Background
• About 25% to 75% of residents experience burnout depending on specialty at any given time
• Physician burnout leads to poorer patient care and increased medical errors, as well as increased rates of substance abuse, suicide, and intent to leave practice
• Keeping residents well is not only essential for their own mental and physical well-being, but it also directly impacts patient care
• Wellness is a full integration of physical, mental and spiritual well-being; a complex and unique interconnection that impacts quality of life. It is often generally addressed
• Our project aimed to improve “resident wellness” by addressing each participant’s well-being as individualized

Methods
• QI Initiative available for Harvard South Shore residents to opt in
• Considering eight dimensions of wellness, we identified specific areas where each of eight residents subjectively felt most deficient
• Semi-structured one-on-one interviews used to develop personalized 2-month SMART goals to target the deficiencies identified for each resident
• Over the course of 2 months, we helped each person implement a plan to reach their SMART goals
• Residents were consistently monitored, and progress was encouraged with motivational interviewing as well as behavioral activation via weekly check-ins
• Pre- and post-surveys conducted to assess each person’s rating of their wellness category before and after our intervention in order to subjectively assess the helpfulness of the intervention itself

Results
• The 2-month peer-led intervention to help residents accomplish personalized goals was an effective way to improve resident wellness in the short term
• Program-wide and on a yearly basis residents should be empowered to improve specific areas of wellness in their lives they seek to improve
• Resources including aid for gym memberships or personal training apps, aid for wellness app memberships, direct access to nutritional and registered dieticians, easy access to therapy, and free access to financial advisors are crucial for wellness

Discussion

References