

# Tools to Meet ACGME Requirements to Monitor Resident Well Being: A Review of the Options

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Please take our survey!

<http://j.mp/2OZ2RZ1>



## Disclosures

- None

## Objectives

- Participants will describe the available tools to self-assess well-being in resident physicians.
- Participants will implement a program for monitoring burnout in their home institutions.
- Participants will use data collected on resident burnout to promote well-being within their residency program.

## Components of a Wellness Program

1. Wellness Committee
2. Burnout Screening
3. Wellness Curriculum
4. Referral Resources



## ACGME Core Program Requirements

- Programs, in partnership with their Sponsoring Institutions, have the same responsibility to address well-being as they do to evaluate other aspects of resident competence. This responsibility must include:
  - VI.C.1.e).(2) provide access to appropriate tools for self-screening

## Things to Think Through

- Why are you measuring?
  - Research? Program evaluation?
- What are you measuring?
  - Burnout? Wellness? Work-life balance?
- Should results be anonymous?
- Paper v. electronic?

## Things to Think Through

- How often should you measure?
- Screening v. Diagnosis
- Assessment of an individual v. a group
- Who should see results?

## Screening Tools

- Maslach-Burnout Inventory
- Well-Being Index
- Physician Wellness Inventory
- Stanford Professional Fulfillment Index
- Physician Work Life Study “Mini-Z”
- Oldenburg Inventory
- Copenhagen Psychosocial Questionnaire

## Tool

- Where to find it
- How much it costs
- What the measure reports

## Maslach-Burnout Inventory for Health Care Professionals

- <https://www.mindgarden.com/315-mbi-human-services-survey-medical-personnel#horizontalTab3>
- Cost: \$15 for individual, \$200 for group
- Emotional Exhaustion
- Depersonalization
- Personal Accomplishment

## MBI “Cut-offs”

- Individuals who have at least one symptom of burnout:
  - EE score  $> 37$
  - DP score  $> 10$
  - PA score  $< 33$

## MBI – Other Options

- Free to all AAFP members: *Satisfies requirement for access to self-screening, you won't see results*  
<https://www.aafp.org/membership/benefits/physician-health-first/faqs.html>
- Two item instrument:
  - I feel burned out from my work
  - I have become more callous toward people since I took this job
  - *Response of “a few times a week” or more correlates with burnout on full MBI*

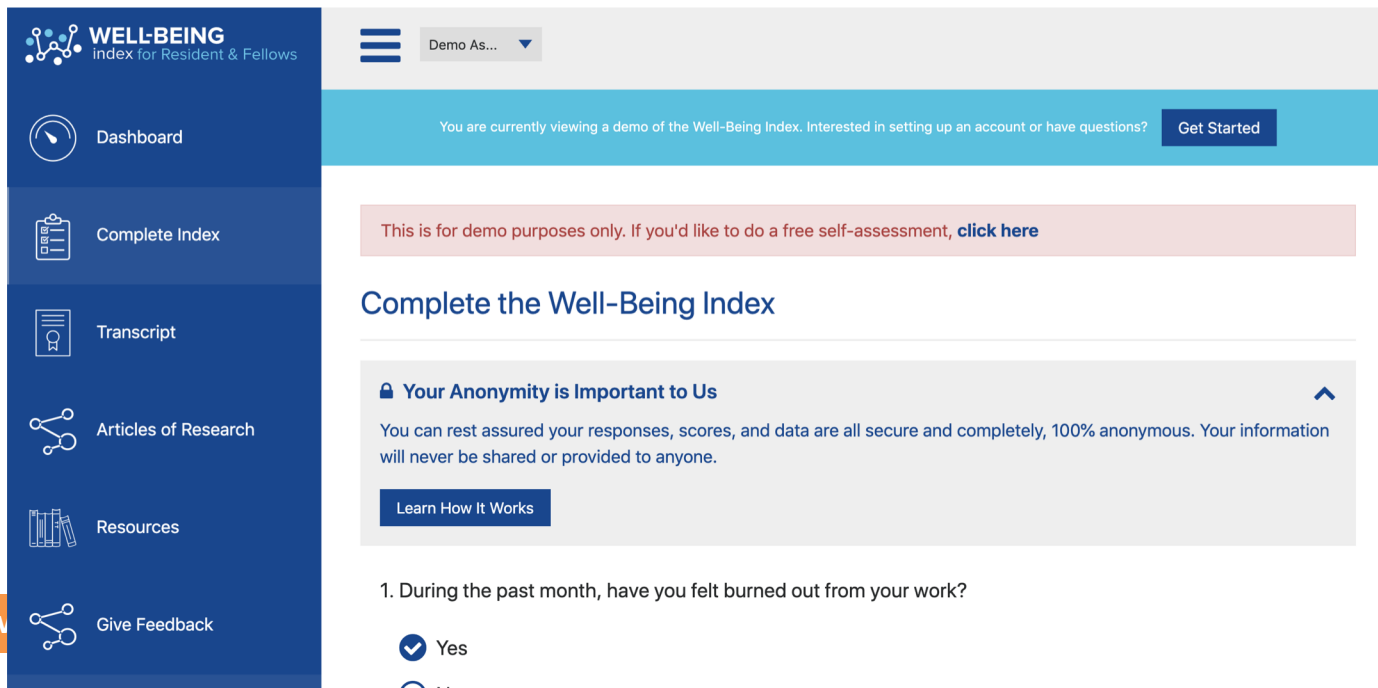


## Well-Being Index

- <https://www.mededwebs.com/well-being-index>
- \$15,000 initially, then \$5,000 annually
- Well-Being Index Score

## Well-Being Index

- Can refer residents for self-assessment and use for research purposes for no cost
- Includes links to resources



The screenshot shows the Well-Being Index website. On the left is a dark blue sidebar with the logo 'WELL-BEING Index for Resident & Fellows' and navigation links: Dashboard, Complete Index, Transcript, Articles of Research, Resources, and Give Feedback. The main content area has a light gray header with a 'Demo As...' dropdown. Below the header is a blue banner with the text 'You are currently viewing a demo of the Well-Being Index. Interested in setting up an account or have questions?' and a 'Get Started' button. A pink warning box states: 'This is for demo purposes only. If you'd like to do a free self-assessment, [click here](#)'. The main heading is 'Complete the Well-Being Index'. Below it is a gray box titled 'Your Anonymity is Important to Us' with a lock icon and an upward arrow. The text inside says: 'You can rest assured your responses, scores, and data are all secure and completely, 100% anonymous. Your information will never be shared or provided to anyone.' and includes a 'Learn How It Works' button. The first question is '1. During the past month, have you felt burned out from your work?' with a 'Yes' radio button selected.

## Physician Wellness Inventory

- Eckleberry-Hunt JG, Kirkpatrick H, Taku K, Hunt R, Vasappa R, Essian J. What makes a physician well: development of the Physician Wellness Inventory. Presented at: Society of Teachers of Family Medicine 45th Annual Spring Conference; April 27, 2012; Seattle, WA.
- ?Free
- Career Purpose
- Cognitive Flexibility
- Distress

## Stanford Professional Fulfillment Index

- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5794850/>
- *Non-profit organizations are permitted to use this survey instrument without modification for research or program evaluation exclusively.*
- Work exhaustion
- Interpersonal disengagement
- Professional fulfillment

## Mini-Z

- <https://www.stepsforward.org/Static/images/modules/15/downloadable/Mini%20Z%20burnout%20survey.docx>
- Free
- Single-item burnout assessment
- Institutional stressors

## Oldenburg Inventory (OLBI)

- <https://pdfs.semanticscholar.org/1199/89bafadcb75a9b3f85acff0611b3e429ee9f.pdf>
- <https://doi.org/10.1016/j.burn.2014.11.001>
- Free
- OBLI-S: Targeted toward students

## Copenhagen Psychosocial Questionnaire

- <http://nfa.dk/da/Vaerktoejer/Sporgeskemaer/Copenhagen-Psychosocial-Questionnaire-COPSOQ-II/Engelsk-udgave>
- Free for short version
- Overall physical and psychological fatigue
- Physical and psychological fatigue related to work
- Client-related burnout

## Other Tools

- Brief Resiliency Scale
- Grit Score
- Interpersonal Reactivity Index
- Q12 Questions



## Questions to Ask

- Anything else you want to say?
- What are your three biggest stressors at work?
- What is going well?

## Things to Consider *Not* Screening For

- Depression
- Substance use
- Suicidality

## Your Results!

- Questions???

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