Best Practices for Preparing and Assisting Physicians in Transitions

Charlene M. Dewey, M.D., M.Ed., FACP
William H. Swiggart, MS, LPC/MHSP
Charles Samenow, M.D., MPH
1. Vanderbilt University School of Medicine
2. George Washington University Medical School

Introductions

Introduction

“Life is a series of natural and spontaneous changes. Don’t resist them - that only creates sorrow. Let reality be reality. Let things flow naturally forward in whatever way they like.”

~ Lao Tzu
Introduction

- Physicians will experience many life transitions
- We've developed a list of forty life transitions
- Starts at entering medical school and ends with death; the last transition.

"When one door of happiness closes, another opens, but often we look so long at the closed door that we do not see the one that has been opened for us."
- Helen Keller

Goal

The purpose of the workshop is to brainstorm current theories being used, revise the list of transitions for physicians, and identify best practices for providing physicians assistance during life transitions.
Objectives
Participants in the workshop will:
1. Review, critique and refine a list of physician life transitions.
2. List and describe various theories around change, resiliency and coping.
3. Discuss and document best practices for those who counsel, coach or train physicians.

Agenda
1. Introduction
2. Three questions:
   – Life transitions
   – Teaching
   – Best practices
3. Summary, evaluations and close

Ground Rules
- Share opinions and experiences
- Build on past experiences and works
- Every one can participate
- Safe environment for sharing
- Working session
- Time
- Have fun
Introduction

- Facilitators
- Participants

Questions

1. What other transitions might be unique to your system?
2. Are physicians currently trained or prepared to face these transitions within your system? If so are they taught coping skills and resiliency?
3. What are the best practices to use when coaching physicians through life’s transitions?

Transitions

Q1: What other transitions might be unique to your system?
- Small groups:
  - Use worksheet
  - Review and revise
- Large group:
  - List additional transitions
  - Discussion
Four Critical Issues

- Self-Care
- Resiliency
- EI
- Mindfulness

Resiliency

- Resiliency is one's ability to experience events and adapt or overcome the situation, hardship or stress.
- Resiliency can be taught and helps reduce stress and prevent burnout in physicians.

Factors that support/build resiliency:
1. Working in supportive environment
2. Being valued
3. Having positive relationships/connections
4. Being confident in one’s abilities/skills
5. Seeing problems, challenges and solutions through various lenses
6. Willing to adjust to new changes
7. Setting realistic goals/plans
8. Effectively communicating (in stressful times)
9. Having a strong level of emotional intelligence (EI)
Resiliency

"Learned helplessness"¹

Training/Preparation

Q2: Are physicians currently trained or prepared to face these transitions within your system? If so are they taught coping skills and resiliency?
- Small group discussions
- Call out – per group

Best Practices

Q3: What are the best practices to use when coaching physicians through life's transitions?
- Small groups:
  - List best practices
  - Report top 1-2
- Large group: discuss
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Transitions

“Challenges are what make life interesting and overcoming them is what makes life meaningful.”

~ Joshua J. Marine

Questions

Summary

1. Reviewed, critiqued and refined a list of physician life transitions.
2. Listed and described various theories/approaches around change, resiliency and coping.
3. Discussed and documented best practices for those who counsel, coach or train physicians.
Evaluation

- Please complete our session evaluation form
- Turn in before leaving

Close

- Your input is valuable
- Thank you for your contributions!
- Contacts:
  - Charlene and Bill: cph@vanderbilt.edu
  - Charles: csamenow@mfa.gwu.edu