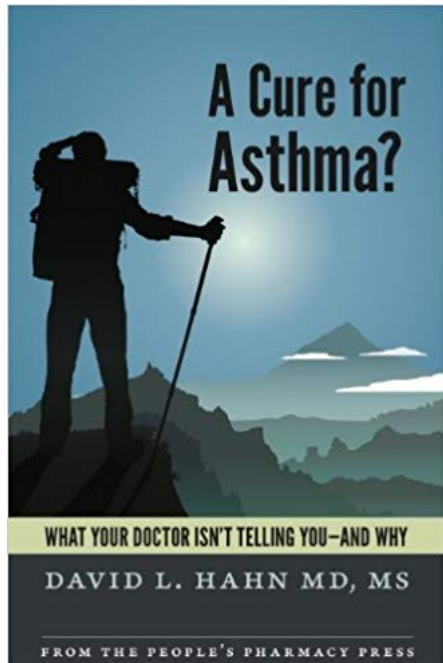


Meaning and Purpose In Medicine: A Role For Practice-Based Research

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Founder of Wisconsin Research Network



The Usual Objectives

- Discuss the factors that increase the joy in practice
- Highlight how participating in Practice-Based Research and participation in WREN can promote joy in practice



Usual Disclosures

- Unfortunately, I have no financial relationship with any tech company – I wish I did.
- Supported by
 - AHRQ: Beasley J, (PI) Carayon P. Improving Primary Care Through Industrial and Systems Engineering (I-PrACTISE) Grant number: 1R13HS022170-01 January 2013
 - AHRQ: Wetterneck T, (PI) Karsh BT, (former-PI), Beasley JW, (Co-I) "A human factors intervention to reduce risk in primary care of the elderly," \$850,714 10/30/2008
 - AHRQ: Karsh BT, Wetterneck TB, (Co-I) Beasley JW, (Co-PI) Proactive Risk Assessment of Primary Care of the Elderly. AHRQ \$199,147 9/1/07
 - AHRQ Wetterneck TB (PI) Carayon P (Co-I) Understanding Primary Care Teamwork in Context: Implications for HIT design" Agency for Healthcare Research and Quality R01 HSO22505 Funded. 12/1/2014 – 11/30/2019 (0.9 CM) \$2,500,000. Co-I

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David Hahn, MD, MS, WREN Director.

Not
funded
by Epic



Joy in Practice?



The flogging will continue until morale improves!

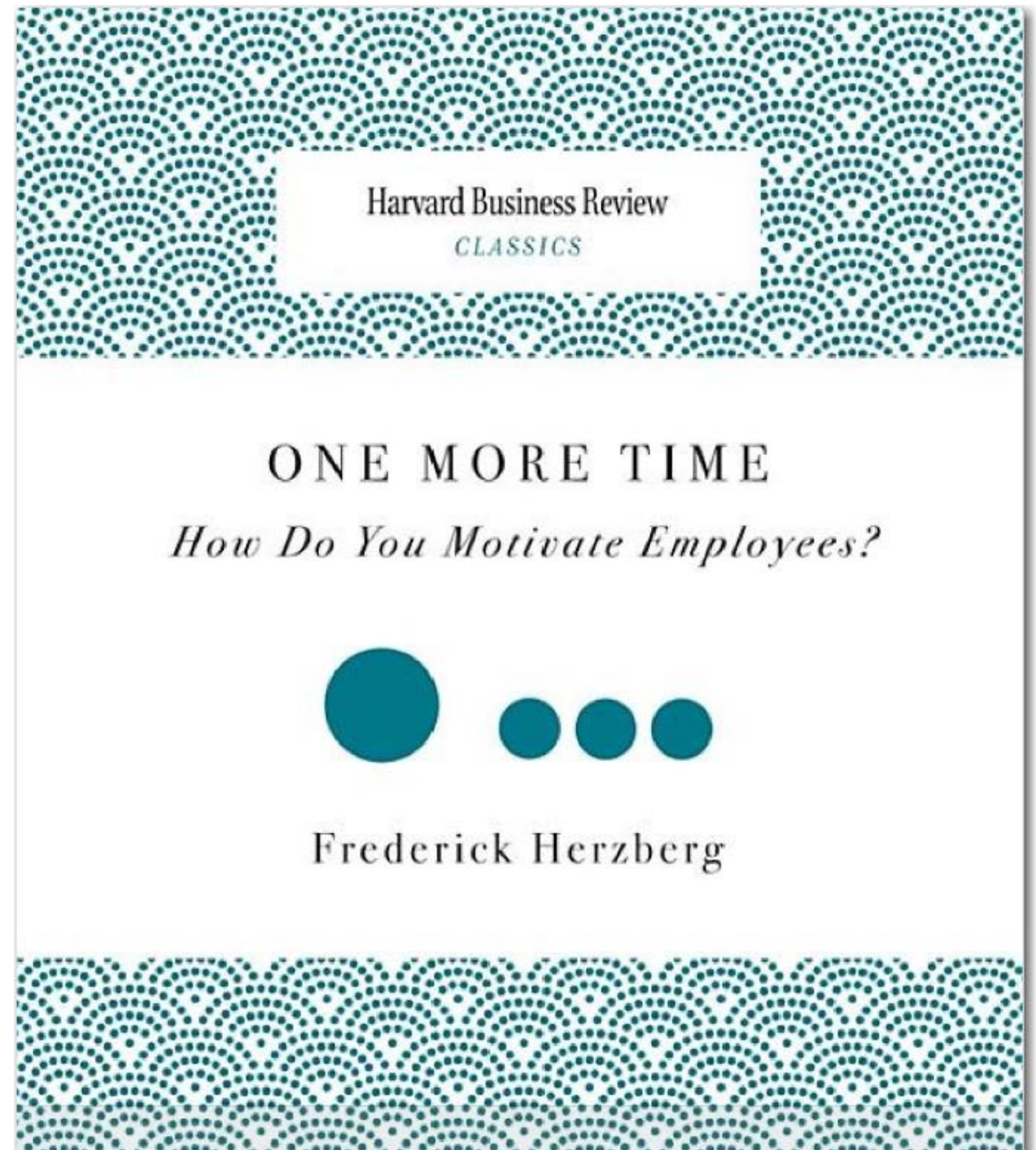
It's NOT the \$\$\$



More hours

More challenge

More responsibility



Promoting Joy in Practice

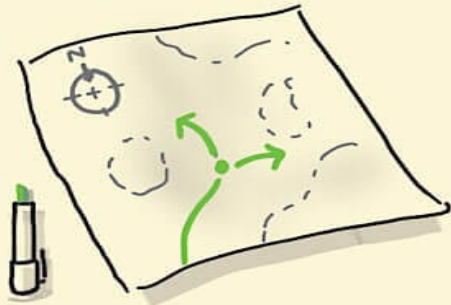
- ~~Money~~
- Autonomy
- Mastery
- Purpose
- Relationships

WHAT DRIVES US

THE KEYS TO OUR MOTIVATION

AUTONOMY

In control of what we
do + how we do it



+

MASTERY

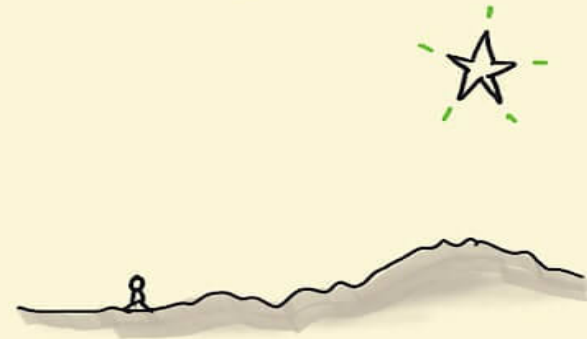
Improving our
skills + selves



+

PURPOSE

Working towards
something worthwhile



An evolution of motivating others

MOTIVATION 1.0

Survival—basic needs

→

MOTIVATION 2.0

Reward/punishment

→

MOTIVATION 3.0

Intrinsic motivation

Promoting Joy in Practice - Autonomy



Promoting Joy in Practice - Autonomy



Promoting Joy in Practice - Autonomy

- Be part of something outside of your organization.
- ...outside of Epic
- Impact care (e.g. no delay in hip fracture surgery).
- Have data do go to CEO to solve problems
- In our era of “standardization, point-and-click medicine, and guidelines”, it is refreshing to use one's brain.
- We in the front lines have an input into what research is needed. WREN gives us a voice.

Promoting Joy in Practice - Autonomy



*Are you pissing and moaning, or can you verify
what you are saying with data?*

Promoting Joy in Practice - Mastery



Mastery

“Early career family physicians who provide a broader scope of practice, specifically, inpatient medicine, obstetrics, or home visits, reported significantly lower rates of burnout. Our findings suggest that comprehensiveness is associated with less burnout, which is critical in the context of improving access to good quality, affordable care while maintaining physician wellness.”

Weidner AKH, Phillips RL, Jr., Fang B, Peterson LE. Burnout and Scope of Practice in New Family Physicians. *Ann Fam Med*. 2018;16(3):200-205.

Promoting Joy in Practice - Mastery

- It keeps me thinking forward. Projects themselves provide innovation, but the process promotes forward thinking in all aspects of my practice.
- Research as an avocation made my practice life more interesting, and also honed my critical thinking and writing skills, which helped me assess guideline validity and, most importantly, improved my patient care.
- "...through WReN that I learned more about qualitative research and have since embarked on a couple of projects."

Promoting Joy in Practice - Mastery



Promoting Joy in Practice - Purpose

- I do share that my participation in WReN was always a stimulating piece of what we did as a part of our clinical practice.
- Achievements that matter.
- Opportunity to contribute.
- Paying forward, value
- I enjoy the process. It is great when free thinking can also help others and research allows this.
- Research that addresses "...the problems most of the people have most of the time". (Paul Nutting, MD)

Promoting Joy in Practice - Purpose

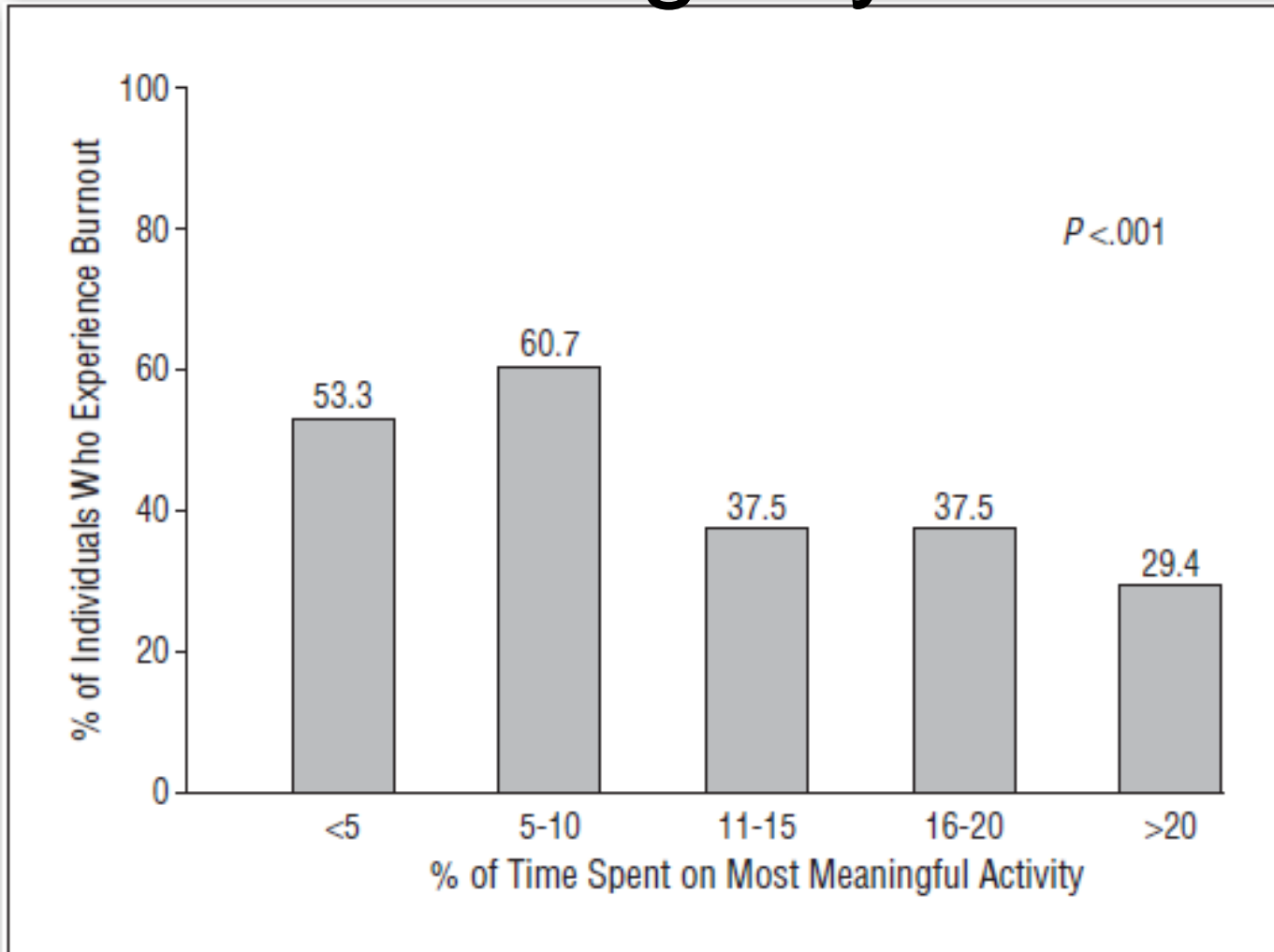


Figure 2. Burnout by amount of time spent on activity viewed most personally meaningful. The y-axis shows the percentage of individuals within each group who experience burnout. The x-axis indicates the amount of time spent in the activity viewed as most personally meaningful.

Shanafelt TD, West CP, Sloan JA, et al. Career fit and burnout among academic faculty. *Arch Intern Med.* 2009;169(10):990-995.

Relationships!



Shared,
creative and
meaningful
work
promotes
relationships.

A view from a rural physician (1998)

"I attach most of WReN's significance to more personal issues. Primary care research is important to me. Without WReN, I would have no way to maintain my enthusiasm and fulfill my personal goals.

It is important to get people of like minds together at the annual meeting to reinforce one another's philosophies.

Don't get discouraged if the answers to your questions don't all emphasize "research agendas" and "national goals". For many like me it is much more personal."

Predictor of Satisfaction (And Joy?)

The strongest predictors of satisfaction and commitment variables were ... social relationships, and not time pressure, income, or autonomy.

This finding is consistent with other studies of family physicians and may reflect the strong social component of family physician work.

...interventions targeted at improving the social qualities of relationships around family physicians are an important path to better quality of work life.

Karsh BT, Beasley JW, Brown RL. Employed family physician satisfaction and commitment to their practice, work group, and health care organization. Health Serv Res. 2010;45(2):457-475.

WREN as a source of energy/stimulation

"The annual meeting involving many students and residents in research -- the environment there is exciting, positive, and comfortable."

It has been a stimulus for all of us and a focus for getting physicians together to discuss research in practice; it has stimulated a lot of practicing physicians."

It contributes greatly to the FP environment in Wisconsin."

For new and “little ‘r’” researchers (1998)

WReN has had considerable success helping new and "small r" researchers, the latter term referring to those physicians who will do small, minimally funded projects and for whom research is not the focus of their careers.

"WReN has provided students' and residents' introduction to primary care research. The meeting gives them a chance to present to experienced researchers in a non-intimidating forum.

"I have benefitted from the research stimulation grants given to medical students and residents. This has been beneficial to the students who have received modest support for short term projects and it has enabled us to complete projects which have lead to publications."

Unexpected Benefits



BIZARRO Piraro

YOU HAVE REACHED
THE INCONTINENCE
HOTLINE. *PLEASE HOLD.*



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