



# The Well-Being Paradox

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## Disclosure

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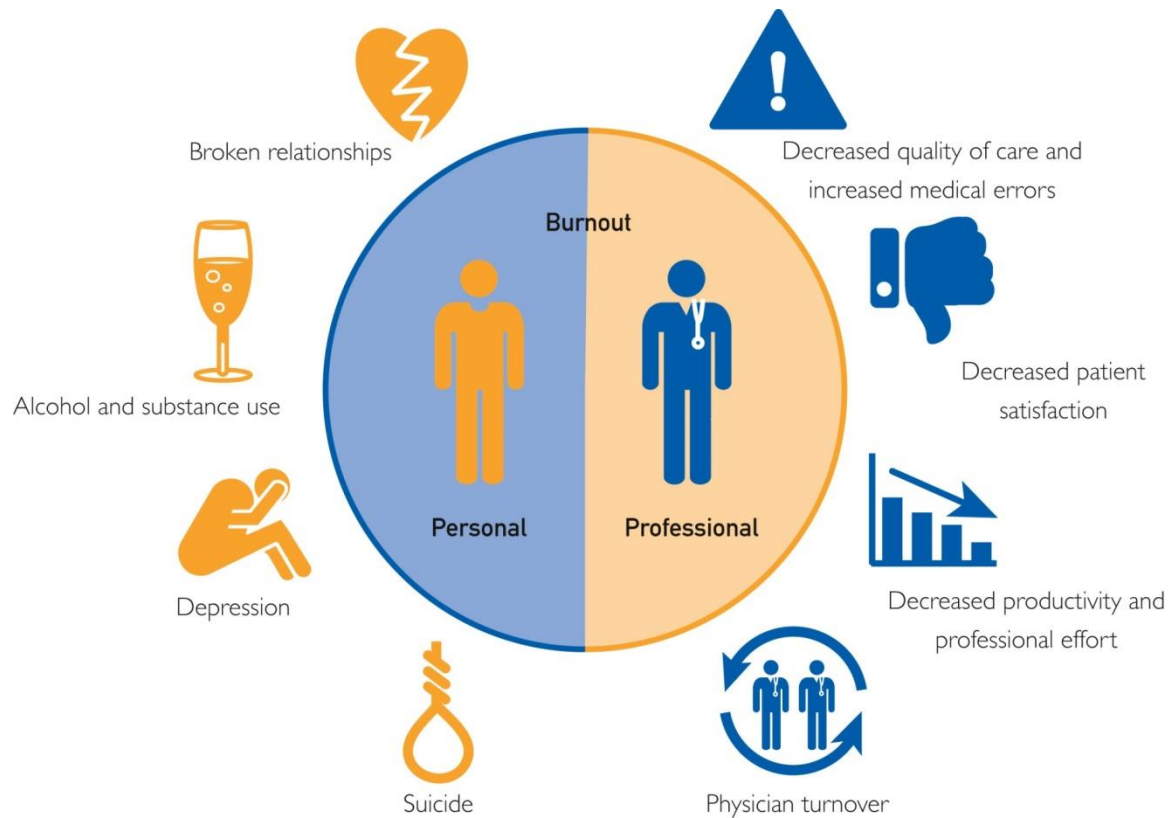
# My Road to Wellness Champion





Van Gogh  
Wheatfield with Crows





## 3 Domains of Physician Well-Being



©Stanford Medicine 2016

# Paradox

To find a beautiful solution to the problem of burnout,  
you must first see the ugly truth of it

# Measuring the Ugly Truth

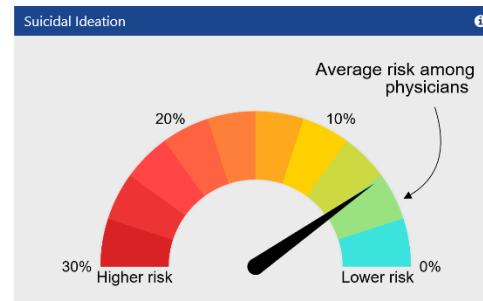
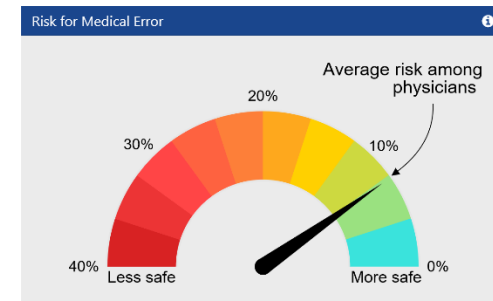
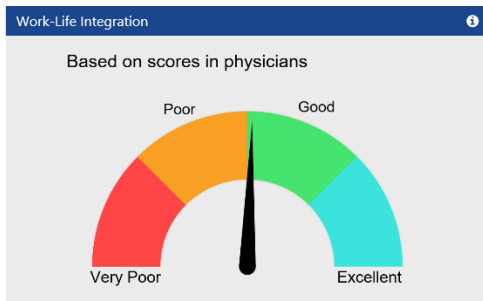
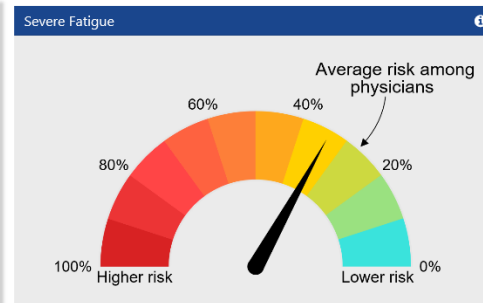
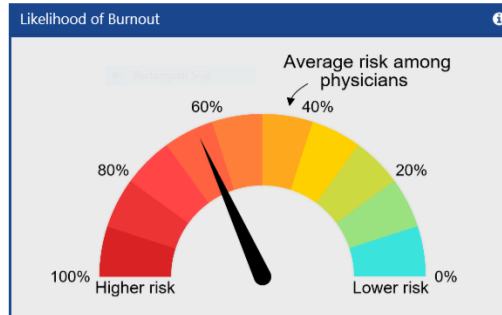
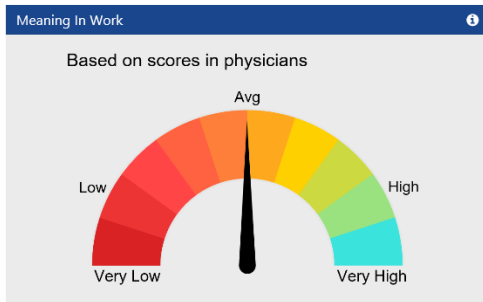
- Mini – Z
- Maslach Burnout Inventory
- Mayo Clinic Well-Being Index
- Stanford Professional Fulfillment Index
- Copenhagen Burnout Inventory
- Oldenburg Burnout Inventory



# Understanding physician wellness

Paradox: To find a beautiful solution to the problem of burnout, you must first see the ugly truth of it

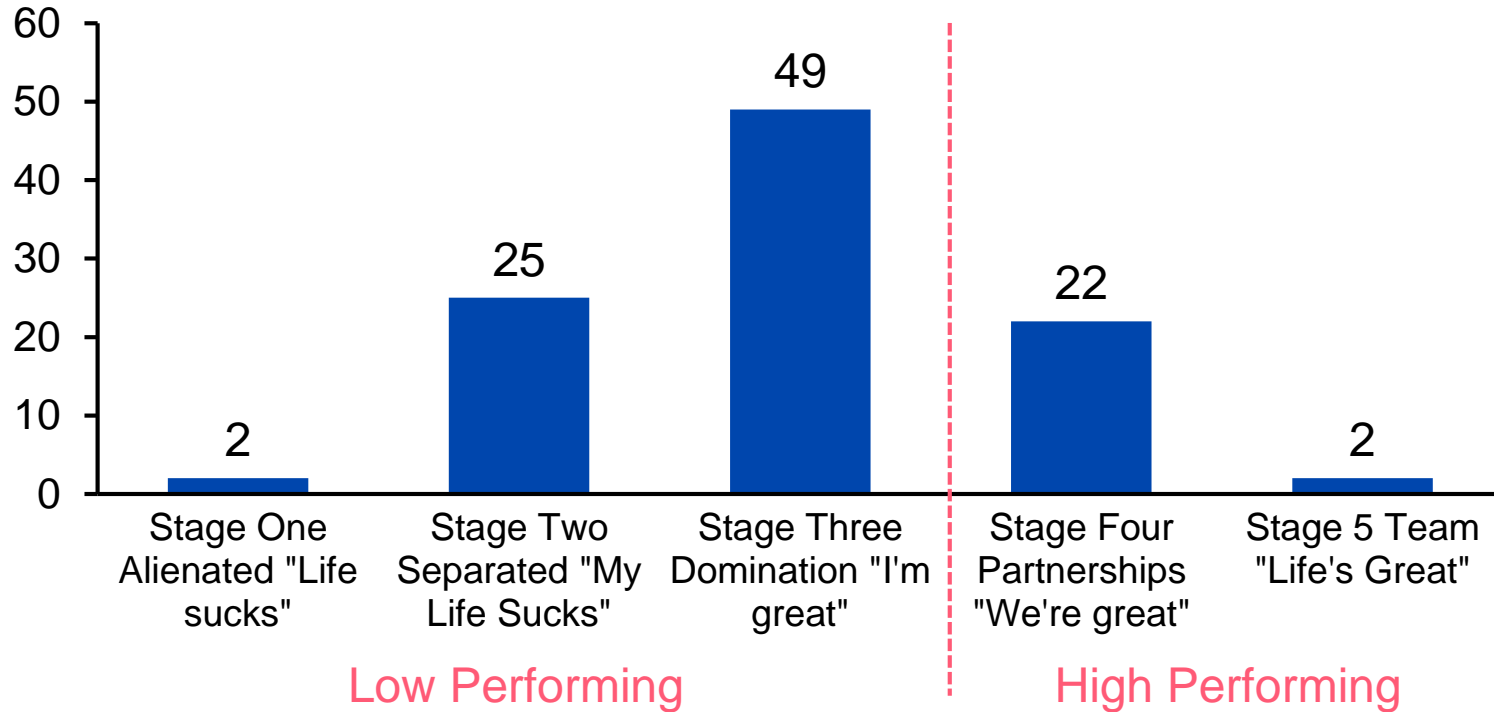
Action item: Complete your wellness survey



# Paradox

When you feel most alone is when you  
most need to connect to others

# 5 Stages of Culture



# To care is human: Strengthening workplace culture

- Establish wellness as a quality metric
- Gather and talk to each other
- Celebrate achievements
- Share failures
- Food

# Strengthening culture through building community

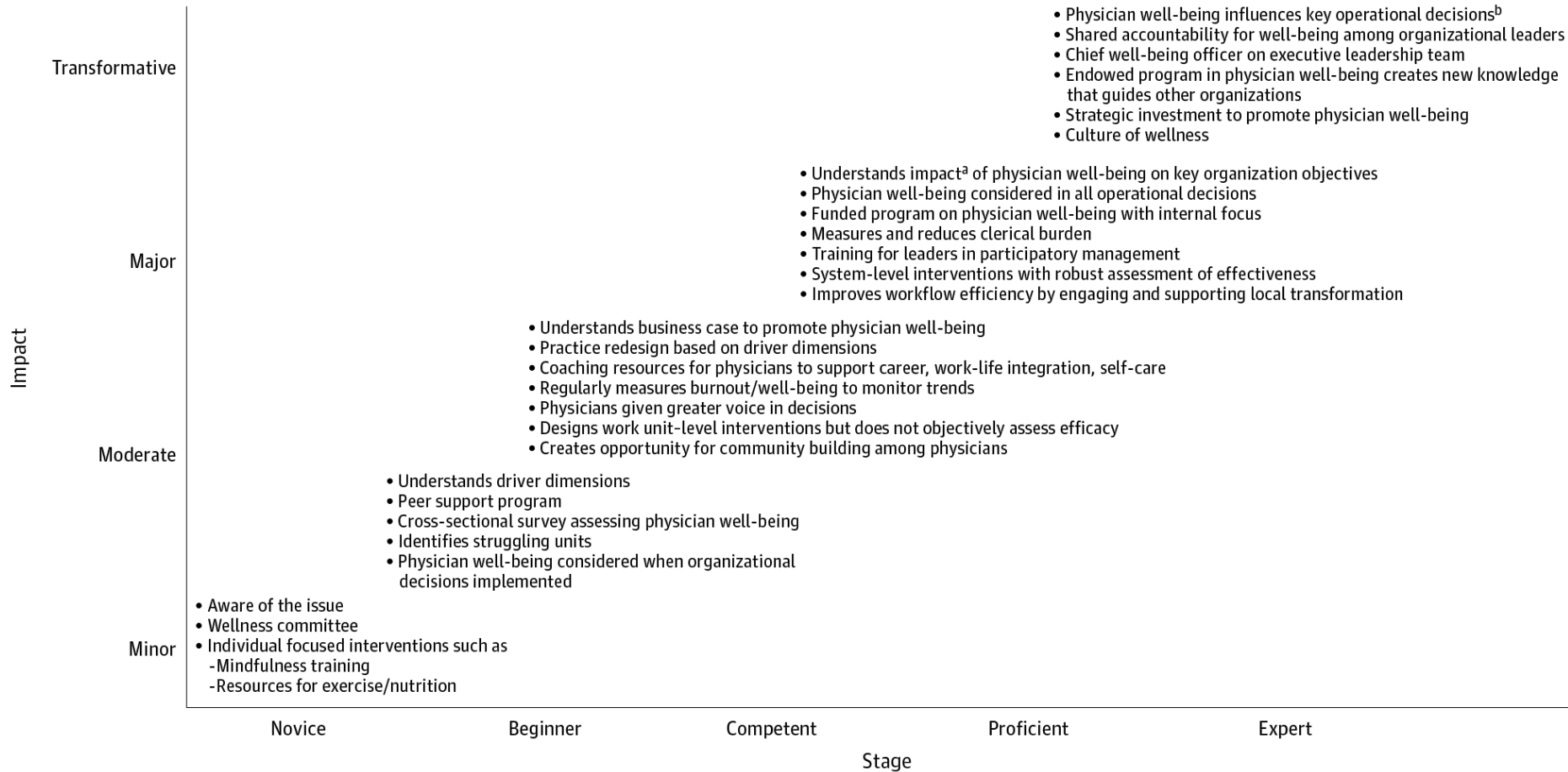
Paradox:            When you feel most alone is when you most need to connect to others

Action item:        Take the next 30-60 seconds to send a gratitude text or email to a colleague



# Paradox

Systemic solutions are more effective at conquering burnout than individual solutions...but systemic change is hard



## Changing the System

Paradox: Systemic solutions are more effective at conquering burnout than individual solutions but systemic change is hard

Action item: Go to [acponline.org](https://acponline.org)

- Practice Resources
- Physician well-being and professional satisfaction
- Workflow Innovations to enhance well-being

# Workflow Innovations to Enhance Well-being

First displayed as an interactive exhibit at Internal Medicine Meeting 2019, the resources below capture workflow innovations to improve and enhance physicians' and medical teams' well-being and professional satisfaction in both ambulatory and hospital settings.

ACP aims to continuously improve and enhance well-being through innovative workflows. Please bookmark and continue to check this page for additional tools and resources. To peruse workflow innovations posted on social media, please visit the twitter topic #ACPWorkflow.

For questions, please contact the ACP Well-being and Professional Satisfaction team at [acpwellbeing@acponline.org](mailto:acpwellbeing@acponline.org).



> What can we do before the ambulatory visit?

> Ambulatory day of visit

> Ambulatory post visit

Discharge to home

> Ambulatory referrals

• Prescription room service (meds filled before discharge) \*\*\*

> Ambulatory in-between

◦ Hatoun J, Bair-Merritt M, Cabral H, Moses J. Increasing medication adherence in patients with asthma: the Meds-in-Hand Project. *Pediatrics*. 2016;137(4):e20160001.

> Ambulatory acute care

• Confirmed follow-up appointments made before patient leaves

> Transition from ambulatory

◦ Hansen LO, Greenwald JL, Budnitz T, Howell E, Halasyamani R. Effectiveness of a multihospital effort to reduce rehospitalizations. *JAMA*. 2013;309(12):1238-45. [PMID: 23873709].

> Hospital admission

> Routine hospital care

• Interprofessional discharge "time out" \*\*\* \$

> Acute care for hospital

◦ Ruggiero J, Smith J, Copeland J, Boxer B. Discharge time out: a strategy for medication reconciliation. *Medsurg Nurs*. 2015;24:165-72. [PMID: 25811111].

> Discharge to home

> Discharge to another facility

> Hospital post discharge

> Transitions from the hospital

> Summary: Workflow for well-being

# Paradox

Joy in practice comes from patient interaction,  
yet we spend more time doing other things

“The sum total of hundreds and thousands of tiny betrayals of purpose, each one so minute that it hardly attracts notice.”





# My Professional Values are Well Aligned with Those of My Leaders

- 5 Strongly agree
- 4 Agree
- 3 Neither agree nor disagree
- 2 Disagree
- 1 Strongly disagree

“He [who] knows the “why” for his existence,  
will be able to bear almost any “how”.

Victor Frankl

“The two most important days in your life are the day you are born and the day you find out why.”

Mark Twain

## Remembering your “why”

Paradox: Joy in practice comes from patient interaction, yet we spend more time doing other things

Action item: Why did you go into medicine?

What do you love most about your work?



# Paradox

In order to care for others,  
we must first care for  
ourselves





# Promoting resilience and self-care

- Sleep
- Exercise
- Diet
- Relationships
- Meditation/Mindfulness
- Gratitude
- Hobbies

## Promoting resilience and self-care

Paradox: In order to care for others, we must first care for ourselves

Action item: Identify a self-care opportunity

Take a moment to develop a plan to address this

“Strength does not come from physical capacity.  
It comes from an indomitable will.”

Mahatma Gandhi

# National Physician Suicide Awareness

**National Suicide Prevention Lifeline**  
1-800-273-8255

**Crisis text line**  
741-741



## Conclusion

1. Measure physician wellness and follow it over time
2. Connection and building community in small ways can change workplace culture
3. Systemic change is possible
4. Remember your “why”
5. Self-care is not optional – it is our duty



**THANK YOU!**

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