



Resilience Skills for Senior Residents: A Pilot Study

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Background

- Building resilience is one promising method to combat burnout among trainees¹
- Few interventions to enhance resilience in trainees have been described
- Our introductory resilience skills curriculum piloted with Internal Medicine (IM) interns was well received²
- Our needs assessment demonstrated that senior IM residents:
 - experience difficult clinical events regularly
 - prefer to discuss events with their teams
 - have not received training on debriefing³

Objective

- To develop and pilot an advanced resilience skills curriculum for senior residents

Innovation

- Curriculum led by chief residents in 2015-2016 during outpatient schedule blocks
 - Sessions included: small group discussion, reflection, didactic lecture, and simulated skill-building exercises
 - Each session included 8-15 residents
- Residents surveyed pre and post-curriculum:
 1. Resilience: Connor-Davidson Resilience Scale (CD-RISC 25).⁴ Scores range 0-100; higher scores indicate higher resilience
 2. Burnout: validated, single item question⁵
 3. Difficult clinical events

Results

Survey response rate

- Pre-curriculum: 41/62 (66.1%)
- Post-curriculum: 34/62 (54.8%)

Resilience

	Mean CD-RISC 25 score ± SD
Pre-curriculum	70.78 ± 9.45 (Range 44-93)
Post-curriculum	74.06 ± 8.66 (Range 53-96)

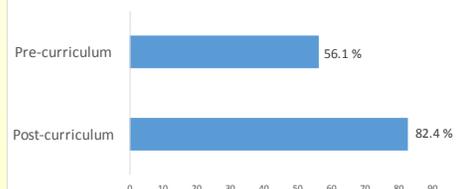
Pre v. post: p=0.12

Burnout

	Burned out (%)
Pre-curriculum	26.8%
Post-curriculum	26.5%

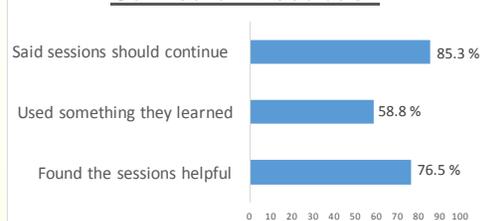
Pre v. post: p=1.00

Self-reported skills to help team cope after difficult events (%)



Pre v. post: p=0.025

Curriculum feedback



Comments about curriculum

"I liked the sense of community I felt...It's nice to know that other people share and can relate to the experiences that you have gone through"

"Helpful at reinforcing healthy behaviors & lifestyle choices"

"I think it is a good way to consolidate my thoughts and reflect...I like hearing how other people cope and deal with the hardships of residency training"

Sample tool from curriculum

Resilient Team D-BRIEF	
A debriefing framework after difficult clinical events	
D- Design the stage	<ul style="list-style-type: none"> • Appropriate setting and time • Make it blame free
B- Believe in imperfection	<ul style="list-style-type: none"> • Accept mistakes will happen • Normalize the situation
R- Recognize emotions	<ul style="list-style-type: none"> • Listen • Acknowledge gravity of situation • Acknowledge all emotions
I- Identify lessons learned	<ul style="list-style-type: none"> • Learn from the experience • Learn more about the topic
E- Establish action items	<ul style="list-style-type: none"> • Teach others • Improve the system • Plan for disclosure
F- Find gratitude	<ul style="list-style-type: none"> • Notice something to feel grateful for in the experience

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Discussion

- More residents had skills to help their team cope after difficult clinical events
- No change in burnout or resilience
- Residents found sessions helpful and thought they should continue
- Curriculum shows promise but more in-depth interventions may be necessary

Next Steps

- Continuation of curriculum with future classes
 - Doesn't require additional resources
 - Incorporated into protected learning time
- Transfer to other programs
 - GME wide survey at University of Chicago across specialties and plan for "Resilience Week"
- Faculty development in this area

References

1. Epstein RM, Krasner MS. Physician resilience: what it means, why it matters, and how to promote it. Acad Med 2013; 88(3): 301-3.
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3. Martinchek M, Bird A, Pincavage A. Building Resilient Teams: A Needs Assessment of Senior Residents. Poster presented at APDIM April 19, 2016.
4. Connor KM, Davidson JRT. Development of a new resilience scale: the Connor-Davidson Resilience Scale (CD-RISC). Depression and Anxiety, 2003; 18: 71-82.
5. Rohland BM, Kruse GR, and Rohrer JE. Validation of a single-item measure of burnout against the Maslach Burnout Inventory among physicians. Stress and Health. 2004; 20(2): 75-79.

Acknowledgements

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Curriculum

Session #1:

- Review resilience skills from intern lectures
- Workshop: Building resilience as team leader

6 wks

Session #2:

- Discuss experience with difficult events
- Introduce team-based reflection framework
- Small group leadership practice