



Society for Immunotherapy of Cancer

Meet-the-Expert Webinar: How to Avoid Burnout

Thursday, October 15, 2020
5:00-6:00 p.m. ET

Webinar Agenda

5:00-5:10 p.m. ET Overview: Welcome and Introductions

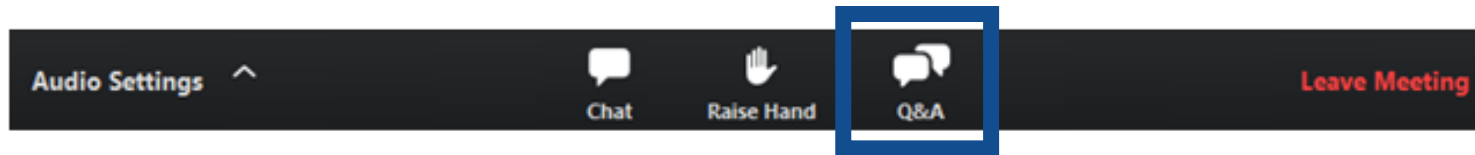
5:10-5:25 p.m. ET 1st Presentation – Dr. Bauman

5:25-5:40 p.m. ET 2nd Presentation – Dr. Close

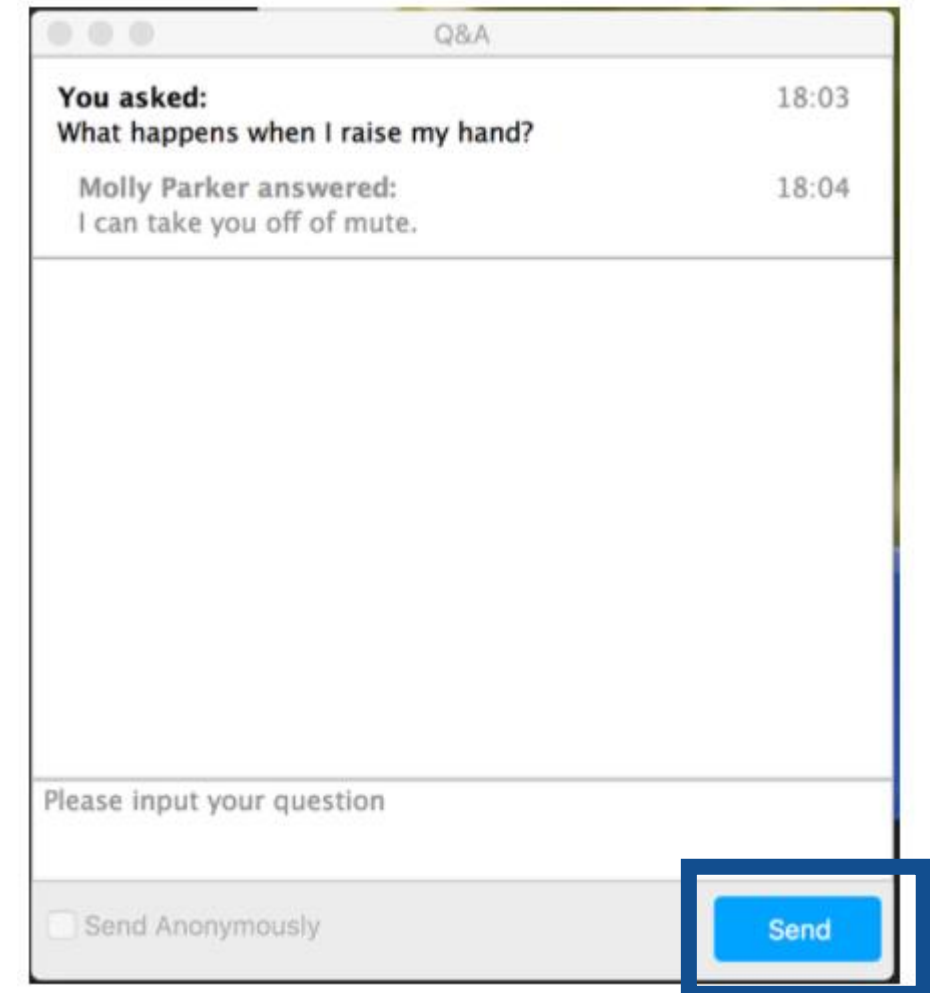
5:40-5:55 p.m. ET Question and Answer Session

5:55-6:00 p.m. ET Closing Remarks

How to Submit Questions



- Click the “Q&A” icon located on your Zoom control panel
- Type your question in the Q&A box, then click “Send”
- All questions will be answered in the Question & Answer session at the end of the webinar (as time permits)



Webinar Faculty



Glenn Bauman, MD, FRCPC –
University of Western Ontario



Julia Close, MD –
University of Florida Health



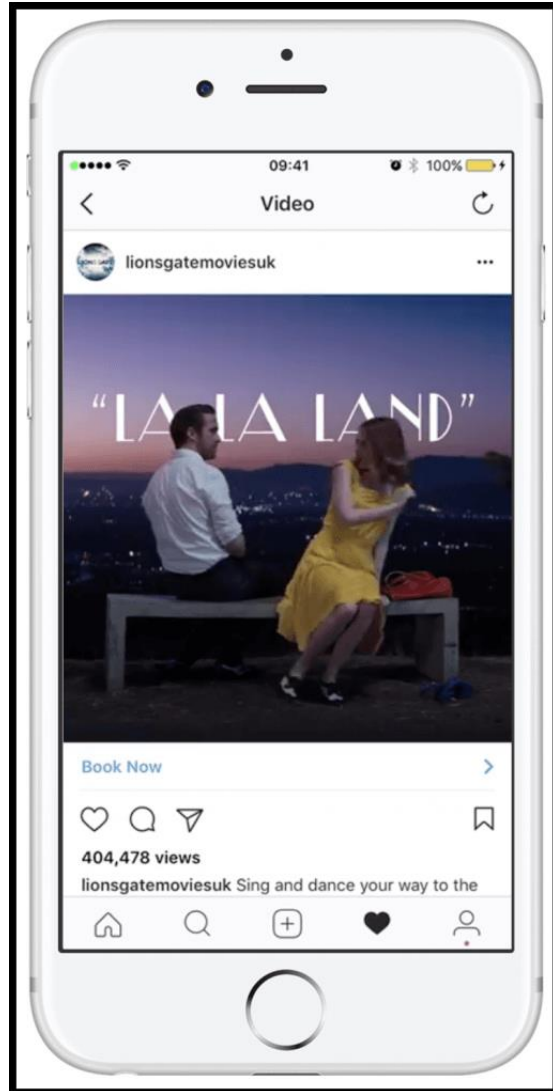
Priscila Gonçalves, MD, –
Regeneron

ACHIEVING THE QUADRUPLE AIM

GLENN BAUMAN, MD



My Disclosures



WHO [International Classification of Diseases](#). (5/19)

Definition

"Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions: 1) feelings of energy depletion or exhaustion; 2) increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and 3) reduced professional efficacy. Burnout refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life."

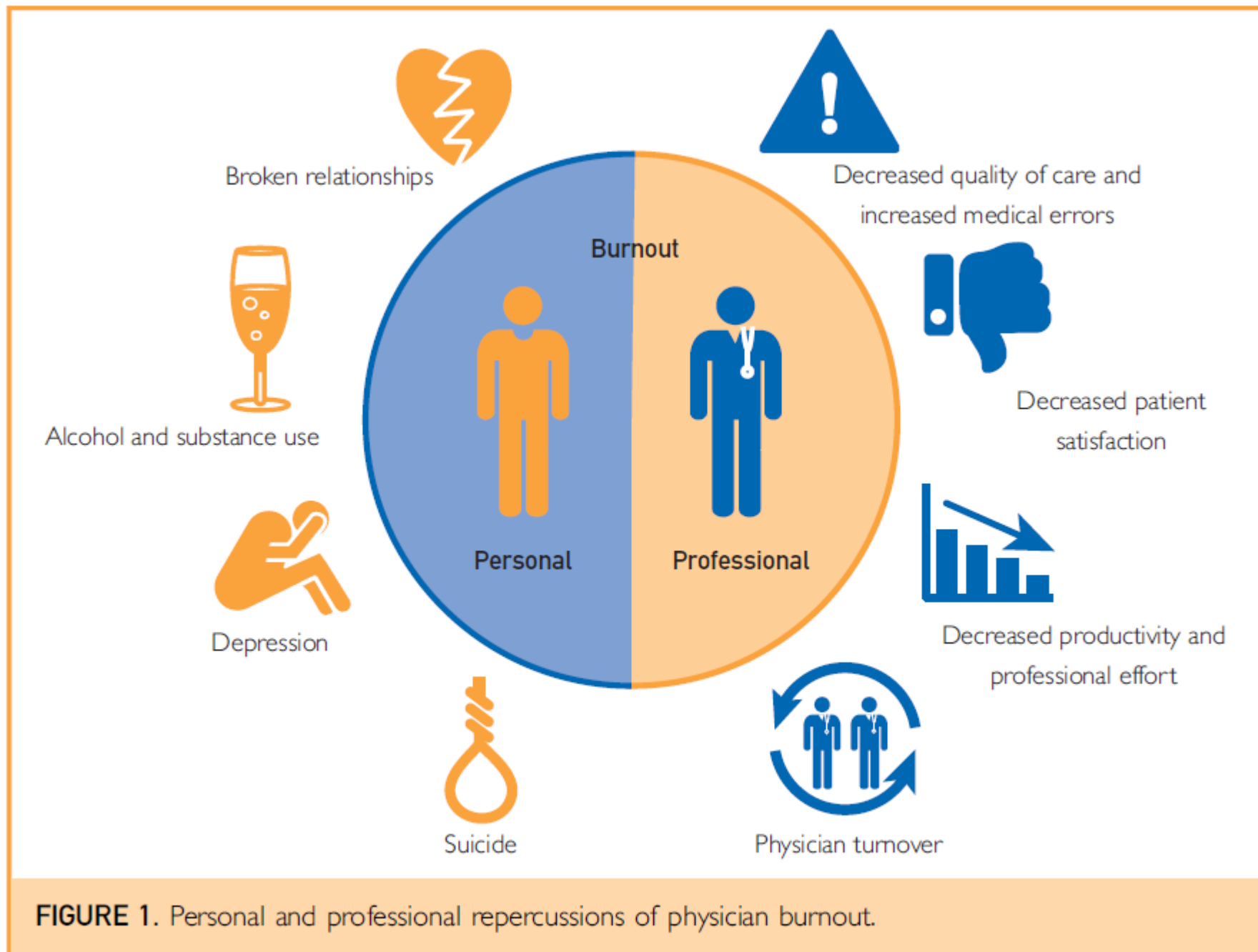


FIGURE 1. Personal and professional repercussions of physician burnout.

Measuring the Issue

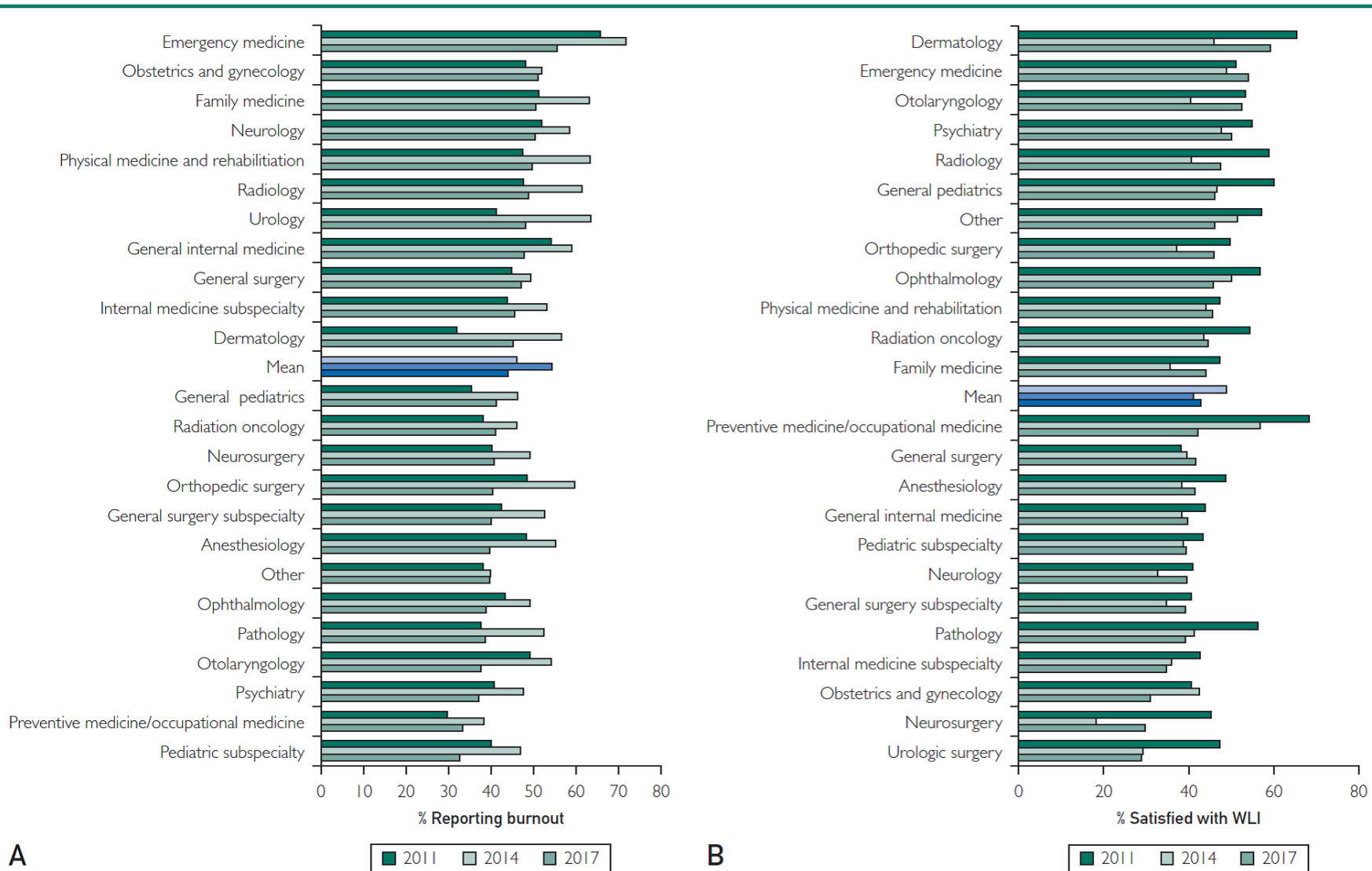
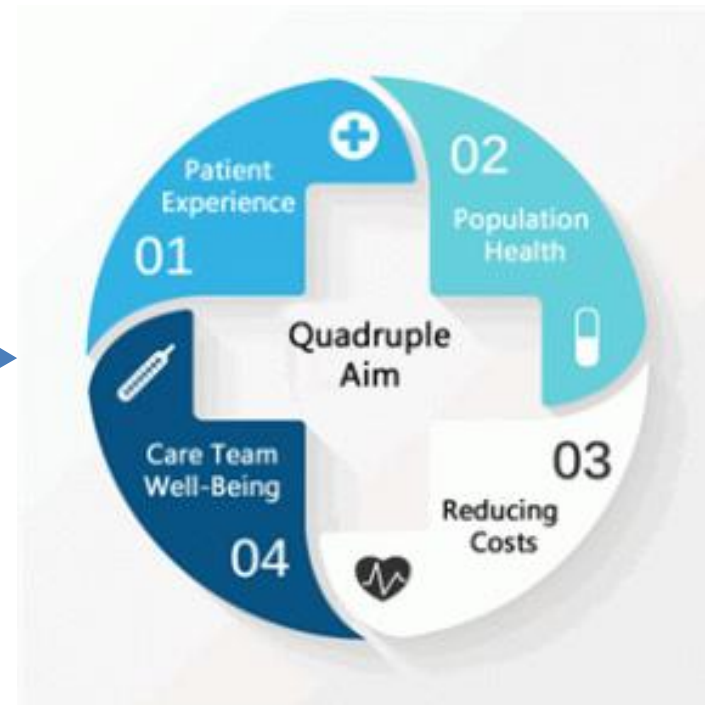
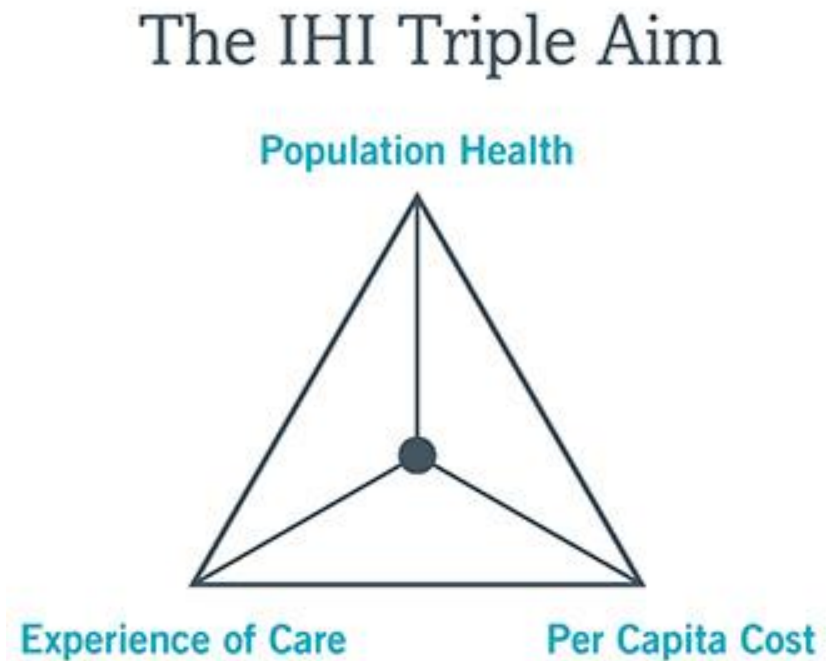


FIGURE 1. Burnout (A) and satisfaction with work-life integration (WLI) (B) by specialty, 2017, 2014, and 2011.

Triple Aim to Quadruple Aim



Culture of Wellness

Civility and respect
Safety
Leaders
Strategic priority



The Five Fundamentals of Civility for Physicians:

initiating an important conversation — series introduction

*by Michael Kaufmann, MD
OMA Physician Health Program*



Taking care of each other - empathy

“Could a greater miracle take place
than for us to look through each other’s eyes
for an instant?”

— Henry David Thoreau

<https://www.youtube.com/watch?v=Xytn4fuxok4>

“Road to wellness” - Years 1-2

Culture of Wellness

- Strategic Plan – not just a “checkbox”
- Leadership endorsement
- Wellness committee
 - MDs, Trainees, Staff, LHSC and Schulich reps
- Regular grand rounds on wellness topics
- Collaboration
- Policy development
- Physician Lead



Efficiency of Practice

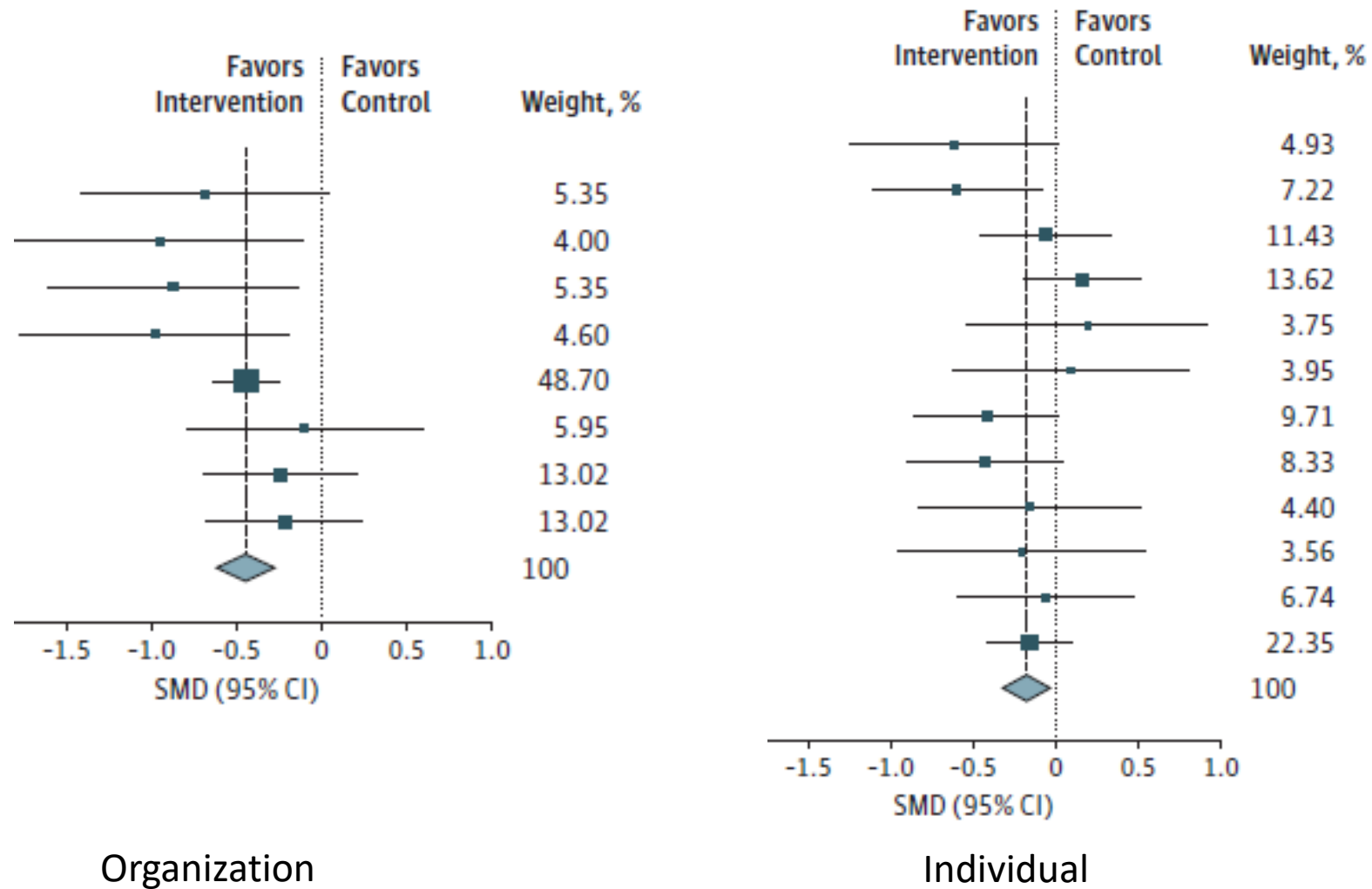
“Health care organizations must embrace their responsibility to build an efficient practice environment and to foster a culture of wellness while also supporting physicians’ efforts to improve their own resilience. This model in no way relieves physicians of their own professional obligation.”



<https://catalyst.nejm.org/physician-well-being-efficiency-wellness-resilience/>

Moral Injury

Efficacy of Intervention



Joy In Work

the feeling of success and fulfilment that results from meaningful work...

Joy in work is more than just the absence of burnout or an issue of individual wellness; it is a system property

It is generated (or not) by the system and occurs (or not) organization-wide..

Institute for Healthcare Improvement

Joy in Work – Link to Quality and Safety

Subscribe for more
great IHI video content!

Donald Berwick, MD, MPP

President Emeritus and Senior Fellow
Institute for Healthcare Improvement



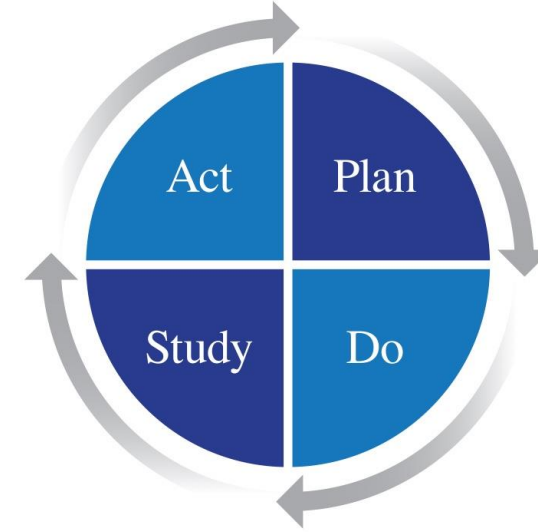
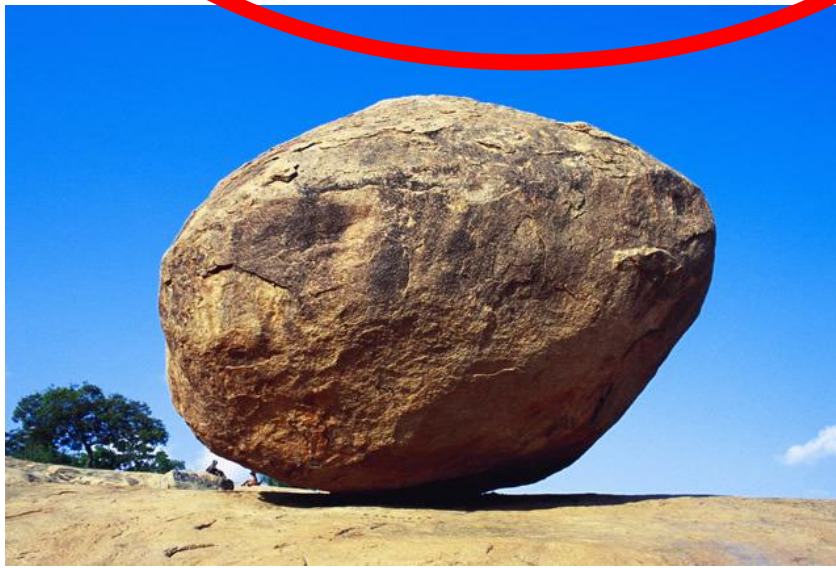
Introducing JIY – What matters to you?



Joy in Work – What gets in your way

Pebbles

- Problems with solutions
- Simple or complicated
- “We need another WOW”
 - Action plan/map



Boulders

- Dilemmas
- Complex/wicked
- “Not enough space”
 - Strategy



Necessary

The profession
The work
Life

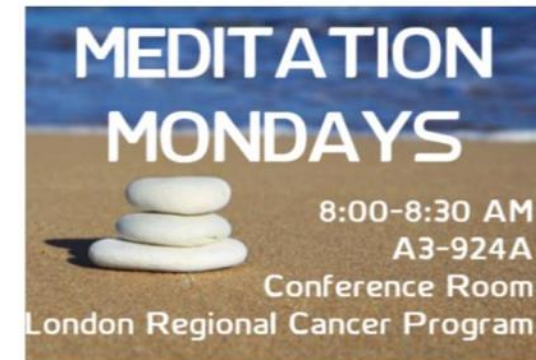
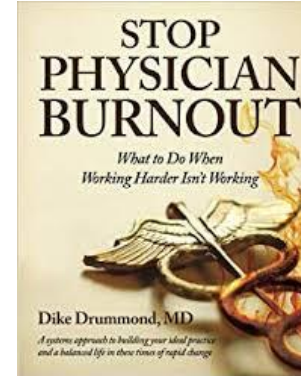
...but not sufficient

Personal Resiliency

“Road to wellness” - Years 1-2

Personal Resilience

- Wellness resources
 - Wellness manual
 - “Stop Physician Burnout” book
- Meditation retreat
- Meditation and leadership course
- Faculty Lunches
- Narrative medicine
- Grand Rounds/workshops
- Fountains



If Every Fifth Physician Is Affected by Burnout, What About the Other Four? Resilience Strategies of Experienced Physicians

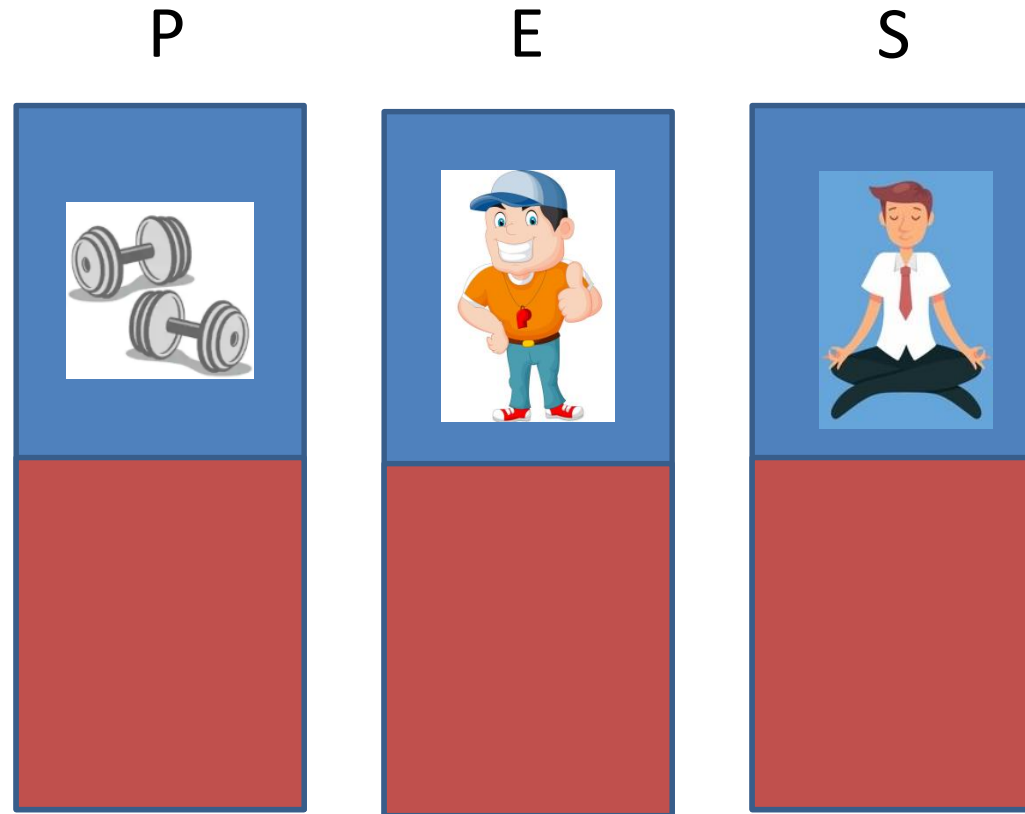
Julika Zwack, PhD, and Jochen Schweitzer, PhD

Job related sources of Gratification
Practices and routines
Useful attitudes



<https://www.thehappy.md.com/>

Personal Resiliency - ``Bank of Bauman``



You can't give what you don't have

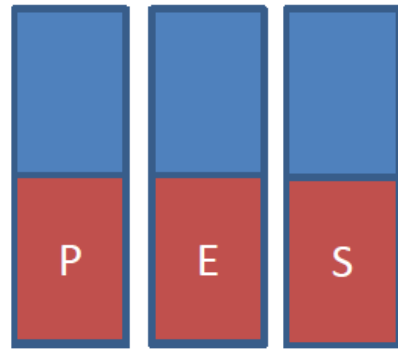
Personal “Hygiene”

- Be present
- Listen
- Share

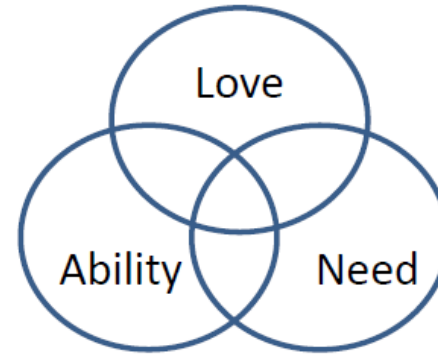
Personal mission statement
“care, teach, grow, learn”

Professional “Hygiene”

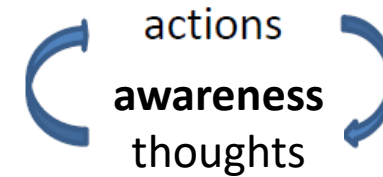
- Civility
- “Good enough”
- Prioritize



Avoid –ve balances



Maximize the overlap



Create new worlds

Seek

- Autonomy
- Mastery
- Purpose

Personal Values
“Phronesis”
“Aequanimitas”

Leadership

- Persistence
- Humility
- Trust

The Impression That I Get – Mighty Mighty Bosstones

Have you ever been close to tragedy
Or been close to folks who have?
Have you ever felt a pain so powerful
So heavy you collapse? No?
Well I've never had to knock on wood
But I know someone who has
Which makes me wonder if I could
It makes me wonder if
I've never had to knock on wood
And I'm glad I haven't yet
Because I'm sure it isn't good
That's the impression that I get

...

World Leader Pretend - REM

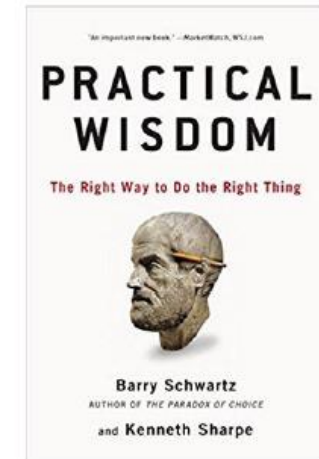
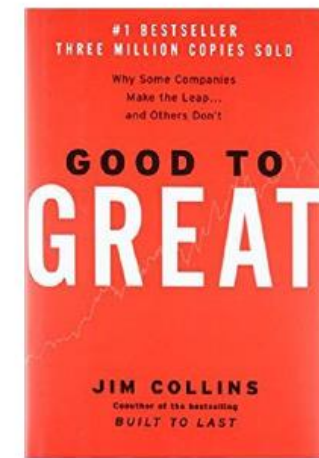
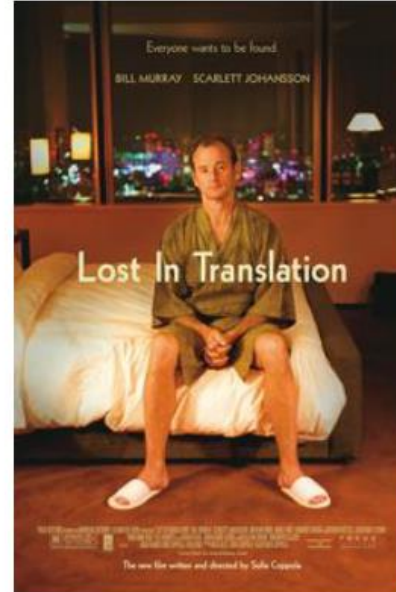
I sit at my table and wage war on myself
It seems like it's all, it's all for nothing
I know the barricades
And I know the mortar in the wall breaks
I recognize the weapons, I used them well
This is my mistake
Let me make it good
I raised the wall and I will be the one to knock it down
I've a rich understanding of my finest defenses
I proclaim that claims are left unstated
I demand a rematch
I decree a stalemate
I divine my deeper motives
I recognize the weapons
I've practiced them well, I fitted them myself
It's amazing what devices you can sympathize (empathize)
This is my mistake
Let me make it good
I raised the wall and I will be the one to knock it down
Reach out for me and hold me tight
Hold that memory
Let my machine talk to me, let my machine talk to me
This is my world and I am world leader pretend
This is my life
And this is my time
I have been given the freedom
To do as I see fit
It's high time I've razed the walls that I've constructed
It's amazing what devices you can sympathize (empathize)
This is my mistake
Let me make it good
I raised the wall and I will be the one to knock it down

...

Once in a lifetime – Talking Heads

And you may find yourself
Living in a shotgun shack
And you may find yourself
In another part of the world
And you may find yourself
Behind the wheel of a large automobile
And you may find yourself in a beautiful house
With a beautiful wife
And you may ask yourself, well
How did I get here?

....



You need 3 people on your side...



What about COVID?

- VUCA
- Burning platform for wellness
- Crisis=opportunity
- Silver linings

A dramatic photograph of a sunset or sunrise over the ocean. The sun is a bright, glowing orb partially obscured by dark, heavy clouds in the upper left. Its light reflects as a shimmering path across the choppy water. In the foreground, dark, rounded rocks are visible, with white foam from a wave crashing against them. The overall mood is serene and powerful. The text "THANK YOU" is overlaid in the bottom right corner in a clean, white, sans-serif font.

THANK YOU

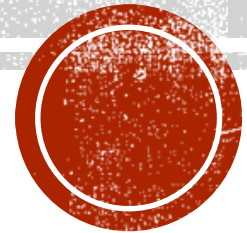
HOW TO AVOID BURNOUT

Julia Close, MD, FACP

Associate Dean, Graduate Medical Education

Designated Institutional Official

University of Florida College of Medicine



DISCLOSURES

- I may currently be burned out
 - COVID
 - Children
 - Started my MBA



Calendar

HomeOrganizeToolsMeeting Series

OpenCancelForward

Join OnlineInviteNew EmailReply All

Show As: BusyReminder: 20 MinutesEdit Series

CategorizePrivate

October 2018

SMTWTFSS

30123456

78910111213

14151617181920

21222324252627

28293031123

My Calendars

jclos@ufl.edu

No Category

attending

Birthday

Business

Green Category

Important

inpatient time

interviews

kid school holiday

Meeting

Must Attend

Orange Category

Personal

Purple Category

Travel

Trip

On My Computer

September 30 - October 6, 2018

Washington, D.C. Today 83°F/73°F Tomorrow 80°F/72°F Wednesday 82°F/73°F

30 Sunday

1 Monday

2 Tuesday

3 Wednesday

4 Thursday

5 Friday

6 Saturday

AVAHO meeting

humira injection 2

meet with Molly

Program Dept.

Subspecial Do

cover orange medicine

fellows conference

educational work group

VA

cover fellow clinic

PD meeting Dr. Close's office

doctor's

ASCO Professional WebEx;

FW: Care

ESP group TC

We

division m4

Why is Commu

Space

VA case

PD Meeting/Lunch H108 (Executive

Meeting M4

HemOnc ARB

ACADEMIC status committee

LUNCH w/ BRIM Leadershi p/Jason's 4106 DoM DOM-

FW: FPEC R4-

Targeted CG

FW: Medical Service Dr. Schofield's

FW: GI Weekly Meeting Dr. Schofield's

huddle board -

Transitioni Medica

UF Dr.

Med Serv Admin Office Dr. Schofield's

Executive Committee 4107 DoM

YOGA

Canceled: OTP Work WebEx;

7 AM

8 AM

9 AM

10 AM

11 AM

12 PM

1 PM

2 PM

3 PM

4 PM

5 PM

6 PM

Items: 43

All folders are up to date. Connected to: jclos@ufl.edu

HOW TO AVOID BURNOUT – AT A PERSONAL LEVEL

- Requires self exploration:
 - What is your signpost?
 - Who are you?
 - What brings you joy?
- Set realistic expectations for yourself
- Life already started – stop waiting for it to start



SIGNPO



How do you know when you are burned out?
Is there someone in your life who can tell you (and
you will listen)?



WHO ARE YOU?

Teach and see
patients!

Being a chief
resident



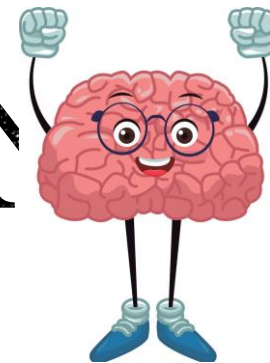
WHAT BRINGS ME JOY:

- Talking to patients and establishing a relationship with them
 - Meetings (well run ones)
 - Committees (with goals)
 - PDSA cycles
 - Spreadsheets
-
- Spending time with my family
 - (not on my list: writing grants)

*Is this
compatible
with an
academic
career?*



ACTUAL THINGS MY BRAIN TELLS ME



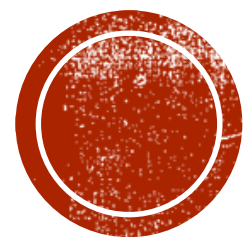
I am so far behind!

- Why did I write these papers?
I'm not
- I probably won't be promoted.
- I'm not committed to my professional commitment
- I should have written more grants.
- I'm a terrible mother/wife/daughter and need to focus on my family
- I need to run faster

Everything is awesome!

- I love my job
- I worked hard to get where I am and I deserve this
- I take great care of patients
- I'm a great mom/wife/daughter
- I'm running. That's pretty amazing.





SET REALISTIC GOALS FOR YOURSELF



IMPOSTER SYNDROME

- Collection of feelings of inadequacy that persist despite success
- **NOT**
 - Low self esteem
 - Low self confidence
- Certain populations more at risk
- Links to **perfectionism...**



PERFECTIONISM

- Distinct from the drive to excel
- Setting of impossibly high standards / self critical
 - Motivated out of duty and obligation rather than enthusiasm and challenge
- Habitual perfectionism leads to
 - Emotional distress
 - Procrastination





Opinion

What Straight-A Students Get Wrong

If you always succeed in school, you're not setting yourself up for success in life.



By Adam Grant

Dr. Grant is an organizational psychologist and a contributing opinion writer.

Dec. 8, 2018



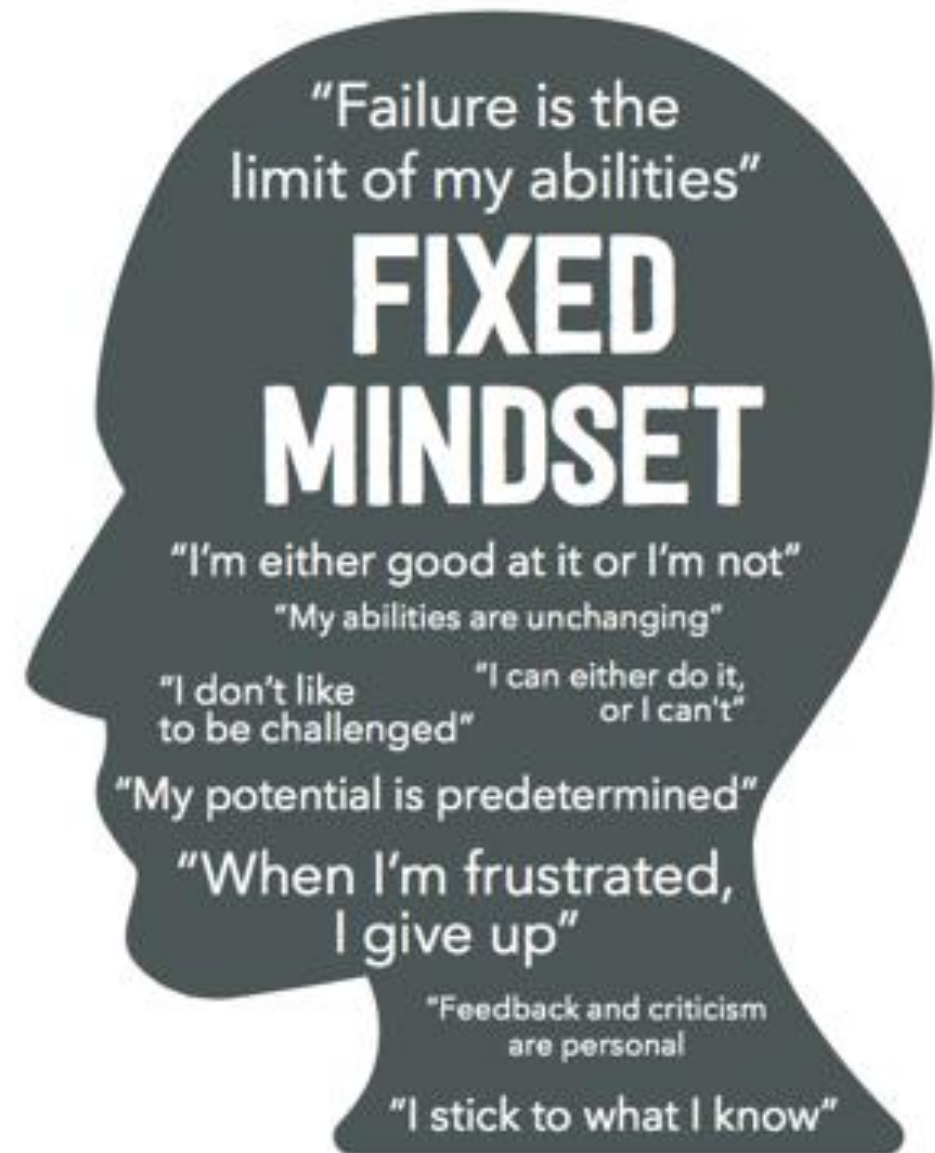
960



BREAKING FREE OF PERFECTIONISM

- Accept B- (ok, B+) work
- OK to not have all the answers
- Identify perfectionist thoughts
- FAIL!!!!





Success



what people think
it looks like

Success



what it really
looks like

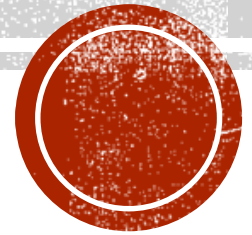
If you know who made this
graphic tell me so I can
credit them!



WHO IS YOUR AUTHENTIC SELF?

Are you trying to be something
someone else wants you to be?

What are you role modeling to
others?



“One of my heme/onc attendings presented herself as having all of her [stuff] together. She did not (as I learned through the years). This created an inauthentic representation of her and of women/physician moms. (One thing to put on a professional presentation for colleagues and patients but another to be that inauthentic that it affects the wellness of your female mentees...)

My experience with her included personal mentoring advice that essentially said “look at me, I have my [stuff] together- you should too”...with a husband out of town m-f and Premie newborn twins and start of fellowship in new city...”



Child
intentionally
drawn upside
down to represent
reality

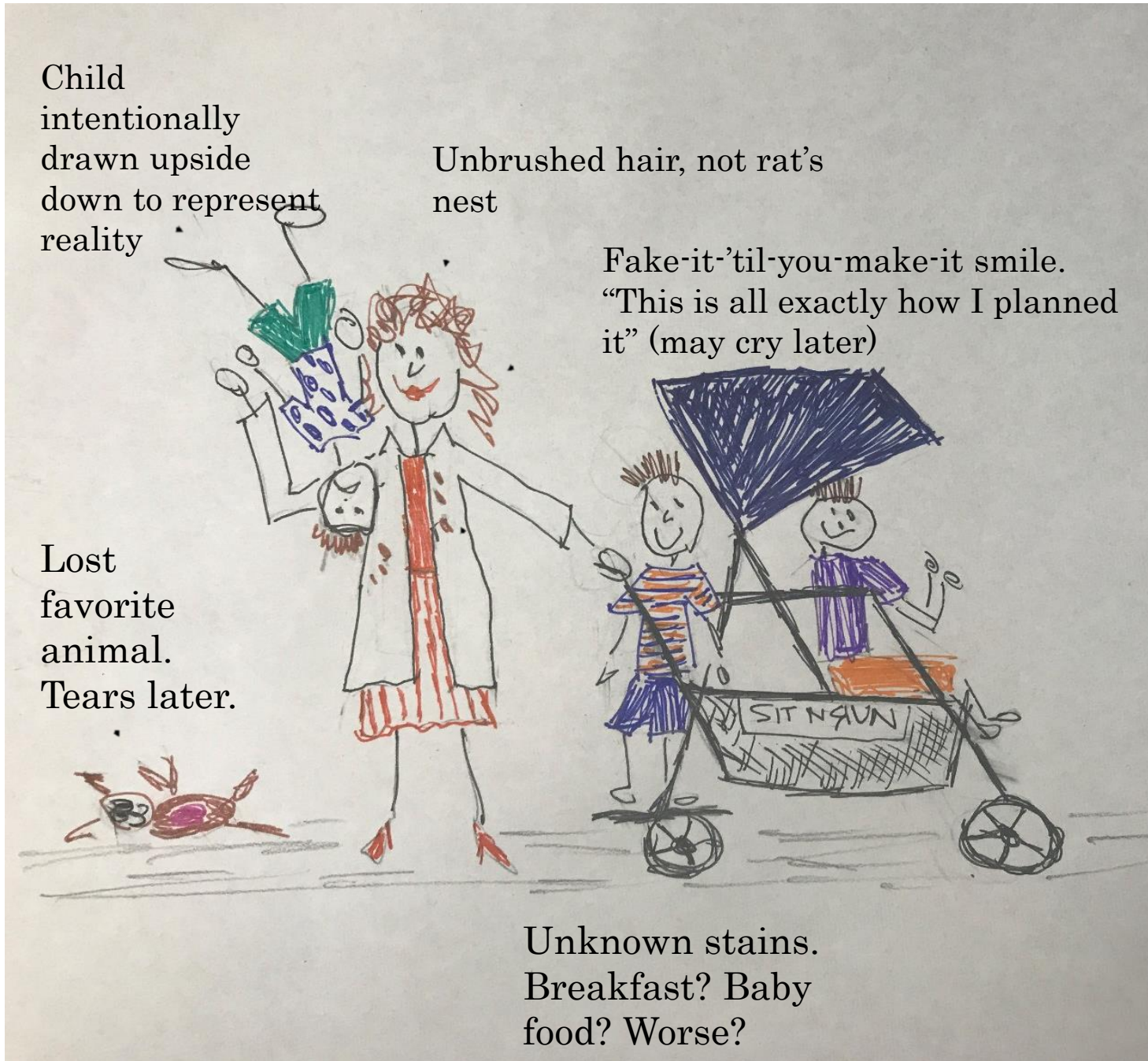
Unbrushed hair, not rat's
nest

Fake-it-'til-you-make-it smile.
"This is all exactly how I planned
it" (may cry later)

Lost
favorite
animal.
Tears later.

Unknown stains.
Breakfast? Baby
food? Worse?

Actual photo of
me trying to get
to work in 2011



SET REALISTIC EXPECTATIONS FOR YOURSELF

- Am I trying to do too much?
 - This year?
 - This month?
 - Today?
- One way to do this – Bullet journaling



NOT THIS
(UNLESS IT
BRINGS YOU
JOY)



INHALT / CONTENT / CONTENU

SEITE / PAGE THEMA / TOPIC / SUJET

4	TODolist
6	Adm Tyndall meeting
9	ACP ITE schedule
12	Cris Lloyd meeting
16	Central Fin UME/GME → PIB
18	Central Florida Health
21	complaint increase
23	marketing meeting
28	Persuade Dean meeting
30	ap? litten notes → denied video
31	Kids room planning
32	August to police
35	GME long term goals
38	Village meeting
39	MBA homework August
41	APD faculty development
44	Brm dates

TUESDAY OCTOBER 13th

7	Quariti	Acme vaks
8	non rules	joining demo
11	RAST	SD lines for SIT
12	EFMA webinar	meeting
13	Dem intkion	new PP sessions
2	Excel meeting	send up to late
4		articles to pt.
5		send out morning
6		point
7	← running	Apply dom
		worksite
		ELUmb-

TO DO LIST - MAY 2020

UF DO

- ☒ BIMEC policy
- ☒ appeal for my
- ☒ shoma manuscript
- ☒ personal print

- ☒ HOPS updates
- ☒ UVE training 1
- ☒ UVE training 2
- ☒ review new HOPS
- ☒ annual review - division

- ☒ email main
- ☒ HOPS staff lounge
- ☒ spare OLE
- ☒ HOPS final list

TRAVEL

☒ April - Oct July

HABS updates

- ☒ FLU ID card Mar 12
- ☒ DEI app
- ☒ Diversity training
- ☒ 2nd/3rd year
- ☒ Gmid November
- ☒ Inp rate presentation

LOR

Nikhil Shah -

TRAVEL

- ☒ RAP PER'S
- ☒ JULY 16
- ☒ BIME manuscript
- ☒ Cutthroat kitchen
- ☒ Chasid side
- ☒ write ASLO. Digs
- ☒ create glossary
- ☒ ASLO group

- ☒ GROW & SHAW
- ☒ MBA app
- ☒ update shoma presentation
- ☒ annual eval -
- ☒ MB

PERSONAL

- ☒ glasses
- ☒ parking
- ☒ long vacation?
- ☒ MBA application

- ☒ PE clothes - kids
- ☒ dentist kids
- ☒ pediatrician - kids
- ☒ office plants

SET REALISTIC EXPECTATIONS FOR YOURSELF

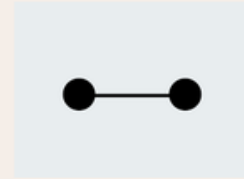
- Say no...
 - Will it help me/my career/something that is important to me?
 - Will it bring me joy?



SET REALISTIC EXPECTATIONS FOR YOURSELF

- NO ONE expects you do it all alone
 - Ask for help when you need it at work **and in your personal life**
 - It is okay to ask for an extension sometimes
 - Find a village
 - Find a therapist





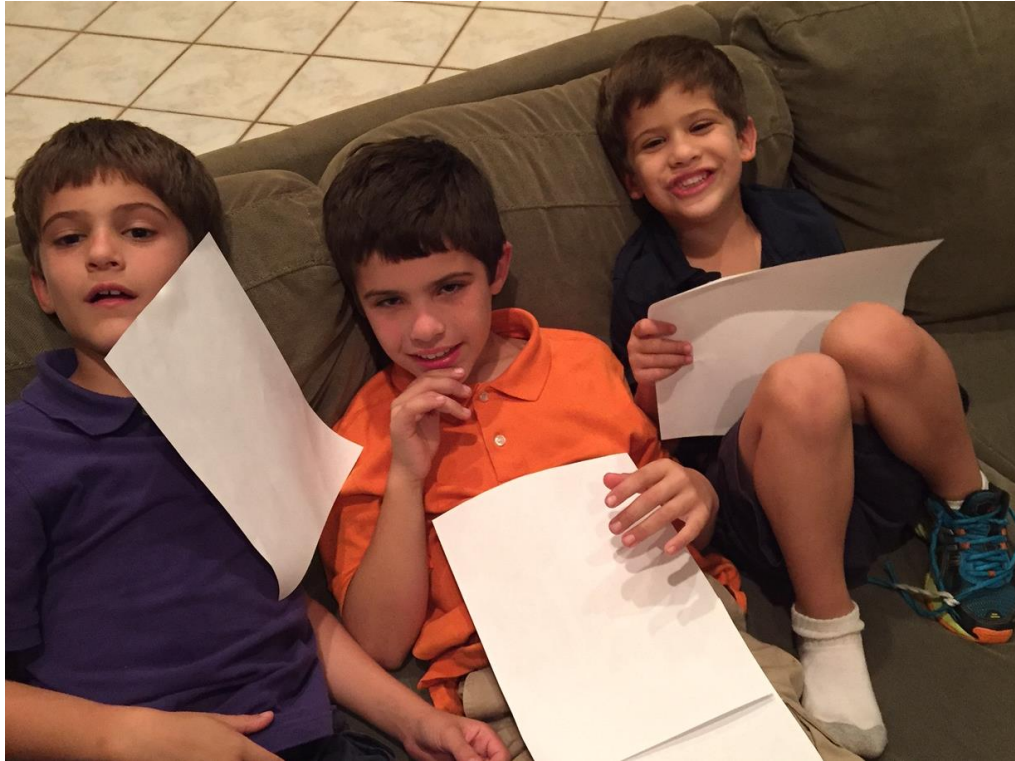
**KEEP
CALM
AND
IT'S OKAY
TO CRY**



LIFE ALREADY STARTED....STOP WAITING FOR IT START

- If you are aware of this webinar – your to do list will never be done
- Schedule time for yourself
 - Exercise
 - Time with friends and family
 - Hobbies
- Give yourself goals (if that helps you to make time for above)
 - Example: run a half marathon
- It is okay to “just survive it” sometimes... but not forever
 - Think about making a change if this is your new baseline

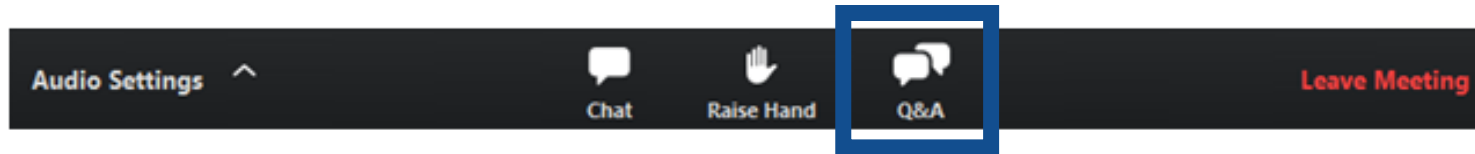




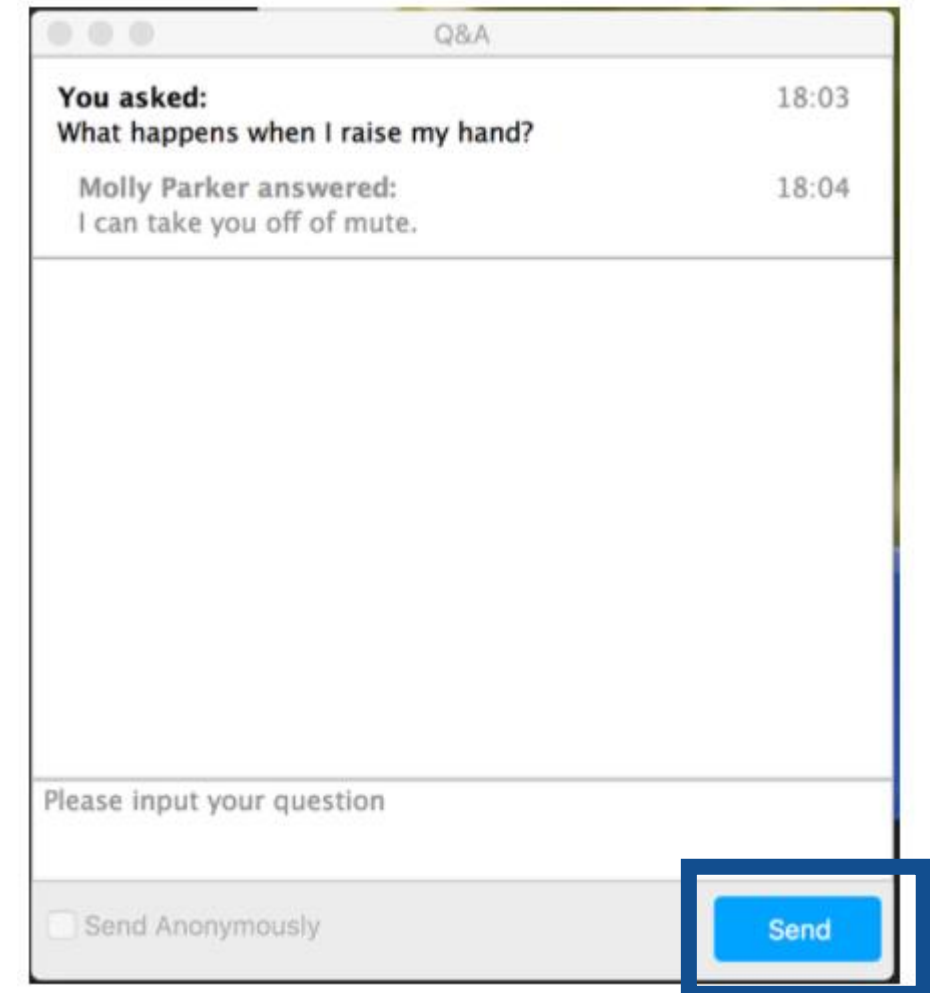
Yes, I could have written more papers BUT
3/3 kids agree papers are no good for cuddling



How to Submit Questions



- Click the “Q&A” icon located on your Zoom control panel
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- All questions will be answered in the Question & Answer session at the end of the webinar (as time permits)



Upcoming Meet-the-Expert Webinar

“Careers in Government”

Monday, December 7, 2020, 2:00-3:00 p.m. ET

Moderator:

Chris Langsdorf – *Thermo Fisher Scientific*

Presenters:

Jennifer Gao, MD – *FDA*

Kathryn Lurain, MD, MPH – *NCI*

To register and view past Meet-the-Expert Webinars visit:

sitcancer.org/mtewebinar



- REGISTRATION IS OPEN AND FREE TO ALL SITC MEMBERS
- Meet-the-Expert Sessions throughout the week
- Virtual Networking Opportunities - virtual happy hours, one-on-one messaging chat technology and more!

For more information visit:
sitcancer.org/2020

Career Connections Online Job Board



sitcancer.org/careerconnections

The Career Connections Online Job Board gives job seekers the key information on talent seekers and the job openings they need to make the next step in their career, including:

- Search jobs by location
- Set personal notifications and preferences
- Learn more about talent seekers
- Directly apply for open positions

Questions/Comments: connectED@sitcancer.org