# Maintaining Wellness in the Face of COVID19

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## Conflicts of Interest

No financial conflicts to disclose

## Acknowledgments

Alison Brainard, MD

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## Learning Objectives

1. Define psychological safety and recognize the importance for maintaining wellness
2. Shift from a standard leadership mindset to a grief/crisis leadership mindset to foster well-being
3. Practice everyday wellbeing strategies to incorporate in work and home life

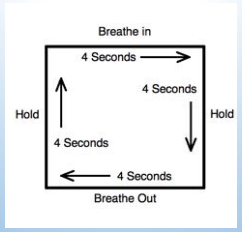



Photo Credit: https://medium.com/@mikensaer/the-life-hack-you-can-take-anywhere-breathing-20f0627d0f73
Ma et al, Front Psychol. 2017; 8: 874.

**Psychological Safety**

"A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes."

~ Amy C. Edmondson, PhD

**Psychological Safety ⟷ Psychological First Aid**

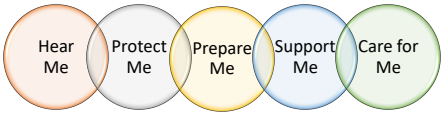
| Psychological Safety | Psychological First Aid |
|---|---|
| Create a Safe Environment | Promote Safety |
| Promote a Structure & Clarity | Promote Calm |
| Promote Connectedness | Promote Connectedness |
| Promote Self-Efficacy | Promote Self-Efficacy |
| Promote a Culture of Support | Promote Help |

Amy C. Edmonson, PhD
fearlessorganization.com

National Mental Health Information Center
www.mentalhealth.samhsa.gov

## How to Promote Wellness as a Leader:

- Be Transparent
- Act Now and Act Often
- Focus on Values
- Give Power Away




Shanafelt T, Ripp J, Trockel M. Understanding and Addressing Sources of Anxiety Among Health Care Professionals During the COVID-19 Pandemic. JAMA. 2020;323(21):2133–2134. doi:10.1001/jama.2020.5893

Maslow's Hierarchy of Needs

ARE YOU AFRAID OF THE FUTURE?

Kahn, A. Vinson, AE (2020). Physician well-being in practice. Anesthesia & Analgesia, 31(5):1359-1369.

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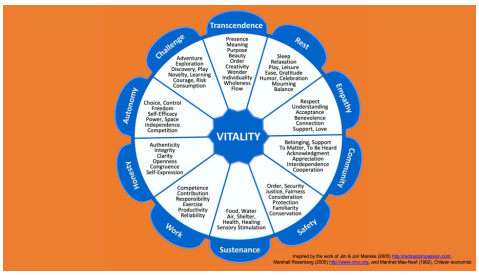
| | Setting the Stage | Inviting Participation | Responding Productively |
|---|---|---|---|
| **Leadership Tasks** | **Frame the Work**<br>• Set expectations about failure, uncertainty, and interdependence to clarify the need for voice<br><br>**Emphasize Purpose**<br>• Identify what's at stake, why it matters, and for whom it matters | **Demonstrate Situational Humility**<br>• Acknowledge gaps<br><br>**Practice Inquiry**<br>• Ask good questions<br>• Model intense listening<br><br>**Set Up Structures and Processes**<br>• Create forums for input<br>• Provide guidelines for discussion | **Express Appreciation**<br>• Listen<br>• Acknowledge and thank<br><br>**Destigmatize Failure**<br>• Look forward<br>• Offer help<br>• Discuss, consider, and brainstorm next steps<br><br>**Sanction Clear Violations** |
| **Accomplishes** | Shared expectations and meaning | Confidence that voice is welcome | Orientation toward continuous learning |

Table 7.1 - **The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth**



- Commit to understanding and implementing one or two of these topics discussed
- Continue seeking out information and support
- Be kind to yourself

How to Make These Happen

Book, Website, and Ted Talk Recommendations

**Books**
- Kitchen Table Wisdom by Dr. Rachel Naomi Remen
- Getting Grit by Caroline Angela Miller
- Grit by Angela Duckworth

**Websites**
- Soul Pancake
- Happy MD

**Ted Talks**
- Angela Duckworth – Grit
- Shawn Achor – The Happiness Advantage
- Kelly McGonigal – How to Make Stress Your Friend

WELLNESS

**Well-Being in Academic Medicine**

**The Latest in Well-Being**

- Well-being during the coronavirus outbreak:
  - Nearly 50% of Physicians Report Burnout Since COVID-19 – Modern Healthcare
  - COVID-19 Well-Being Response Toolkit – Icahn School of Medicine at Mount Sinai's Office of Well-Being and Resilience
  - 5-minute Guided Meditation Led by CFAS Chair-elect Adi Haramati, PhD
  - Tell Me More® kit for COVID-19 cure - The Arnold P. Gold Foundation
  - Coronavirus Sanity Guide - Ten Percent Happier
  - You Can't Pour From an Empty Cup: Why Clinicians' Spiritual Health Matters in the Time of COVID-19 – LinkedIn
  - Coronavirus Disease 2019 (COVID-19) News and Resources – National Academies of Sciences, Engineering, and Medicine
  - Positive Psychology in Times of Crisis – American College of Physicians (ACP)
  - COVID-19: Practical Advice and Support from Internists on the Front Lines – American College of Physicians (ACP)
  - Care For Your Coronavirus Anxiety – Shine
  - Maintaining Mental Health During the Coronavirus Pandemic – The Steve Fund
  - I'm a nun and I've been social distancing for 25 years. Here are tips for staying home amid coronavirus fears. – New Jersey.com
  - Resources to Stay Physically and Mentally Healthy During the Coronavirus Pandemic – Google Doc
  - Emergency Responders: Tips for taking care of yourself – CDC
  - Stress and Coping – CDC
  - Taking Care of Your Emotional Health – CDC
  - Helping Children Cope – CDC
  - Coronavirus and Mental Health: Taking Care of Ourselves During Infectious Disease Outbreaks – American Psychiatric Association
  - Taking Care of Your Family During Coronavirus and Other Emerging Infectious Disease Outbreaks – Center for the Study of Traumatic Stress

https://www.aamc.org/news-insights/wellbeing/faculty