

Mindfulness for the Practitioner's Well-Being

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Disclosure of conflict of interest

- **Presenters have no actual or potential conflict of interest in relation to this program/presentation.**

Objectives

- Describe the components and practice of Mindfulness Meditation
 - Gain a better understanding of the practice of mindfulness
- Evaluate the potential benefits of Mindfulness Meditation for practitioner well-being and quality of patient care
 - Define the characteristics of burnout in the health care practitioner
- Evaluate and experience the practice of Mindfulness Meditation
 - Describe the mind-body-heart connection
 - Be aware of the resources to develop and deepen own practice and to refer others to explore further

Picture a motivated health care student

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Burnout is seen in many disciplines

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Burnout

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- Studied since the 1970s.
- Defined: “prolonged response to chronic emotional and interpersonal job stressors.” (Maslach, 1982)

Measured in 3 domains:

- 1) Emotional exhaustion, or the sense of having nothing left to give;
- 2) Depersonalization, or a sense of detachment from others; and
- 3) A lost sense of personal effectiveness and accomplishment.

Rates of burnout in health care professionals

- 40% of nurses report general occupational burnout,
- 28% of physicians endorse two out of the three aspects of burnout, (54% reported at least one) and
- up to 60% of psychologists admit to having practiced at times when they viewed themselves as distressed to the point of clinical ineffectiveness. (Irving, 2009)

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Stress and relationship to burnout

- Stress occurs when perceived pressure on an individual exceeds their ability to maintain resilience
- Stress has been shown to
 - significantly reduce clinicians' attention and concentration,
 - detract from decision-making skills, and
 - diminish health care professionals' abilities to
 - communicate effectively,
 - convey empathy, and
 - establish meaningful relationships with patients
- Can lead to personal and professional burnout. (Irving et al, 2009)

Individual factors associated with burnout

- High achieving, type A personality
- Unrealistic goals and job expectations, perfectionistic tendencies
- Idealism and work that doesn't align with personal values
- Low self-esteem, pessimistic view of self and world
- Need to be in control
- Reluctance or unwillingness to delegate to others
- Anxiety
- Caring for clients with fatal disease
- Single, limited support outside of work
- Women > men

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Job factors associated with burnout

- Work overload
- Downsizing, expectation for same amount of work from fewer people
- Limited or no breaks
- Long working hours
- Poorly structured work assignments
- Working in isolation
- Lack of sense of community amongst peers
- Inadequate leadership
- Leadership that doesn't appreciate effort, respect individual
- Lack of training and skill building specific to job

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Burnout effects on the individual

Behavioral

- Mood changes
- Change in appetite
- Drinking alcohol or smoking too much
- Becoming 'accident prone'

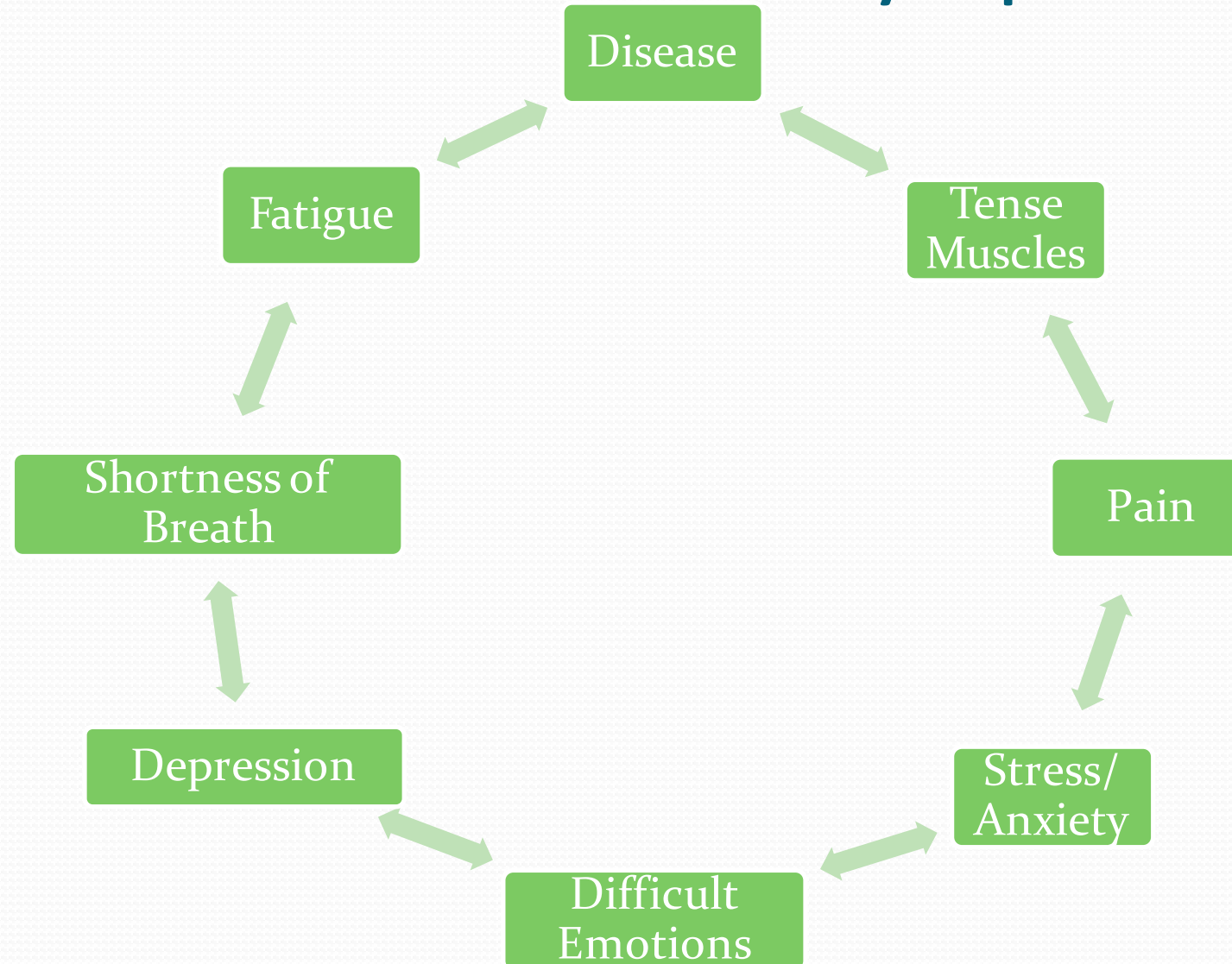
Cognitive

- Unable to make decisions
- Forgetful, poor concentration
- Sensitive to criticism

Physical

- High blood pressure
- Palpitations, trembling
- Dry mouth, sweating
- Stomach upset
- Insomnia
- Premature aging
- Chronic disease

Stanford Chronic Disease Symptom Cycle



Stress/ burnout effects in workplace

- Persistent high stress related to
 - absenteeism,
 - lower productivity (despite working longer hours)
 - lower job satisfaction,
 - arguments with coworkers and
 - high rates of turnover. (Bazarko et al, 2013)
- Leads to decreased patient satisfaction, “suboptimal self-reported patient care”, and longer patient-reported recovery times. (Irving et al, 2009)

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What to do about this?

Practice

Body Scan

Mindfulness: what it's not...

- Relaxation spelled differently
- Emptying the mind
- Having no thoughts
- Feeling different – more relaxed, peaceful, serene ...
- Having an “out of body experience”
- Going someplace peaceful and quiet in your mind
- Escaping reality

So then, what is it?

Mindfulness means paying attention in a particular way:
on purpose,
in the present moment,
and non judgmentally”

Kabat-Zinn, 1994

So Why “Do” Mindfulness?

- The nature of our lives ... sometimes
- How we respond to pleasant, unpleasant and neutral in our lives – craving and aversion
- The instability of our reactivity ... sweating the small stuff
- Sometimes we miss the good stuff

Practice

Breath Meditation

Impact of mindfulness

- Practice of non-judgmental, accepting attitudes taught in mindfulness practice helps us to respond:
 - thoughtfully vs. automatically to stress.
- Mindfulness based stress reduction (MBSR), an 8 week program, teaching mindfulness meditation, breath-focused practice, basic yoga, and other relaxation methods is the most studied.

MBSR benefits for the individual

Physical

- decreased blood pressure, breathing and heart rate
- improved energy levels
- enhanced immune function
- decreased inflammatory markers
- decreased chronic pain
- reduction of symptoms of chronic auto-immune conditions

Psychological

- reduced stress
- decreased anxiety
- decreased incidence of depressive symptoms
- increased perception of happiness
- more positive outlook
- increased ability to handle daily hassles

MBSR benefits for the employee

- reduced emotional exhaustion in jobs
- higher levels of emotional intelligence
 - self-awareness, self-management, social awareness, relationship management
- improved relationship with others
- increased self-compassion
- increased selective attention
- increased working memory capacity
 - increased activity in the anterior cingulate cortex region of the brain
- increased ability to accept feedback
- increased job satisfaction. (Hyland et al, 2016)

Impact of mindfulness practice for providers

- Review of 39 studies of MBSR in health care professionals
 - “this intervention is associated with improvements in burnout, stress, anxiety and depression.
 - Improvements in empathy are suggested.” (Lamothe et al, 2016)
- Mindfulness interventions were shown to lead to increased resiliency, task performance, task commitment, increased psychological flexibility, and enhanced engagement.

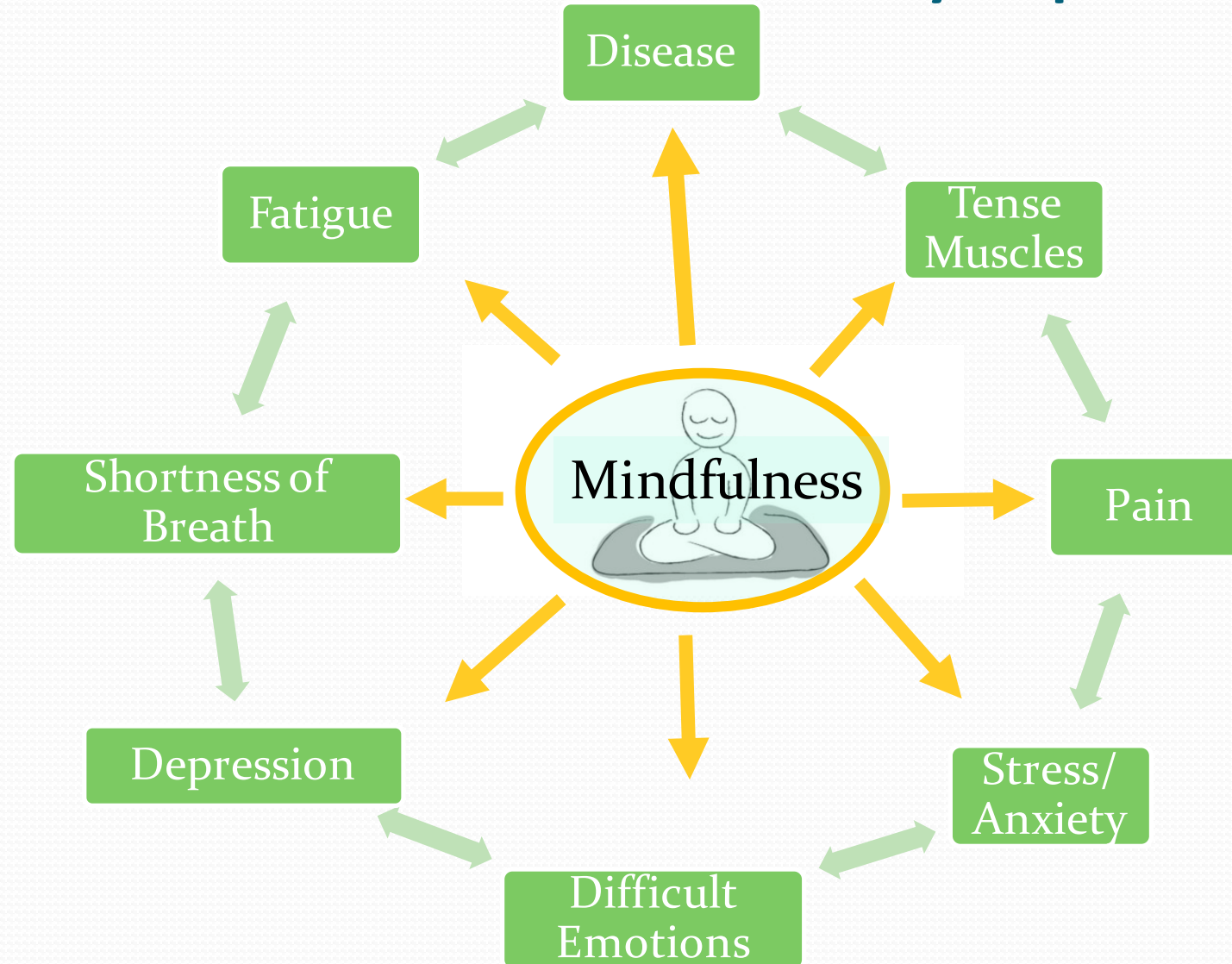
Impact of mindfulness in varied populations

- MBSR shown to be effective in specific groups with specific illnesses (asthma, breast cancer survivors, subarachnoid hemorrhage . . .) and specific areas of work.
- Demonstrating that
 - people respond to stress in similar ways and
 - people respond to this particular method of stress reduction in similar ways.
- The brain is teachable- neuroplasticity is real!
 - Mindful attention is like a muscle that grows stronger with practice

Neuroscience of contemplation

- Increased density seen in key areas of the brain associated with memory, self-awareness, stress regulation, anxiety
 - hippocampus, insula, amygdala
 - Respiratory control in brain stem
 - White matter changes in anterior cingulate cortex (Lazar, Vestergaard, Luders, Holzel)

Stanford Chronic Disease Symptom Cycle





Compassion vs. Compassion Fatigue

Between stimulus and response there is a space.

In that space is our power to choose our response. In our response lies our growth and our freedom.

--- Viktor Frankl

The Divine Abodes

- Loving Kindness
- Compassion
- Sympathetic Joy
- Equanimity

Loving Kindness Practice

Side by Side Listening practice

What's one thing that surprised you about this workshop?

What's one thing you want to take with you?

Are you at risk of burnout?

- Self-assessment scale (handout)

Available from https://www.aap.org/en-us/Documents/soim_abbreviated_maslach_burnout_inventory.pdf

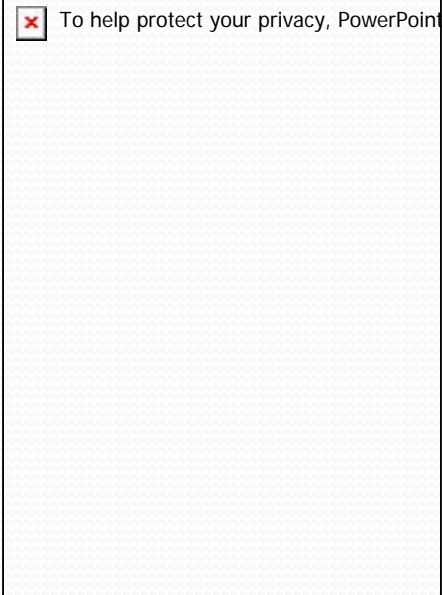


Which kind of provider would you rather be?

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Things you can do to avoid burnout

- Learn how to meditate, and schedule at least 5–10 minutes of meditation into your day.
- Talk to colleagues about it:
 - regularly scheduled group or
 - informal conversations about the stresses of work.
- Make a conscious effort to get reengaged with your clinical work.
- Cultivate an attitude of detached concern.



Resources for establishing and deepening practice

- UW Health Mindfulness Program
- Madison Insight Meditation Group
- Snowflower Sangha
- Madison Zen Center
- Isthmus Zen Center
- Shambhala Center of Madison
- See handouts

Closing Practice

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