The Well-Being Paradox
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Disclosure
No relationship with any entity producing, marketing, reselling, or distributing health care goods or services consumed by or used on patients

My Road to Wellness Champion
Paradox
To find a beautiful solution to the problem of burnout, you must first see the ugly truth of it

Measuring the Ugly Truth
- Mini – Z
- Maslach Burnout Inventory
- Mayo Clinic Well-Being Index
- Stanford Professional Fulfillment Index
- Copenhagen Burnout Inventory
- Oldenburg Burnout Inventory
**Understanding physician wellness**

**Paradox:** To find a beautiful solution to the problem of burnout, you must first see the ugly truth of it

**Action item:** Complete your wellness survey

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**Paradox**

When you feel most alone is when you most need to connect to others

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**To care is human: Strengthening workplace culture**

- Establish wellness as a quality metric
- Gather and talk to each other
- Celebrate achievements
- Share failures
- Food
Strengthening culture through building community

Paradox: When you feel most alone is when you most need to connect to others

Action item: Take the next 30-60 seconds to send a gratitude text or email to a colleague

Systemic solutions are more effective at conquering burnout than individual solutions...but systemic change is hard

Paradox

Changing the System

Paradox: Systemic solutions are more effective at conquering burnout than individual solutions but systemic change is hard

Action item: Go to acponline.org → Practice Resources → Physician well-being and professional satisfaction → Workflow Innovations to enhance well-being
Paradox

Joy in practice comes from patient interaction, yet we spend more time doing other things

“The sum total of hundreds and thousands of tiny betrayals of purpose, each one so minute that it hardly attracts notice.”

My Professional Values are Well Aligned with Those of My Leaders

- 5 Agree Strongly
- 4 Agree
- 3 Neither agree nor disagree
- 2 Disagree
- 1 Strongly disagree
“He [who] knows the "why" for his existence, will be able to bear almost any "how".

Victor Frankl

Remembering your "why"

Paradox: Joy in practice comes from patient interaction, yet we spend more time doing other things

Action item: Why did you go into medicine?

What do you love most about your work?

Paradox

In order to care for others, we must first care for ourselves
Promoting resilience and self-care

- Sleep
- Exercise
- Diet
- Relationships
- Meditation/Mindfulness
- Gratitude
- Hobbies

Paradox: In order to care for others, we must first care for ourselves

Action item: Identify a self-care opportunity
Take a few minutes during break to develop a plan to address this

Strength does not come from physical capacity. It comes from an indomitable will.

Mahatma Gandhi

National Physician Suicide Awareness Day
September 17th

National Suicide Prevention Lifeline
1-800-273-8255

Crisis text line
741-741
Conclusion
1. Measure physician wellness and follow it over time
2. Connection and building community in small ways can change workplace culture
3. Systemic change is possible
4. Remember your “why”
5. Self-care is not optional – it is our duty

THANK YOU!
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