Objectives

- Define resilience and identify its connection to personal and professional values
- Distinguish between several forms of stress and suffering in healthcare professions

- Practice evidence-based resilience strategies that can be taught to learners and applied personally

- Reflect on how to integrate resilience building into daily teaching and clinical work

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Why did you become a healthcare professional?

Understanding Core Values

What Core Values Are	What Core Values Are Not
🌟 **Guiding Principles:** Reflect what matters most	🚫 **Fads/Trends:** Change quickly and lack depth
🌟 **Deeply Held Beliefs:** Shape behavior over time	🚫 **External Expectations:** Driven by others' opinions
🌟 **Purpose & Meaning:** Anchor actions and choices	🚫 **Superficial Motivations:** Lack authenticity
🌟 **Consistent:** Remain steady in challenges	🚫 **One-Size-Fits-All:** Will not work for all / in all situations

Why Core Values Matter in Healthcare

● **Role of Core Values:**
- ◆ *Provide direction and purpose*
- ◆ *Guide ethical decision-making*
- ◆ *Foster authentic connections*
- ◆ *Maintain focus in adversity*
- ◆ *Create a compassionate healthcare culture*

● **Importance of Core Values:**
- ❤️ *Prevent burnout* — Keep motivation intrinsic
- 🛡️ *Build resilience* — Maintain integrity during stress
- 😊 *Enhance job satisfaction* — Find fulfillment in core purpose
- 🌱 *Promote sustainability* — Support long-term well-being

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What job-related challenges make it difficult to be the healthcare professional you hoped to become?

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What happens when our actions and values are not aligned?

- Emotional distress

- Decreased motivation

- Avoidance behaviors

- Interpersonal struggles

- Disengagement

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Burnout

- Characterized by:
  - Physical and emotional exhaustion
  - Depersonalization
  - Low satisfaction and sense of accomplishment
  - Cynicism towards work
- Energy expended > reward experienced

Impacts almost everyone

In nursing, the prevalence grew from 40-70% due to Covid [1]
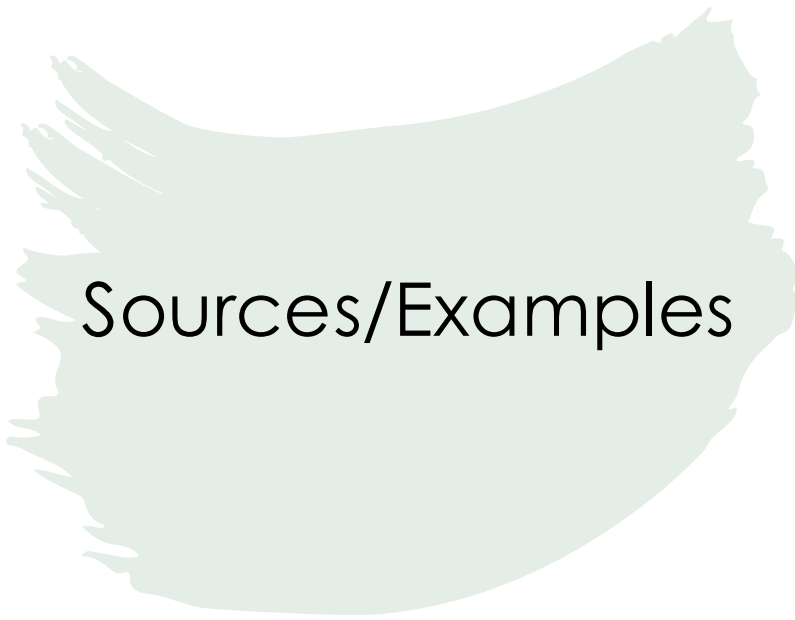
Physicians: ~50%

Medical students: ~27%

Residents: ~50%

Front line workers at highest risk

Moral Distress

"Inner conflicts experienced by healthcare professionals when they experience personal, professional, spiritual, or ethical dilemmas in the provision of patient care"

Sources/Examples

Disregarding patient choices

Inadequate pain control

Futile interventions

Increased workload

Inadequate training

Understaffed care teams

Undermined knowledge or expertise

Addressing burnout requires "a bold vision for redesigning clinical systems…especially in the fundamental ways that the system is organized" - NASEM

Benefits of making time for our core values

- Lower levels of stress & anxiety
- Decreased risk of Burnout
- Increased joy & contentment
- Higher patience with others
- More resilience for challenges that arise
- Growth mindset
- Higher levels of compassion for self & others

Resilience

[ri-zil-yenz] noun

1. The capacity of a person to maintain their core purpose and integrity in the face of ongoing stress and adversity.
2. The ability to not only overcome setbacks but to also move forward.

So why resilience in a teaching conference?

Teaching itself connects us to our core values

Teaching socializes learners into the profession building connection, meaning, and purpose
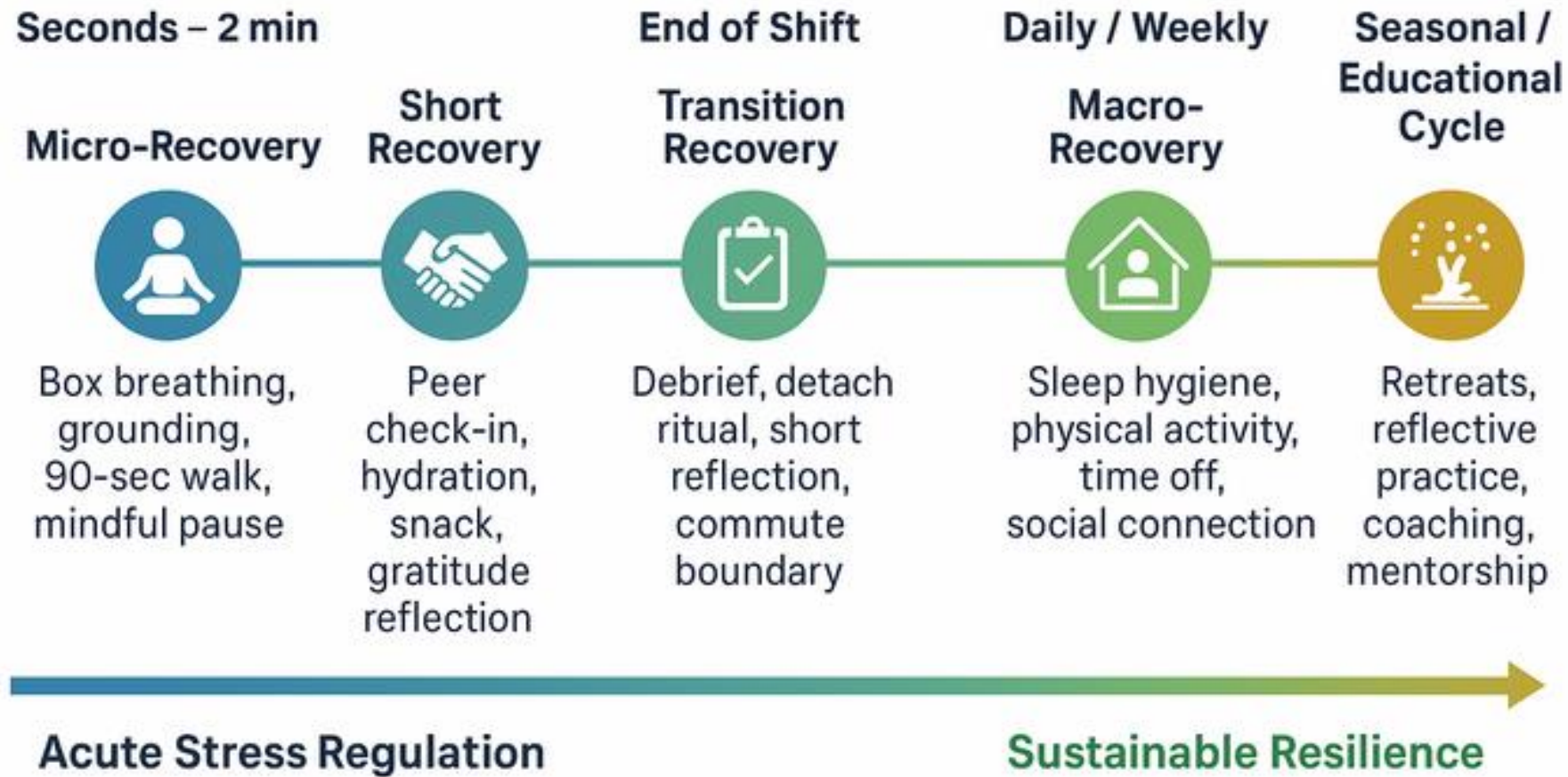
We have to *teach and show* learners how to attain a healthy work-life rhythm

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Skills Practice:

Stress Recovery & Mindfulness

What can we do when our core values and job demands feel misaligned?

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STRESS RECOVERY TIMELINE

Seconds – 2 min	Short Recovery	End of Shift	Daily / Weekly	Seasonal / Educational Cycle
Micro-Recovery		Transition Recovery	Macro-Recovery	
Box breathing, grounding, 90-sec walk, mindful pause	Peer check-in, hydration, snack, gratitude reflection	Debrief, detach ritual, short reflection, commute boundary	Sleep hygiene, physical activity, time off, social connection	Retreats, reflective practice, coaching, mentorship

Acute Stress Regulation   **Sustainable Resilience**

Stress and Micro-Recovery Tools

Micro-recoveries are micro-investments: small recoveries that prevent large breakdowns

Micro-Recovery Tools

- Focus reset: 30-60 second Box Breathing

- Physical reset: 90 second Intentional Walk

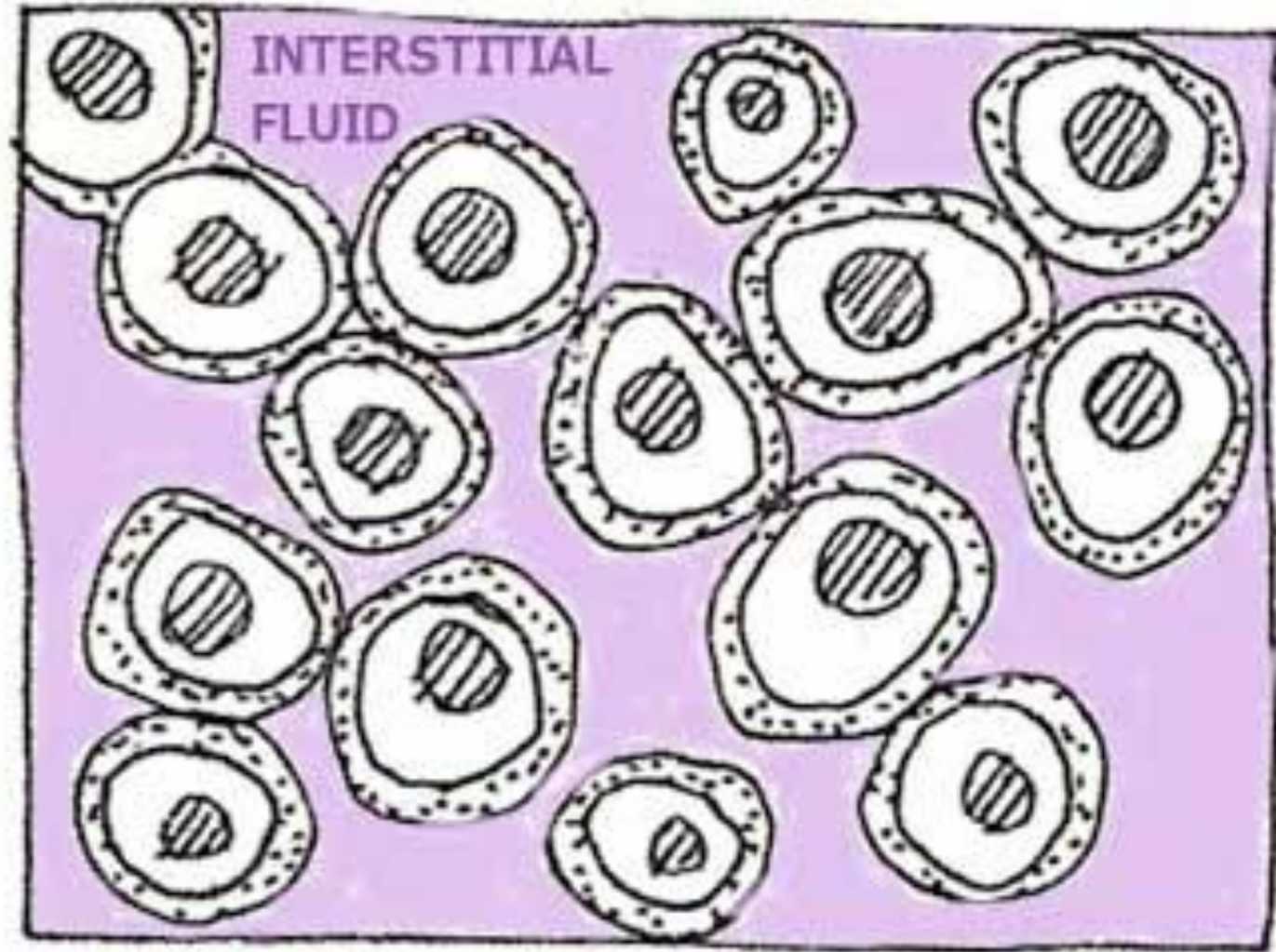- Building meaning

  - 60 second Micro-reflection: "One good Thing"

How do you teach this?

- Modeling!

- Building it into routine (huddles, handoffs, pauses)

Positive Mindset in Health Care

🧘 **Mindfulness** – Present-moment, non-judgmental awareness

💥 **Positive Psychology** – Focus on strengths, gratitude, optimism

🧠 **Growth Mindset** – Skills can be developed; challenges = learning

😊 **Positive Affect** – Small moments of calm, joy, meaning

💼 **Strengths-Based Framing** – Naming and using strengths

Interstitial Time

Resilience Timeline

Skills Practice:
The Choice Point

Enhancing self acceptance and commitment to core values

Choice Points in Your Day

The next time you

…feel rushed or distracted during patient handoffs/sign-out

…receive a difficult patient or family request

…feel pressured during rounds

…feel defensive while receiving constructive/negative feedback

…managing emotional fatigue in a long shift

…responding to a medical emergency

…handling multiple priorities at once (charting, addressing patient concerns etc)

…pull up your notes, see how far behind you are and think "hell no"

…are asked to extend beyond your personal or professional boundaries
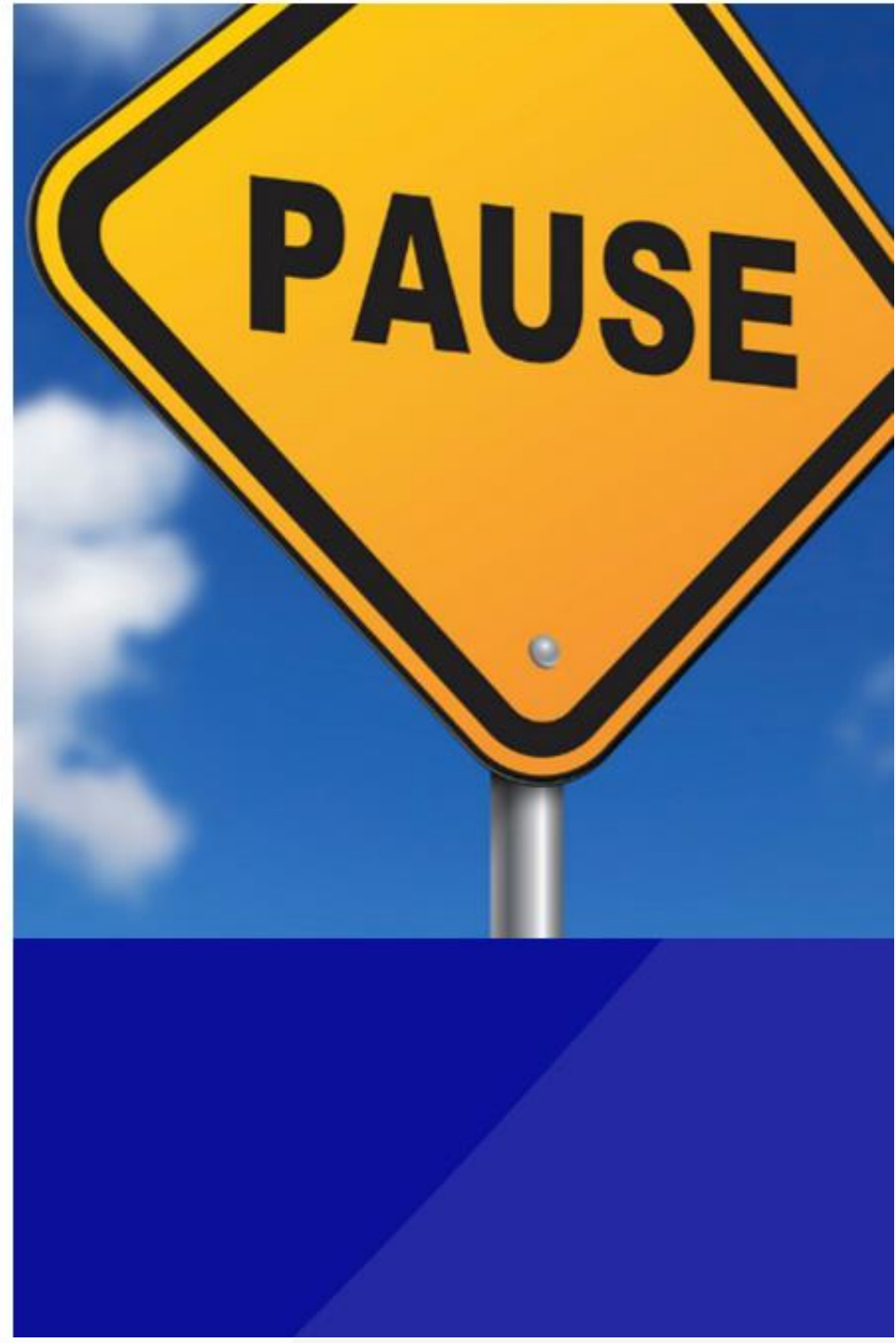
PAUSE Method

Pause & take a deep breath

Acknowledge the disconnection between core values & task demands

Unpack emotions & thoughts about the disconnection

Search for core values in the task

Exhale & move forward

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- What do I need right now? Who/what can offer that?

- If the me of 6 months from now looked back at this moment, what action would make them proud?

- If a loved one, who knows me deeply, encouraged me to act skillfully, what would they say?

- What are these feelings telling me I care about?

- Given that this is happening, how do I want to show up?

AWAY
Behaviors that move me away from my values

TOWARD
Behaviors that move me toward my values

The Choice Point

Helpers:
Values, goals, strengths, skills

Situation and Internal Response
(thoughts, feelings, sensations)

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Skills Practice: Building Connection and Meaning

Shared meaning supports resilience

CONNECTION + MEANING

Belonging + Purpose

RESILIENCE

Consistent Meaning has Outcomes

Forty-five good things: a prospective pilot study of the Three Good Things well-being intervention in the USA for healthcare worker emotional exhaustion, depression, work–life balance and happiness
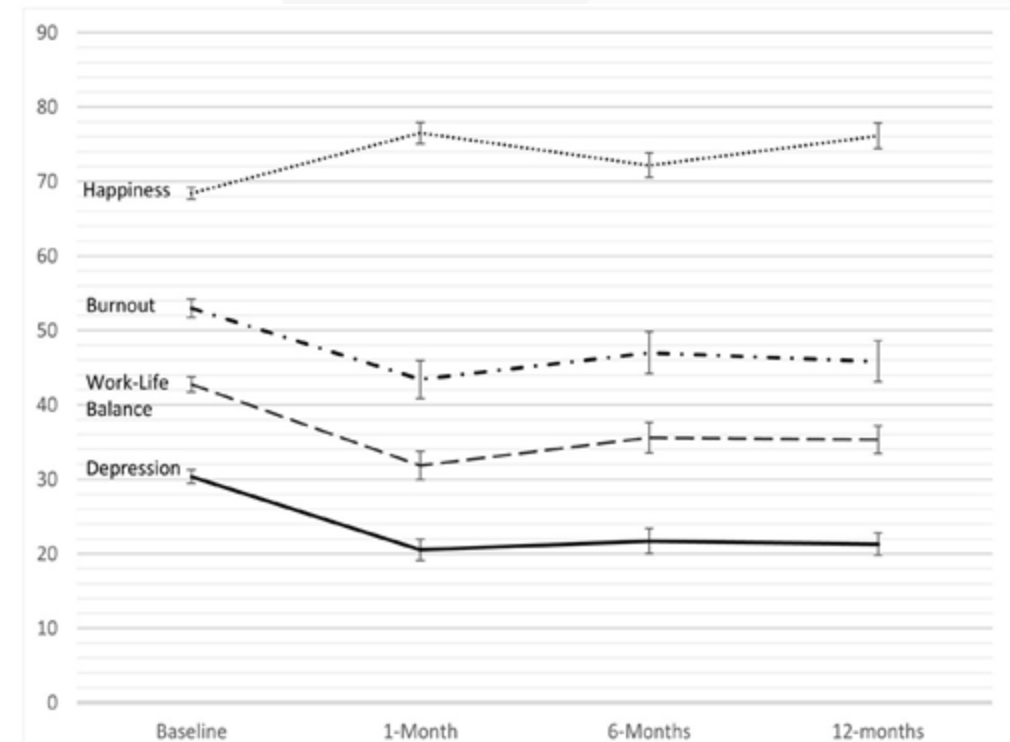
J Bryan Sexton,[1,2] Kathryn C Adair[1]

ABSTRACT

Objectives High rates of healthcare worker (HCW) burn-out have led many to label it an 'epidemic' urgently requiring interventions. This prospective pilot study examined the efficacy, feasibility and evaluation of the 'Three Good Things' (3GT) intervention for HCWs, and added burn-out and work–life balance to the set of well-being metrics.

Methods 228 HCWs participated in a prospective, repeated measures study of a web-based 15-day long 3GT intervention. Assessments were collected at baseline and 1 6 and 12-month post-intervention. The primary

Strengths and limitations of this s

► This pilot study examined the effica Good Things intervention for hea er well-being over four time point and three postintervention follow-u months and 12 months).

► Efficacy was assessed with four w sures: emotional exhaustion, depress subjective happiness and work–life balance.

► This pilot study is limited by not having a ran-

Happiness
Burnout
Work-Life Balance
Depression

Baseline · 1-Month · 6-Months · 12-months

Building Connection and Meaning

- Share about a time you felt you made a difference as a clinician and teacher

OR

- Share about a challenging situation

Integration of Connection and Meaning

What are ways we can integrate connection and meaning into medical learning environments?

- Peer support huddles

- Gratitude rounds

- Reflections

- Debriefs

- Modeling

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Wrap up

★ *What is one resilience practice you could model or teach to a learner next week?*

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Resources

1. Micro Recovery Skills handout

1. Choice Point handout

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Comments, questions, and wrap-up