

**Mindfulness:  
Resilience through a relationship  
with oneself**

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- There are no financial obligations to report related to this talk

# Centre for Practitioner Renewal

- How do we sustain health care providers in the work place?
- What is the effect of being in the presence of suffering?
- What would be reparative, healing or restore resilience for health care providers?

*Efficiency through relationship*

# Core Messages

1. A relationship with yourself can be sustaining
2. Mindfulness is manageable with a busy schedule
3. The tools can be embedded into your daily routine

Referral Reasons	Frequencies				Examples
	L	M	S	Total	
Emotional reactions about work	1	7	13	21	Overwhelmed by work after learning of colleague's severe criticisms
Family/ relationship issues	6	1	10	17	Relationship issues related to 20-year marriage
Misc.	5	4	8	17	Feeling apologetic for living
Stress/ cumulative stress	5	1	9	15	Stress at work from relationship with colleague

Underlying Concerns					
Intrapersonal	Frequencies				Examples
	L	M	S	Total	
Work-related incidents	20	8	70	98	Personal betrayal when told to remove praying people
Stress/cumulative stress	5	1	9	15	Stress from relationship with colleague
Disengagement/estrangement	8	9	12	29	Isolation at work and home
Self-esteem/worth	8	8	7	23	Feeling “less than” others
Family of origin	13	12	16	41	Fear of letting anyone close and want to prevent same hurt from family of origin

<b>Underlying Concerns</b>					
<b>Interpersonal</b>	<b>Frequencies</b>				<b>Examples</b>
	<b>L</b>	<b>M</b>	<b>S</b>	<b>Totals</b>	
Romantic relationship	13	9	23	45	Frustration with spouse & work situation
Collegial challenges	10	2	19	31	Dual relationship
Family/personal	4	10	13	27	Family of origin issues
Communication	13	9	7	29	Ineffective skills
Family of origin	13	12	16	41	Isolated to prevent hurt from others like from family of origin
Stress/cumulative	5	1	9	15	Collegial relationship stress

# Basic Human Needs and Connection

- Exist
  - Emotional Disconnect
- Relate
  - Emotional Reconnect
- Grow

(Alderfer, 1969)

(Whitehead, 2005)



# Mindfulness

- Dr. Jon Kabat-Zinn (1979) developed Mindfulness Based Stress Reduction program at the University of Massachusetts Medical Center.
- Mindful practitioners attend in a nonjudgmental way to their own physical and mental processes during ordinary, everyday tasks.

(Epstein, 1999)

# Mindfulness

- Mindfulness is ability to pay attention on purpose in the present moment and without judgement (Krazner, 2009)
- Being completely in touch with and aware of the present moment, as well as taking a non-evaluative and non-judgmental approach to your inner experience
- A link between patient-centred care and evidence-based medicine, mindfulness is considered a characteristic of good clinical practice

# What does the research say?

- Improves resilience
- Reduces BP
- Increases satisfaction
- Reduces depression/anxiety
- Helpful for pain management
- Stress management
- Disordered eating
- Addiction
- Improved immune response
- Burnout
- Physician empathy
- Psychosocial orientation to patient care
- Traditional mindfulness-based techniques take time and commitment

# Physician's own Wellness Initiative

## Relationships

- Family, Work, Community

## Religion or spirituality

## Self-care

- Reading, Activities, self-expression, Good nutrition, Avoid alcohol and drugs, Treatment of depression, Leaving unhealthy relationships, Professional counseling

(Weiner, Swain, Wolf, Gottlieb, 2001)

# Physician's own Wellness Initiative cont'd.

## Work

- Satisfaction from work, Choosing a certain type of practice

## Approaches to life

- General philosophical outlooks or specific strategies

Appear to correlate with improved levels of psychological well-being among users

(Weiner, Swain, Wolf, Gottlieb, 2001)

# Elements of Mindfulness

## Mindfulness—Epstein

- Practicing mindfully is a choice
- Integral to the professional competence of physicians
- Exemplary physicians have the capacity for self-reflection that pervades all aspects of practice including being present with the patient

# Mindfulness

- Mindfulness informs all types of professionally relevant knowledge including: facts, personal experiences, processes, and know-how, each of which may be tacit or explicit

## Explicit knowledge:

- readily taught
- accessible to awareness
- quantifiable
- easily translated into evidence-based guidelines

## Tacit knowledge:

- learned during observation and practice
- includes prior experiences theories-in-action, and deeply held values
- usually applied more inductively

# Characteristics of a Mindful Practitioner

- Active observation (self, patient, problem)
- Peripheral vision
- Pre-attentive processing (intuition)
- Critical curiosity
- Courage
- Willingness
- Beginner
- Humility
- Connection knower-known
- Compassion
- Presence



# Barriers / intrusions

- Fatigue/Time pressures
- Dogmatism
- Emphasis on short-term goals rather than context of patient/doctor relationship
- Unexamined negative/positive emotions
- Failure of imagination/literal mindedness

# Most Common Signs of Distress

- Increased rates of illness
- Withdrawal - Isolation
- Cynicism - Sadness - Depression
- Exhaustion - Presenteeism
- Addictive responses
- Loss of efficiency - Judgment errors
- Challenging team dynamics
- Impaired boundaries - Identification vs. Empathy

# Mindfulness

## A necessary component of:

- Psychological well-being
- Maintaining resilience at work
- Component of effective patient care

## Requires three mechanisms:

- Motivation to self-reflect and develop insight
- Memory cues as a reminder to emerge from daily routines
- A tool to help self-reflection/self-awareness

# Two-Factor Theory

Performance =  $f$ (Ability + Motivation + Environment)

(Herzberg, 1968)

# Memory Cues

- Hand washing
- Going to the toilet
- Closing the office door at the end of the day
- Sitting in a particular chair
- Pulling a chart out of the door holder
- Checking off a patient's name on the day sheet
- Logging into or out of the EMR program
- Placing a chart into the folder for filing

# Maintaining Yourself

## FIFE yourself

Based on (McWhinney, 1989)

Feelings

Impression

Function

Expectations

Cave, 2009

# Maintaining Yourself

## FIFE yourself

### Feelings

What do you feel about yourself/patient/colleague?

### Impression

What is your impression (judgment) of yourself regarding your patient/work/colleague?

### Function

What effect does this patient/work colleague have on you?

### Expectations

What expectations are you expressing in how you are communicating?

# End of Day Ritual



# Centre for Practitioner Renewal

[www.practitionerrenewal.ca](http://www.practitionerrenewal.ca)

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