

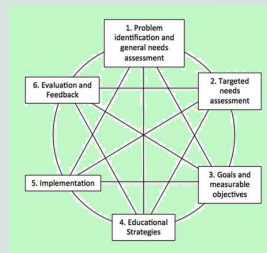
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INTRODUCTION

- In 2018, a study found that 55.8% of ophthalmology residents displayed symptoms of burnout, higher than general surgery residents in this study.
- Elevated levels of resident self-reported fatigue and distress are associated with increased quantities of medical errors and unprofessional conduct.
- Tran et al. sent a survey invitation to all 111 ophthalmology residency program directors in the United States with the goal of evaluating the prevalence and effectiveness of formal wellness programs. They found that 45% of responding programs had a formal wellness program. These programs were not standardized and were only mildly effective at improving resident wellness.
- The Harvard Business Review and American Medical Association have demonstrated the importance of coaching and quantified its positive effects on professional performance and well being.
- We propose that the implementation of a standardized professional coaching program for residents will be an effective intervention to improve wellness.

METHODS

- A resident wellness curriculum focusing on professional coaching to address burnout will be developed utilizing the six step Kern Method.
- We will evaluate the effectiveness of this program at six months and one year of implementation with surveys.



SURVEY

KEI Resident Wellness Survey

Post Graduate Year (PGY) _____

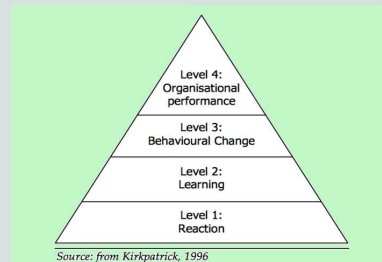
Please check either yes or no for each question below

1. I dread coming into work at least one time per week	___ Yes	___ No
2. I feel drained at the end of the day.	___ Yes	___ No
3. I feel less efficient at work.	___ Yes	___ No
4. I feel less accomplished in my work.	___ Yes	___ No
5. I have a positive impact on those I interact with.	___ Yes	___ No
6. I am treated with respect.	___ Yes	___ No
7. I care about those I interact with daily.	___ Yes	___ No

Additional Comments in this space:

RESULTS

- The effectiveness of professional coaching as a new addition to the ophthalmology curriculum at Kresge Eye Institute will be judged by the Kirkpatrick Pyramid for program evaluation.



- Goals include teaching residents new vocabulary and providing them with the knowledge and tools to tackle burnout.

DISCUSSION

- Depression, anxiety, and suicidal ideation have been shown to impact a substantial percentage of practicing physicians.
- The stigma that is associated with seeking help from mental health professionals dramatically impacts how physicians seek treatment.
- Discussions on Resident and Physician Wellness have become a hot topic in medicine, and the business principles of professional coaching are shown to be an effective method for addressing burnout.
- We hope that this outlet, one without stigma, will result in increased resident participation, and decreased resident burnout.
- In the future, this program may serve as a broadly applicable model for improving resident wellness across specialties and throughout the country.
- As we move forward with implementing this program, hurdles and challenges that arise will be addressed while keeping the goal of improving resident wellness in mind.

LIMITATIONS

- Standardizing quality of coaches.
- Creating adequate time for residents to engage with coaches.

ACKNOWLEDGEMENTS

Mark McDermott MD MBA
Program director of KEI Ophthalmology Resident program

Residents of KEI Ophthalmology program
For their sacrifices and dedication to our patients