

Selfmanagement for JHaS/SYI

Herbstkongress SGAIM, 20. September 2018

Jérôme Gauthey



medix



Definition



“The taking of responsibility for one's own behaviour and well-being.”

Plan

- Medical Education
- Ikigai
- Communication
- Ergonomy
- Sleep
- Dealing with leader
- Emotional Intelligence
- Resillience for physician



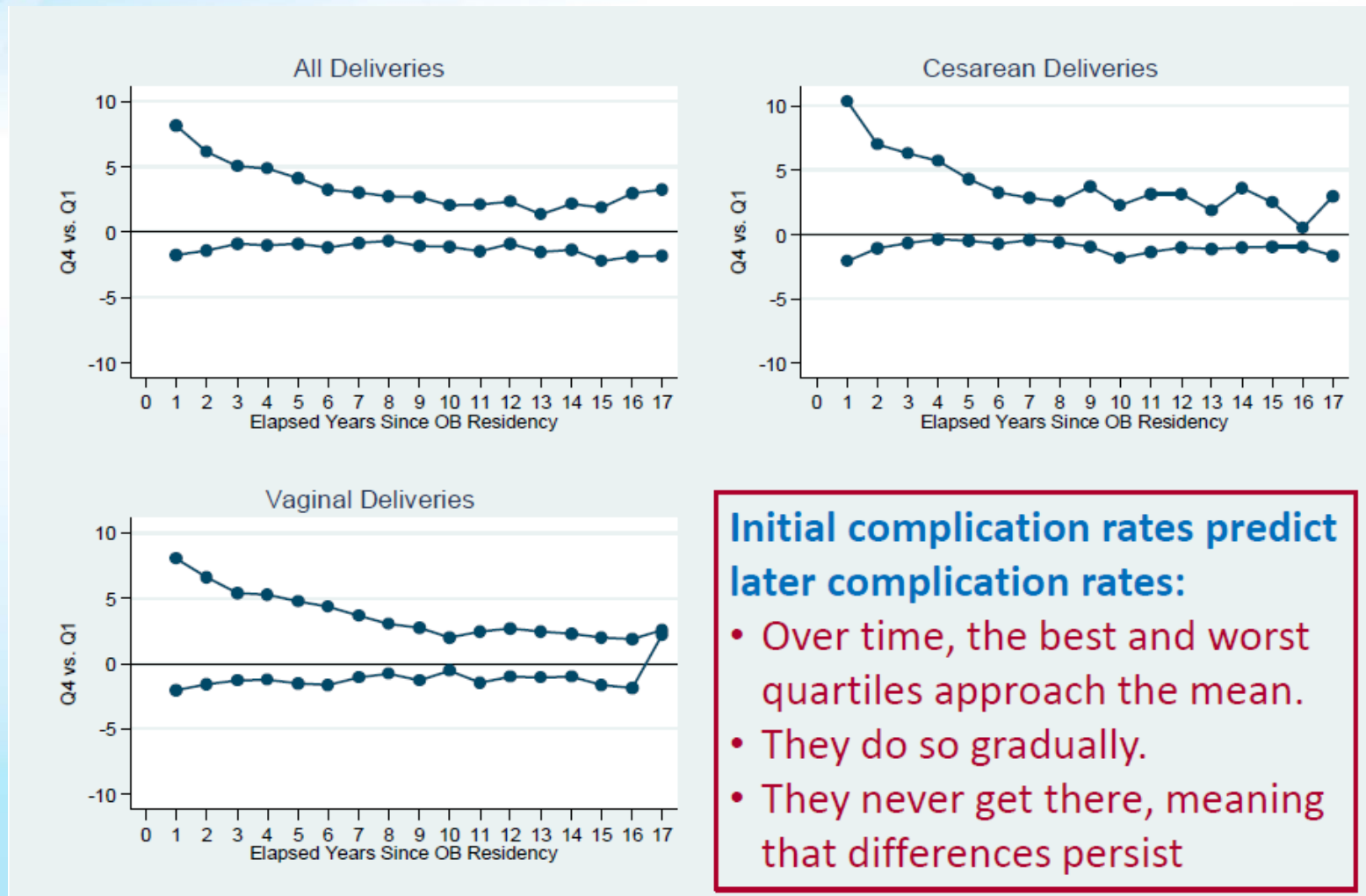
1st question



«Who is trying to become a good AIM specialist ?»



Outcome-based evaluation of medical education



Asch DA et Al. How do you deliver a good obstetrician? Outcome-based evaluation of medical education. [Acad Med.](#) 2014 Jan;89(1):24-6.



1st Take-Home Message

- Choose wisely your residency (Class 1 Evidence C)

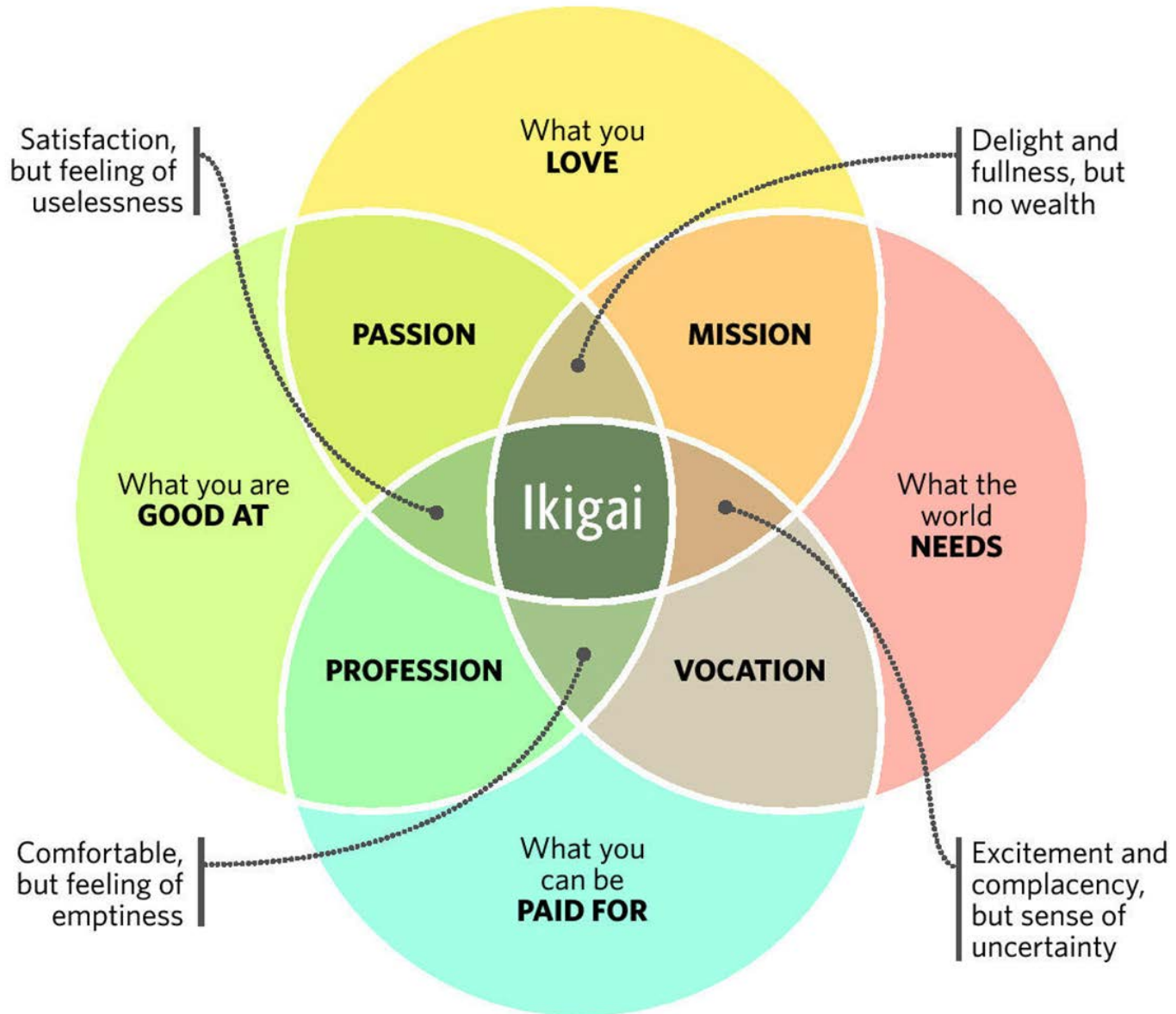
2nd question



«How to find my way ?»

Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



SOURCE: dreamstime

TORONTO STAR GRAPHIC



2nd Take-Home Message

- Choose wisely your residency (Class 1 Evidence C)
- Take time to define your ikigai (Class 2b Evidence C)

3rd question



«How to get a good work-life balance ?»

Life calendar

M1T1: Week 2						
Structural Principles of Osteopathic Medicine (SPOM)						
Time	Monday - 8/25	Tuesday - 8/26		Wednesday - 8/27	Thursday - 8/28	Friday - 8/29
8:00	Breast, Pectoral Region and Lungs Mechanics of Respiration Dr. Stanescu	Heart and Pericardium Dr. Stanescu		Radiology: Overview and Imaging Modalities Dr. Katz	Radiology: Normal Radiology of the Heart Dr. Katz	Physiology of Muscle Dr. Matayoshi
9:00		Impact of Somatic Dysfunction Dr. Ehrenfeuchter			Medical Terminology Communication Skills/SOAP Notes Draping and Vital Signs (Group A)	Histology: Pulmonary Histology Dr. Hardy
10:00	General Neurology and General Neurology ANS: Sympathetic (only) Dr. Brown	Principles of Muscle Energy Technique Dr. Ehrenfeuchter		Radiology: Normal Radiology of the Back Dr. Katz	Medical Terminology Communication Skills/SOAP Notes Draping and Vital Signs (Group B)	Histology: Connective Tissue Dr. Lu
11:00						
12:00	Lunch	Lunch		Lunch	Lunch	Lunch
1:00	Lab Demo: Breast and Pectoral Region Dissection Dr. Stanescu	Lab: (Group B) Cervical RROM- Muscle Energy Dr. Ehrenfeuchter	SPOM REVIEW (Group A) Room 1040	Superior Mediastinum Dr. Stanescu	Lab Demo: Heart Dissection Surface Anatomy Session Dr. Stanescu	
2:00		Lab: (Group A) Cervical RROM- Muscle Energy Dr. Ehrenfeuchter	SPOM REVIEW (Group B) Room 1040	PCBM Principles of Epidemiology II Dr. Berkowitz		Lab: Heart Removal and Great Vessels
3:00	Lab: Thoracic Wall Reflection			Radiology: Normal Radiology of the Lungs Dr. Katz	Study Heart Sections (TEE) Independent Study	
4:00						
5:00						

Life calendar



Define and defend your life calendar

(= be prepared to say «No.»)

Drummond D. Four tools for reducing burnout by finding work-life balance.
[Fam Pract Manag.](#) 2016 Jan-Feb;23(1):28-33.



Dynamic equilibrium



- 1) Evaluate your steady state
- 2) Pay attention to the inputs
- 3) Limit your outputs
- 4) Be patient and flexible with yourself

Schrager S. Beyond Work-Life «Balance». [Fam Pract Manag.](#) 2016 Jan-Feb;23(1):28-33.

3rd Take-Home Message

- Choose wisely your residency (Class 1 Evidence C)
- Take time to define your ikigai (Class 2b Evidence C)
- Define and Defend your life calendar (Class 2a Evidence C)
- Maintain a dynamic equilibrium (Class 2a Evidence C)

suvapro

Le travail en sécurité







Rafforzamento

Una mano dietro la testa, spingere con la testa contro il palmo della mano.

**3 x 10 secondi
da ciascun lato**



Nuca

Allungamento

Schiena eretta, una mano afferra il bordo della sedia. Con la mano posta sulla tempia tirare con cura la testa in direzione della spalla.

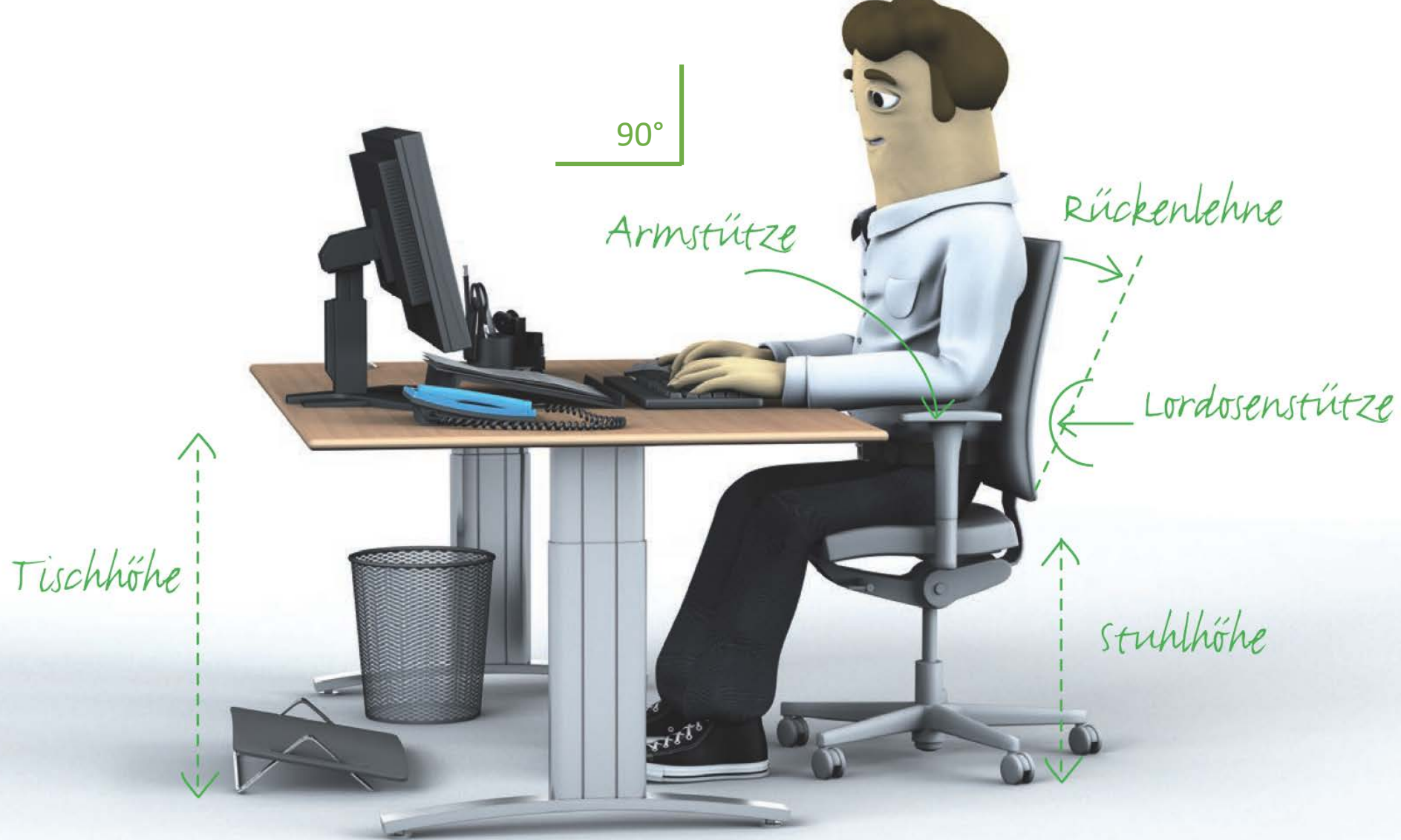


Giovedì

**3 x 10 secondi
da ciascun lato**

5
ING
RNISTS





Source : www.ekas-box.ch

**PREVENTION
AT THE OFFICE**



Source : www.prevention-at-the-office.ch

4th question



«How to get home sooner ?»

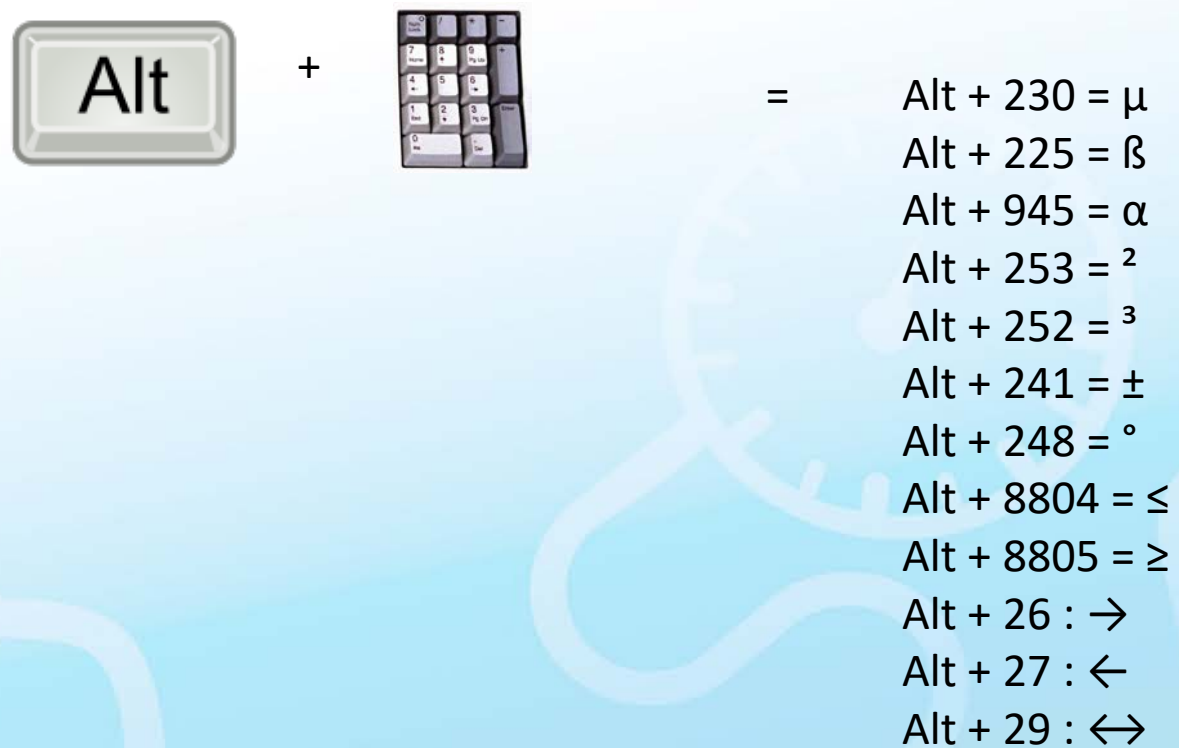
Daily Organisation

1) Move from EHR hater to power user



Drummond D. Eight ways to lower practice stress and get home sooner.
[Fam Pract Manag.](#) 2015 Nov-Dec;22(6):13-18.





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Markieren:

- SHIFT + Pfeil li/re → 1 Buchstaben markieren
- CTRL + SHIFT + Pfeil li/re → ganzes Wort markieren
- CTRL + SHIFT + Pfeil oben/unten → ganze Zeile markieren

Bearbeiten:

- CTRL + c → kopieren/copier
- CTRL + v → einfügen /coller
- CTRL + x → ausschneiden /couper
- **CTRL + z** → **rückgängig/annuler**
- CTRL + s → speichern/enregistrer
- CTRL + a → alles markieren /tout marquer
- CTRL + p → drucken/imprimer
- CTRL + f → suchen/rechercher

Formatieren:

- CTRL + SHIFT + ENTER → Neue Diagnose im KISIM
- CTRL + SHIFT + . (Punkt) → Unterpunkt im KISIM
- CTRL + SHIFT + , (Komma) → Aufzählung im KISIM
- CTRL + SHIFT + f → **Fett**
- CTRL + SHIFT + k → *kursiv*
- CTRL + SHIFT + u → Unterstrich
- CTRL + SHIFT + e → gelb markieren
- CTRL + SHIFT + > → Schrift grösser
- CTRL + < → Schrift kleiner



Daily Organisation

- 1) Move from EHR hater to power user
- 2) Document the minimally

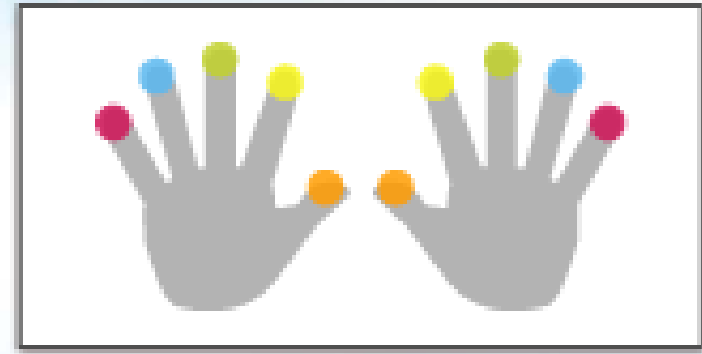


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Drummond D. Eight ways to lower practice stress and get home sooner.
[Fam Pract Manag.](#) 2015 Nov-Dec;22(6):13-18.



Document the minimally



There are 3 reasons to write a chart note:

- continuity
- medicolegal
- Billing

No complete sentences

Drummond D. Eight ways to lower practice stress and get home sooner.

[Fam Pract Manag](#). 2015 Nov-Dec;22(6):13-18.



Daily Organisation

- 1) Move from EHR hater to power user
- 2) Document the minimally,
- 3) Immediately and automatically.



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[Fam Pract Manag.](#) 2015 Nov-Dec;22(6):13-18.

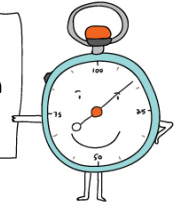


Use EHR to automate

Recommended tools:

- Template
- Dictation
- Team documentation
- 2-minute rule

2 Minute Rule
If you can do it in less than
two min - do it now!



Daily Organisation

- 1) Move from EHR hater to power user
- 2) Document the minimally,
- 3) Immediately and automatically.
- 4) Huddle with your team



Huddle



Huddle with your team

- Meet for 6 minutes before each session (morning and afternoon)
- Include all team member of your patient flow
- Stand-up meeting



Huddle with your team

In Huddle you can manage for example:

- Identify who may require more time or assistance.
- Anticipate chronic problems.
- Discuss special instructions for the scheduler.
- Check staff. Discuss special needs.



Huddle with your team

Goals:

- Help to prevent chaos due to unexpected factors
- Adapt the schedule on the availability (provider, material)
- Build collegiality and teamwork
- Teaching important points



4th Take-Home Message

- Choose wisely your residency (Class 1 Evidence C)
- Take time to define your ikigai (Class 2b Evidence C)
- Define and Defend your life calendar (Class 2a Evidence C)
- Maintain a dynamic equilibrium (Class 2a Evidence C)
- Take advantage of the lean-management (Class 2a Evidence C)

5th question



« How to survive to night shift? »

Facts



- Working at night generates an increasing sleep debt: 8-9h sleep needed^{a)}
- Sleep-deprived junior doctors have more attentional failures
- Junior doctors have **more road traffic accidents** when tired.

^{a)} Knauth P, Rutenfranz J. Duration of sleep related to the type of shiftwork. In: Reinberg A, Vieux N, Andlauer P (eds), *Advances in the Biosciences, Vol 30. Night and shiftwork: biological and social aspects*. New York: Pergamon Press, 1980:161–8.

Preparing for the night shift



- Build a successful normal sleep routine.
- Get extra sleep before working the first night shift.
- Take a two-hour afternoon sleep before coming on duty.

Surviving the night shift



- Take 20- to 45-minute short naps to counteract fatigue.^{a)}
- Use exposure to bright light to improve your alertness during the night.
- Do not miss proper meals when working at night.
- Melatonin could help you to sleep 24 min. more during daytime ^{b)}

^{a)} Naithoh P. Minimum sleep to maintain performance: the search for sleep quantum in sustained operations. In: Stampi C (ed), *Why we nap*. Boston: Birkhäuser, 1992.

^{b)} Pharmacological interventions for sleepiness and sleep disturbances caused by shift work. *JAMA* March 3, 2015 Volume 313, Number 9

Recovering from the night shift



- If planning a long drive home, **consider the risks!**
- On getting home, try to sleep immediately.
- Develop a routine for sleeping during the daytime.
- Keep your sleep debt to a minimum.

5th Take-Home Message

- Choose wisely your residency (Class 1 Evidence C)
- Take time to define your ikigai (Class 2b Evidence C)
- Define and Defend your life calendar (Class 2a Evidence C)
- Maintain a dynamic equilibrium (Class 2a Evidence C)
- Take advantage of the lean-management (Class 2a Evidence C)
- Prepare your night shift (Class 1 Evidence C)

6th Question



«How to lead up your boss? »

Leading up

- 1. Help your supervisor.**
- 2. Develop emotional intelligence.**
3. Choose being effective over being right.
4. Be intentional and prepared.
5. Use power and politics for good.
6. Disagree without being disagreeable.
7. Don't expect credit.



Franko JP. How to Lead Up in Your Organization. [*Fam Pract Manag.*](#) 2017 Nov-Dec;24(6):6-9.



Help your supervisor



- Don't go around your supervisor and appeal to a higher authority
- Understand his needs and goals
- Don't overestimate his power/capacity

Franko JP. How to Lead Up in Your Organization. [Fam Pract Manag.](#) 2017 Nov-Dec;24(6):6-9.



Seven Sins in Modern Medicine



1. Not communicating with leadership.

More physicians are working in settings where they are accountable to a higher level of leadership, yet in many organizations the **two sides do not understand one another**. Often leaders say they support (or oppose) a new process or project **but have no idea what they are supporting (or opposing)**.

Definition EQ

“The ability to accurately **recognize emotions** in yourself and others as they are occurring and then **manage** those emotions to **improve relationships** and achieve the desired **outcome**.”

Develop EQ



- practice self-care
- pause before responding to emotional situations
- be curious and asking questions instead of making assumptions

Goren L. Ten Strategies for Building Emotional Intelligence and Preventing Burnout. [*Fam Pract Manag.*](#) 2018 Jan-Feb;25(1):11-14.



6th Take-Home Message

- Choose wisely your residency (Class 1 Evidence C)
- Take time to define your ikigai (Class 2b Evidence C)
- Define and Defend your life calendar (Class 2a Evidence C)
- Maintain a dynamic equilibrium (Class 2a Evidence C)
- Take advantage of the lean-management (Class 2a Evidence C)
- Prepare your night shift (Class 1 Evidence C)
- **Develop emotionnal intelligence (Class 1 Evidence C)**

7th and last Question



«How to cultivate my resilience? »

1/5 Practice self-compassion

- Be kind to yourself
- Use multisource feedback to learn about how good you are



Yu K. Five Ways to Cultivate Resilience [Fam Pract Manag.](#) 2018 Jul-Aug;25(4):38.



2/5 Resilience

Focus on what matters

=

Make a list each week to focus your energy on your ikigai

Yu K. Five Ways to Cultivate Resilience [*Fam Pract Manag.*](#) 2018 Jul-Aug;25(4):38.



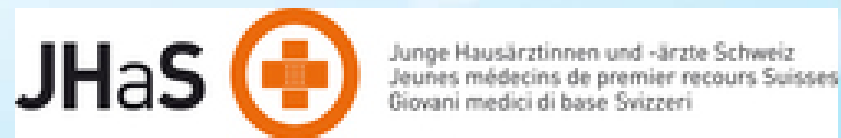
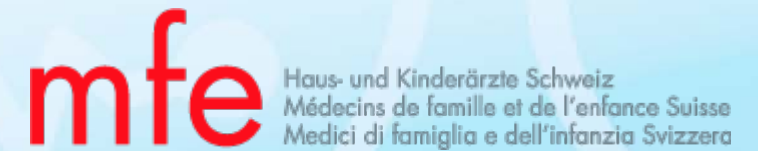
3/5 Renew your energy

- Take mental breaks
or
- Practice mindfulness meditation



Yu K. Five Ways to Cultivate Resilience *Fam Pract Manag.* 2018 Jul-Aug;25(4):38.

4/5 Connect with others



Yu K. Five Ways to Cultivate Resilience *Fam Pract Manag.* 2018 Jul-Aug;25(4):38.



5/5 Speak it out



- If you feel bad feelings: tell someone
- If you see someone suffering: speak it out
- If you see inefficacy, cynicism and depersonalization : recognize burn-out risk

Shanafelt TD , Noseworthy JH . Executive leadership and physician well-being: nine organizational strategies to promote engagement and reduce burnout. [Mayo Clin Proc](#) 2017;92:129–46.



Take-Home Messages

- Choose wisely your residency
- Take time to define your ikigai
- Define and Defend your life calendar
- Maintain a dynamic equilibrium
- Take advantage of the lean-management
- Prepare your night shift
- Develop emotionnal intelligence
- Cultivate resillience personnally and as a team

FPM

Better practice.
Healthier patients.
Rewarding career.



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