



Enhancing Learner and Faculty Well-Being through Systems and Culture Change

Stuart Slavin, MD, MEd
Vice President for Well-being
Accreditation Council for Graduate
Medical Education (ACGME)

Introduction



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Well-being versus satisfaction



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Before we initiate treatments, we need to make a diagnosis



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Well-being versus satisfaction

Before we initiate treatments, we need to make a diagnosis

Interventions shouldn't just address "systems", we also need to address culture



A Model



A Model

A fusion of two other models.
Maslach and Leiter
Daniel Pink



Maslach and Leiter



Maslach and Leiter

Workload



Maslach and Leiter

Workload
Rewards



Maslach and Leiter

Workload

Rewards

Community/ connection



Maslach and Leiter

Workload

Rewards

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Autonomy



Maslach and Leiter

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Fairness



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Values



Daniel Pink



Daniel Pink

Mastery



Daniel Pink

Mastery
Purpose/ meaning



A Process



A Process

- Environmental scan using a brief survey instrument



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- Deeper dive through focus groups, department/ division meetings, one-on-one conversations



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- Deeper dive through focus groups, department/ division meetings, one-on-one conversations
- Interventions



A Process

- Environmental scan using a brief survey instrument
- Deeper dive through focus groups, department/ division meetings, one-on-one conversations
- Interventions
- Follow up assessments of well-being and the environment



Saint Louis University Medical Student Mental Health



Saint Louis University Medical Student Mental Health

Moderate- Severe Symptoms of Depression (% of class)

	Orient.	MS1 (EOY)	MS2 (EOY)
Class of 2011	6	27	29
Class of 2012	6	27	35



Saint Louis University Medical Student Mental Health

Moderate- Severe Symptoms of Anxiety (% of class)

	Orient.	MS1	MS2
Class of 2011	33	56	58
Class of 2012	27	54	61



A Simple Model



A Simple Model

Reduce unnecessary stressors and enhance the learning environment



A Simple Model

Reduce unnecessary stressors and enhance the learning environment

Increase students' ability to deal with stress



A Simple Model

Reduce unnecessary stressors and enhance the learning environment

Increase students' ability to deal with stress

Help students find meaning in their work



The Interventions



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2014- Confidential tracking of depression and anxiety



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2014- Confidential tracking of depression and anxiety

2015- Focused support of 2nd years in run-up to Step 1



Outcomes

Moderate- Severe Symptoms of Depression (% of class)

	Orient.	MS1	MS2
Class of 2011	6	27	29
Class of 2012	6	27	35
Class of 2018	4	4	6

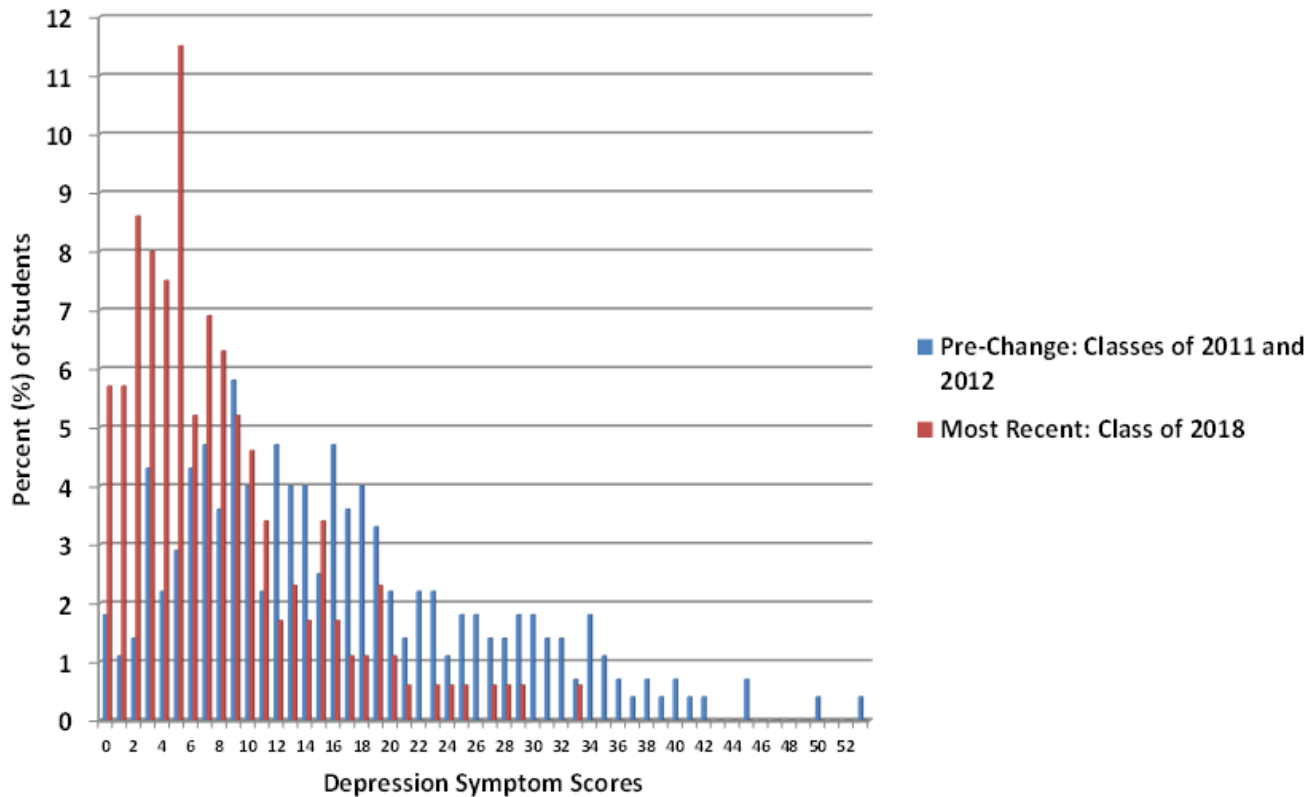


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	Orient.	MS1	MS2
Class of 2011	33	56	58
Class of 2012	27	54	61
Class of 2018	21	14	32





External Bench-Marking

AAMC
Year 2
Questionnaire

	National	SLU
Emotional Climate	9.2	10.8
Student-fac. interaction	14.8	16.0
Quality of life	40.1	45.5
Perceived stress	5.8	4.7
Disengagement	9.7	8.2
Exhaustion	11.8	9.3



External Bench-Marking

AAMC
Year 2
Questionnaire

SLU students reported getting ½ hour more of sleep per night and spending 1 ½ hours less time in class or studying per day than the average medical student.



Outcomes

But what happened to academic performance???



Outcomes

USMLE Step 1 performance

	Mean	Failure rate
Classes of 2011 and 2012	224	4%
Class of 2018	228	2%



Culture



Culture

We are all co-creators of it!



Problematic (and understandable) Mindsets



Problematic (and understandable) Mindsets

Negativity
Cynicism
Pessimism
Frustration



Problematic (and understandable) Mindsets

Negativity

Cynicism

Pessimism

Frustration

Anger

Resentment



Viktor Frankl



Viktor Frankl

“Everything can be taken from a man but one thing: the last of the human freedoms—to choose one’s attitude in any given set of circumstances, to choose one’s own way.”



Individual Tools that Can Help with these Mindsets and Improve Culture



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Combating negativity bias



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Promoting optimism



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Combating negativity bias

Promoting optimism

Cultivating positive emotions



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Generosity and gratitude



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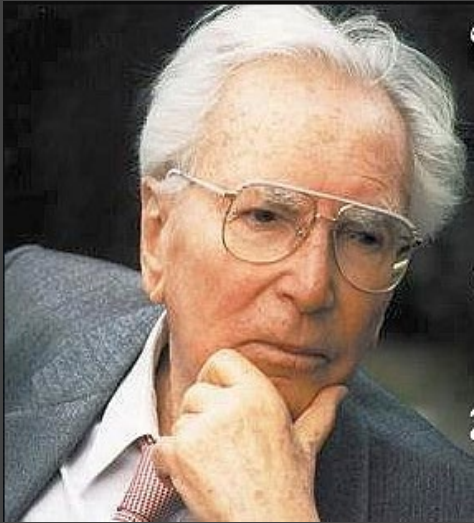
Managing emotions

Generosity and gratitude

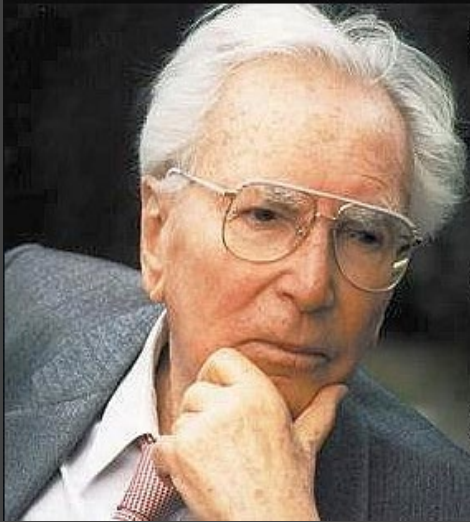
Finding meaning



Viktor Frankl



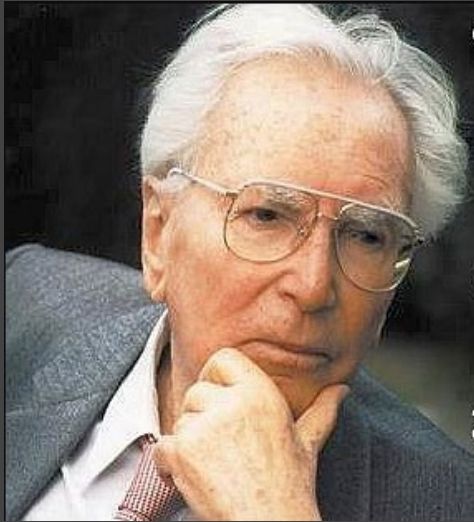
Viktor Frankl



There is nothing in the world, I venture to say, that would so effectively help one to survive even the worst conditions as the knowledge that there is a meaning in one's life.



Viktor Frankl



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There is much wisdom in the words of Nietzsche, "He who has a why to live for can bear almost any how."



