



Mini But Mighty Skills for Well-Being

Supporting a Colleague in Need



Learning Objectives

- Define the Power of One Theory
- Identify core coaching skills needed to support a colleague in need
- Explore ways to support a colleague in need



Meet Our Lead Faculty



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More than two years into pandemic, the state of physician wellbeing remains low.

- Six in 10 physicians have felt inappropriate feelings of anger, tearfulness or anxiety.
- One-third have felt hopeless or that they have no purpose.
- Half report withdrawing from family/friends/co-workers.



- **58 percent of physicians often have feelings of burnout, compared to 40 percent in 2018 as tracked by Physicians Foundation data.**

Proportion of Physicians Who Often Have Feelings of Burnout

	2022
Employed Physicians	64%
Independent Physicians	56%
Physicians ≤45 Years Old	66%
Physicians 46+ Years Old	59%
Female Physicians	68%
Male Physicians	58%

Burnout was a problem, now its bigger and different

1500 Physicians surveyed by the Physicians Foundation; results compared to 2018 and 2020



Where do I begin to help?

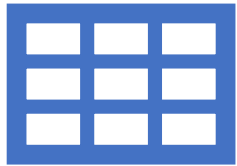
- Is being there for one colleague enough?
- What if that is all I have to offer?
- Being there for others is one of the most impactful ways that we can serve the members in our community!
- The Power of One Theory - one person's actions can change the lives of many.
 - One voice, one action, one choice to follow a value can have a huge impact



How can I really make a difference in someone else's day?

- Use simple core coaching skills to help create and hold space for your colleague and give them permission to be where they are
 - Listen in empathic ways
 - Validate their feelings and experiences through your reflections
 - Try not to fix their problems for them.

3 Ways to Use the Power of One



Choose one person each day to check in with.



Check in with a colleague having a tough day.



Find time to connect with someone showing a pattern of not doing well or feeling overwhelmed.

The Daily Check-in

- Choose one person each day to check in with, using a simple phrase like *“Hi! I wanted to check in and see how your day was going?”*
- Asking how someone’s day is going is much more constructive than asking “how are you?” or “how are things going?”.
- This gives them permission to simply tell you about their day or dive in further if they want.



Tough Day Check in

- 1) Good time? Make sure it's a good enough time, where they don't seem to be behind or in a rush (there is no perfect time, but some are definitely better than others). A walk by at the end of the day in the office, an elevator ride, or perhaps walking between meetings or patients are great times.
- 2) Simple reflection - "*Seems like today was a tough day*". Wait for their response.
- 3) Listen to understand without trying to fix it. Reflect back what you've heard.
- 4) Invite them to talk more about it if they'd like that day, or another day.
- 5) Offer to do something kind, like bring them a cup of coffee, water, or a snack. Consider inviting them for a walk sometime.

When Someone is Not Doing Well

- Good enough time?
- Tell them what you've noticed and try to give a name to the emotions you've seen. You don't need to be right – you just need to open up the conversation.
 - *“I've noticed lately you've seemed down/anxious/frustrated/not yourself”*
- LISTEN to understand, not to fix. Let them be where they are – remind them their feelings do not define them if they seem disappointed by their feelings. LISTEN some more.
 - *“It sounds like you might need _____”*
- Avoid toxic positivity or empty encouragements like *“don't be down”* or *“you've got this”*
- Help them envision a future where they don't feel like this:
 - *“What would it look like if things were going better?”* Listen, reflect.
 - *“What's one small thing you can do to work toward that?”* Listen, reflect.
- Let them know they are not alone, and you can keep talking about this again.
 - *“Would it help if I checked back in next week?”*

It's all about getting the conversation started!

- These ideas will help you get the conversation started.
- What ideas do you have?
- The [ACP Physician Well-being and Professional Fulfillment resource page](#) and the [I.M. Emotional Support Hub](#) have many additional resources that can help you harness the Power of One!





Access additional well-being resources

www.acponline.org/wellbeing

www.acponline.org/supporthub



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