



**Clinician Well-Being in 2022:
Trading Perfection
for "Good Enough"**

2022 Virtual STAR Center Conference
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Disclosures

Sansea Jacobson, MD	Dominique Dove, MSCP
No relevant financial disclosures	No relevant financial disclosures
STAR-Center Psychiatrist	STAR-Center Therapist
Child & Adolescent Psychiatrist at the STAR-Center since 2007	Behavioral Health Therapist at STAR-Center since 2020
UPMC GME WELL Co-Chair	
Supports resident & fellow physician well-across UPMC	

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Our Relevant Disclosures



Sansea

- ✓ Single full-time working mom
- ✓ Have sought therapy for myself
- ✓ Double-booked myself today!
- ✓ The word **wellness** makes me cringe



Dominique

- ✓ Married full-time therapist with no kids
- ✓ Have sought therapy for myself
- ✓ Recovering workaholic
- ✓ Became a therapist to spend less time on screens

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Who are you? |

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Agenda



The current
state of affairs



Connecting our
experiences



Finding our
“good enough”

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Learning Objectives

1

Describe how a “good enough” mindset can support well-being and define what “good enough” means in our current clinical/work environment

2

Name at least one new way to cope with workplace stress in an adaptive way

3

Connect meaningfully and authentically with fellow clinicians around the experience of being a mental health professional in 2022

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Part 1

BACKGROUND: THE CURRENT STATE OF AFFAIRS

UPMC LIFE CHANGING MEDICINE

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Don't underestimate Omicron -- especially if you're unvaccinated

Analysis by Dr. Tom Frieden and Dr. Shama Cash-Goldwasser
Updated 8:58 AM ET, Fri January 21, 2022

Florida House passes controversial 'Don't Say Gay' bill

Activists say the bill will be dangerous for the well-being of LGBTQ youth.

By Kiara Alfonseca
February 24, 2022, 3:39 PM • 5 min read



Texas Governor Greg Abbott orders state agencies to investigate gender-transitioning procedures as child abuse

BY TORI B. POWELL
UPDATED ON: FEBRUARY 24, 2022 / 7:41 AM / CBS NEWS



Here's what we know about how Russia's invasion of Ukraine unfolded

By Tim Lister, Tara John and Paul P. Murphy, CNN
Updated 11:42 AM ET, Thu February 24, 2022

American Concern about Inflation Hits 37-Year High, New Poll Shows

Brittany Bernstein - 29m ago

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4 major sources of stress for healthcare workers

Traumatic injury

Threat to personal/family health/life

Grief injury

Loss of colleagues or threat to mastery and identity

Moral injury

Inner conflict between values and what we can accomplish, lack of control over or disagreement with larger systems that we must work within

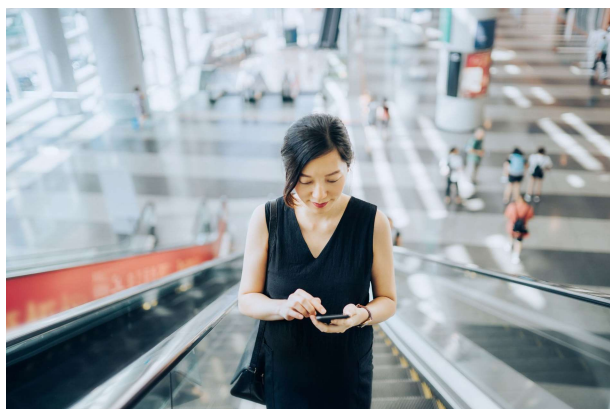
Fatigue injury

Feeling worn out by work without time for rest and recovery

(Chrisman, 2020)

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Telehealth has its pros and cons...



Telepressure



Zoom Fatigue

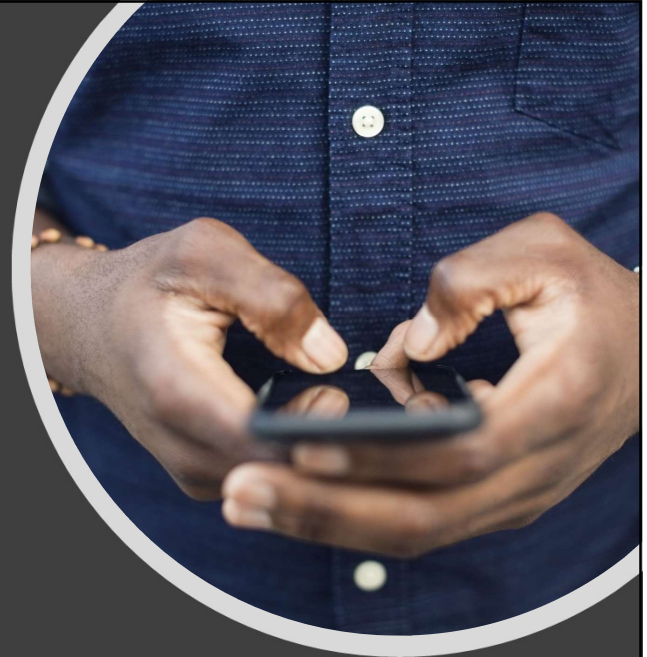
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Telepressure

What is it? → A fixation with checking and responding to messages quickly

What is the impact?

- Increases workload
- Positively associated with burnout and emotional exhaustion
- Blurs boundaries between work life/home life



(Kotera et al, 2021)

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“One of the most commonly noted major sources of stress for child and youth mental health clinicians is fatigue associated with the lack of boundaries between work and personal life.”

(Chrisman, 2020)

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Zoom Fatigue

What is it? → A feeling of exhaustion from participating in video conference calls

What causes it?

- Amount of eye gaze at close distance
- Limited physical mobility
- Constant viewing of self in the video
- Increased cognitive load

**PLUS – working virtually with youth brings unique challenges such as patients not remaining on screen, not showing their faces, rapidly moving the camera, or becoming easily distracted*



(Fauville et al, 2021)

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The result? *Languishing*

- Term coined by sociologist Corey Keyes
- The void between depression and thriving or the absence of well-being
- Can manifest as difficulty with motivation and focus
- Can be a predecessor to anxiety and depression



(Grant, 2021)

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The result? *Burnout*

A result of unmanaged,
chronic workplace stress



You may notice it as...

Energy depletion or exhaustion

Negativity and cynicism towards work

Reduced efficacy at work

(Kotera et al, 2021)

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The result? *Burnout*

Burnout shows up when things are
out of balance:

- Work vs life (strongest predictor)
- Demands vs resources
- Effort invested vs progress made

Burnout is now included in the ICD (2019) and recognized by the WHO as an official occupational condition “*resulting from chronic workplace stress that has not been successfully managed.*”



(Nagoski & Nagoski, 2019 | Kotera et al, 2021)

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THE IMPACT

40% of healthcare workers reporting depressive symptoms

45% of healthcare workers reporting severe anxiety symptoms

(Kotera et al, 2021)

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Part 2

EMPATHY:
CONNECTING OUR EXPERIENCES

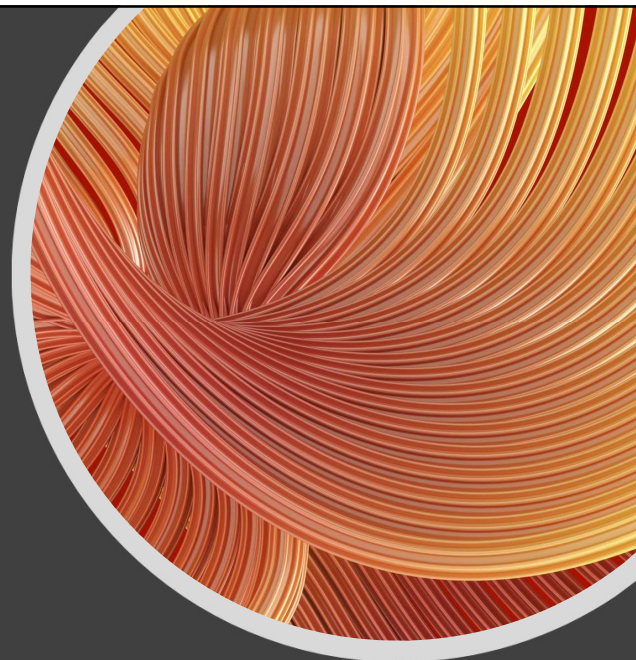
UPMC LIFE CHANGING MEDICINE

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Let's discuss!

- What have you heard today that resonates with your experience as a clinician in 2022?
- If *languishing* was the dominant emotion of 2021, what is the dominant emotion of 2022?
- What solutions have you found for coping with languishing and burnout?



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Let's Debrief!

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Part 3

SOLUTIONS: FINDING OUR GOOD ENOUGH

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MEDICINE

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Stressors

The triggers that activate a stress response such as work, family, expectations, discrimination, self-criticism, the future, etc.

Stress

The neurological and physiological shift that happens in most every organ in your body in response to a stressor

- Fight/flight/freeze response
- Adrenaline, cortisol, glycogen

Chronic Stressors

Chronic
StressChronic
Stress
Response

(Nagoski & Nagoski, 2019)



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Evolutionary Explanation #1

In our modern world we often find ourselves dealing with the stressors by problem solving, avoiding, and cognitive solutions, but rarely deal with the STRESS, which leads to chronic stress

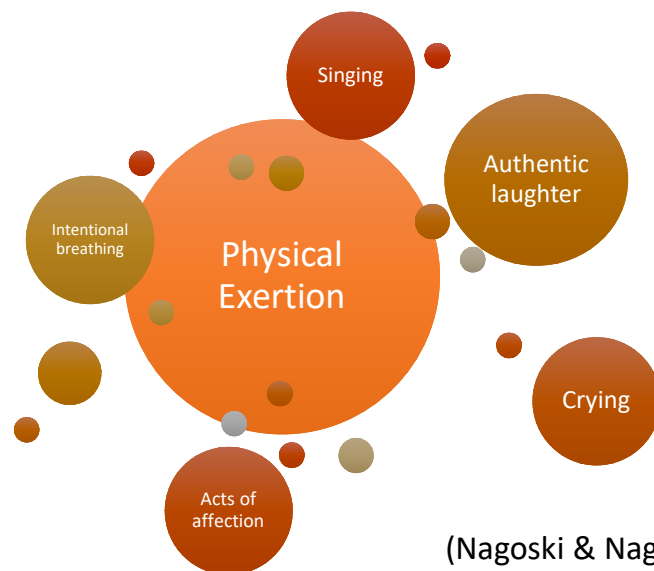


(Nagoski & Nagoski, 2019)

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We need to complete the stress cycle

Stress response cycle must be completed (*ideally daily!*) to flush the stress response from our body



(Nagoski & Nagoski, 2019)

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RESET Model

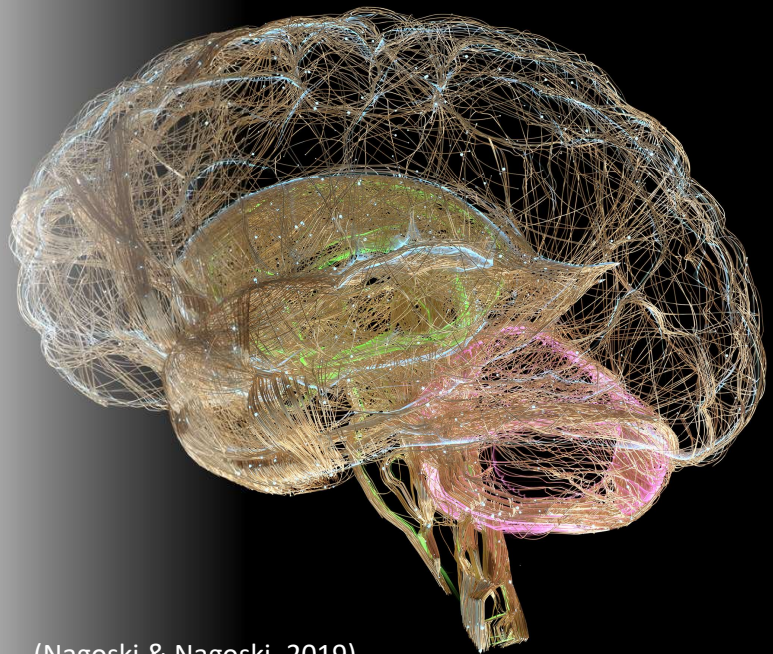
<u>R</u>elaxation	Take the time our body needs to unwind and discharge from stress cycles through vacation, tension release exercises, breathing, meditation and savoring
<u>E</u>xercise	Interrupt stress cycles and stress hormone reduction through physical activity, mini-breaks and social connectivity
<u>S</u>leep	Anti-inflammatory and restorative cleanse of the brain through sleep tactics (7-hour minimum, match sleep cycles to light cycles, mindfulness before bed)
<u>E</u>motional re-regulation	Emotional decompression to protect against future stress and counterbalance compartmentalization (e.g., smiling, laughing, good cathartic crying and purposeful presence)
<u>T</u>hink positive	Practice resilience through positive psychology around opportunity and crisis, sense of accomplishment, gratitude journaling, intentional empathy for others, focus on silver linings

(Szigethy, 2022)

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Evolutionary Explanation #2

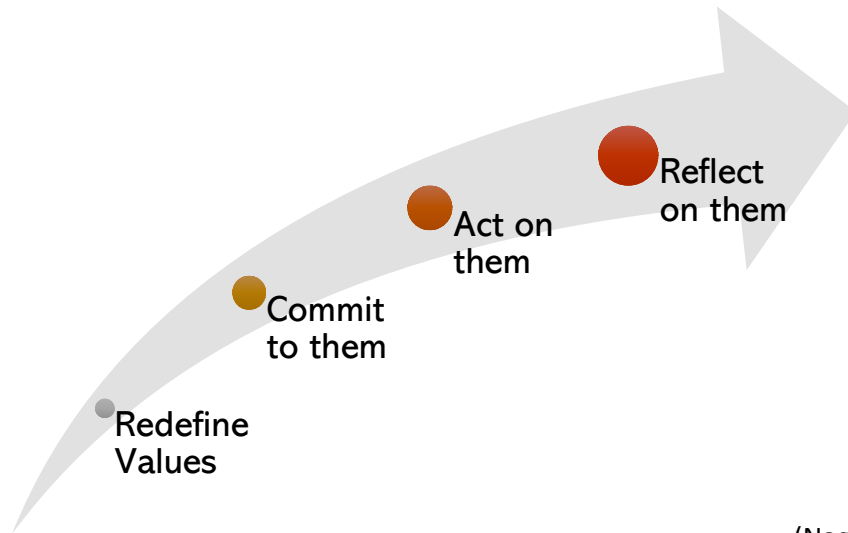
Our brains are tuned for survival with constant monitoring the quality of our action and progress based on what our goals are, how much effort we're investing, and how much progress we're making



(Nagoski & Nagoski, 2019)

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We need not always be in survival mode



(Nagoski & Nagoski, 2019)

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Good
Enough
Mindset



Define work values intentionally **before** you start the work

Determine measurable, **attainable** ways for you to have success at work

Let go of "**should**" and switch to "choose," "will," "could"

(Nagoski & Nagoski, 2019)

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Three people are standing against a white background, each holding a sign with a question. On the left, a man with glasses holds a sign that says "Can I change the goal?". In the center, a woman holds a sign that says "Can I redefine what 'a job well done' means?". On the right, a woman holds a sign that says "Can I break this down into smaller incremental steps that are attainable, tangible, and specific?". Below the signs, the text "Ask yourself..." is written in a large, black, sans-serif font, underlined with a blue horizontal line.

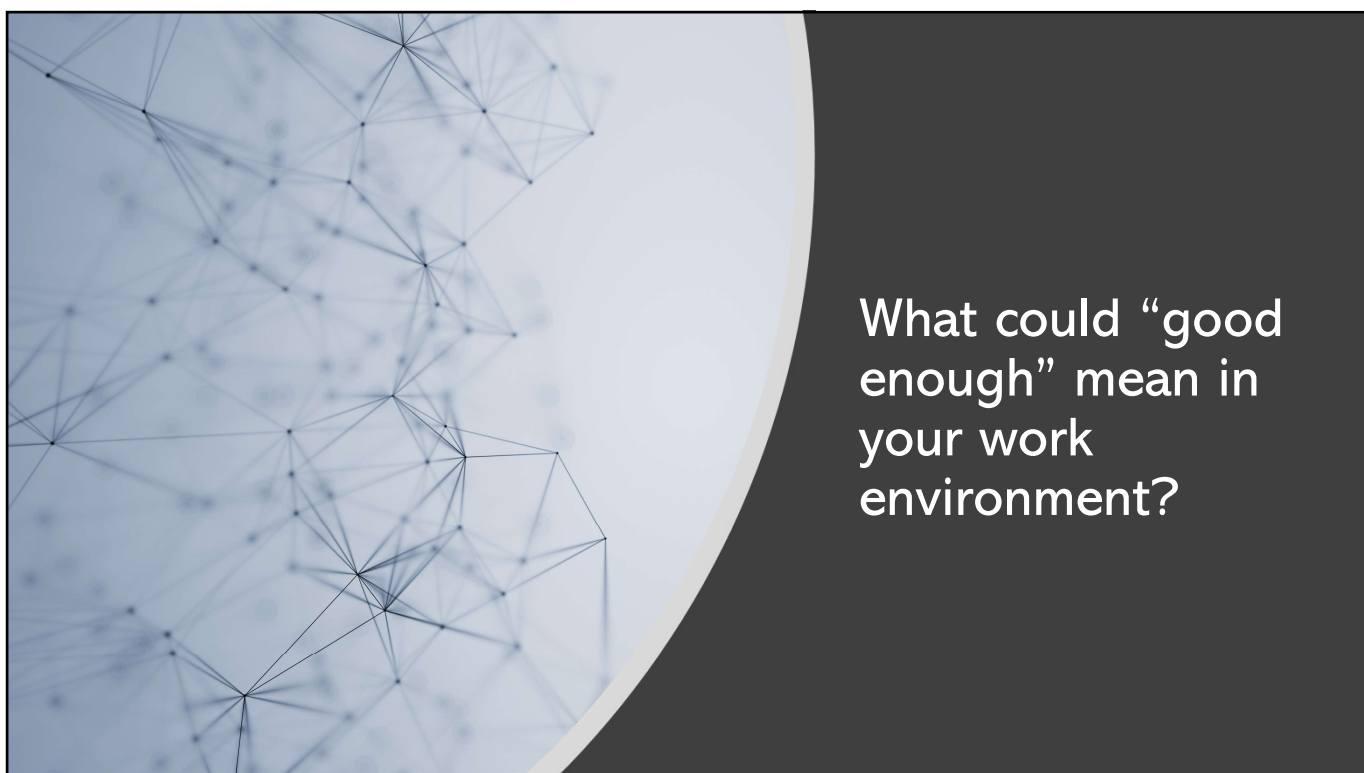
Can I change the goal?

Can I redefine what "a job well done" means?

Can I break this down into smaller incremental steps that are attainable, tangible, and specific?

Ask yourself...

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The background features a network of blue lines and dots on a light blue gradient. A dark grey curved shape on the right contains the text "What could 'good enough' mean in your work environment?".

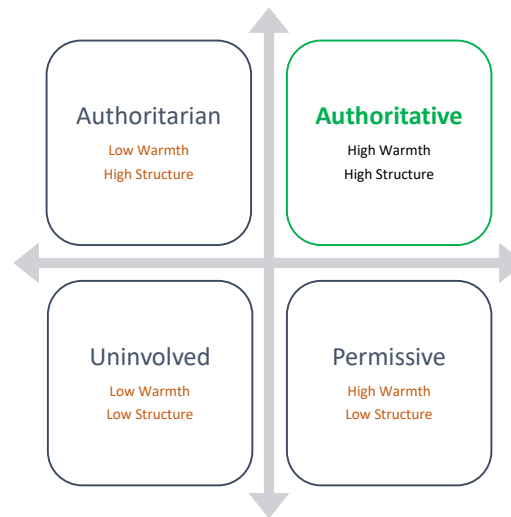
What could "good enough" mean in your work environment?

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It all goes back to child psychology

How can we move towards positive reappraisal?

- ✓ Validate and acknowledge that things are difficult
- ✓ Recognize that in the struggle may be opportunity
- ✓ Celebrate incremental wins
- ✓ Create structure and be intentional about your approach



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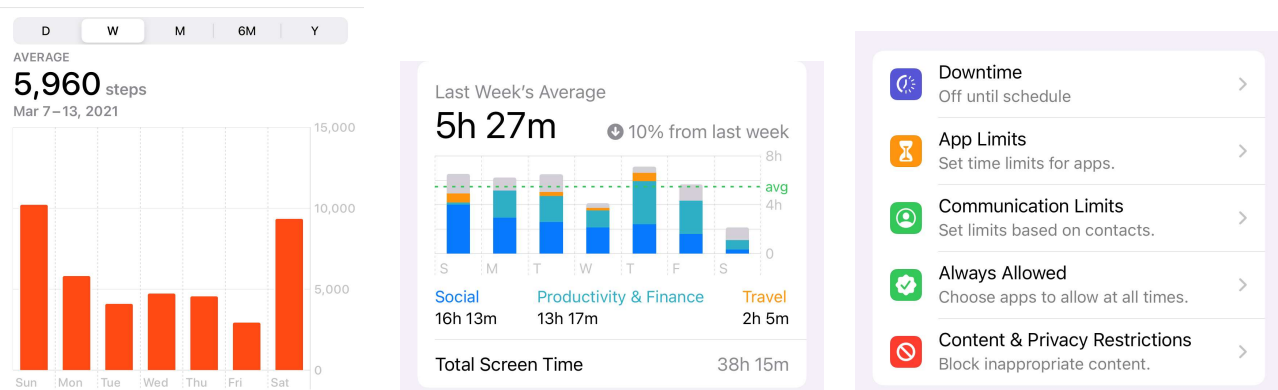
Rethinking boundaries

- Does your BEDTIME give you adequate time for sleep?
- When can you EXERCISE?
- When do your LOVED ONES have your undivided attention?
- Are you intentional about when you check your EMAIL?
- How do you feel about your current daily SCREENTIME?



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Use technology to your advantage



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What about self-compassion?

The evidence-base research on self-compassion is promising for patients and providers alike

- **Psychological Benefits:** mindfulness allows us to acknowledge the suffering by owning how we are really feeling
- **Protective Factor:** against burnout (i.e., emotional exhaustion; not as helpful with depersonalization)
- **Improved Resilience:** High levels of self-compassion = improved resilience to mental distress



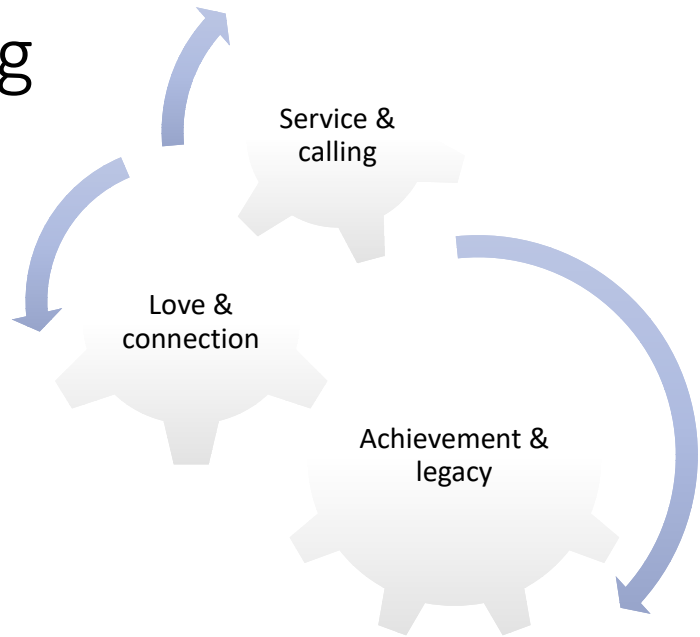
(Grant, 2021 | Kotera, 2021)

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Finding meaning

It is crucial to feel connected to something larger than ourselves

- Meaning promotes healing, thriving, and is linked to:
 - ✓ positive health outcomes
 - ✓ better relationships
 - ✓ improved well-being
 - ✓ reduced stress
- Meaning isn't found – it's made.
We must actively engage with it!

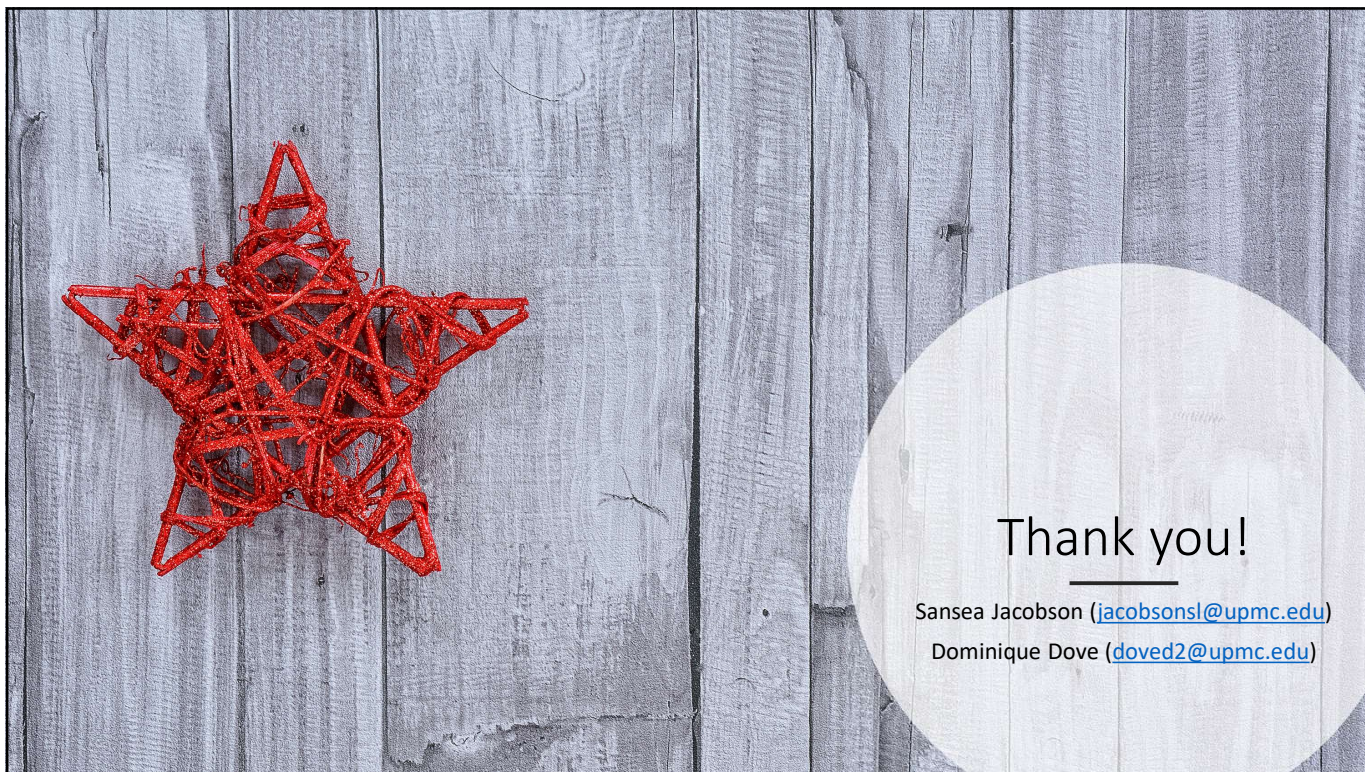


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Finding
meaning in
our
community...

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