





# Relational



## Proximity

### Prosocial behaviors

- Team icebreakers
- Colleague appreciation
- Accept generosity
- Recognize pro-social emotions

### Shared responsibility

- Culture of fairness

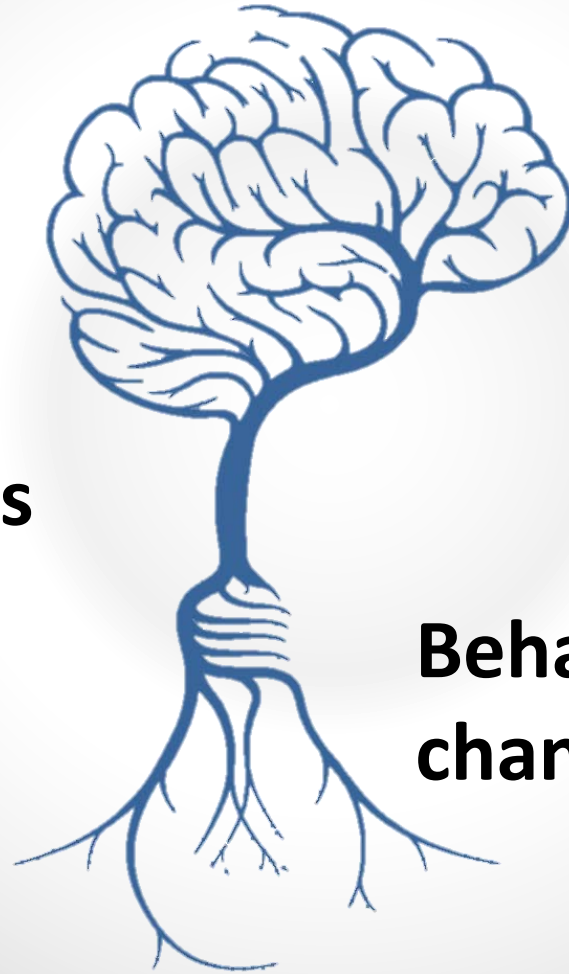
# Professional Engagement

**Appreciative  
inquiry**

**Narrative  
medicine**

**Mindfulness**

**Behavioral  
change**



# Professional Engagement



## **Appreciative inquiry** through **Narrative medicine**

- Deliberate contemplation of meaning
- Partnered reflection

## **Mindfulness**

- Body scan
- The 6-second breath
- Sitting meditation
- Walking meditation

## **Behavioral change**

*Thank you.*

*Questions?*



# References

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# Online courses

<https://www.csh.umn.edu/our-products-services/wellbeing-and-resilience-health-professionals>

<https://www.csh.umn.edu/education/credit-courses/csph-5806-wellbeing-and-resiliency-health-professionals>

