

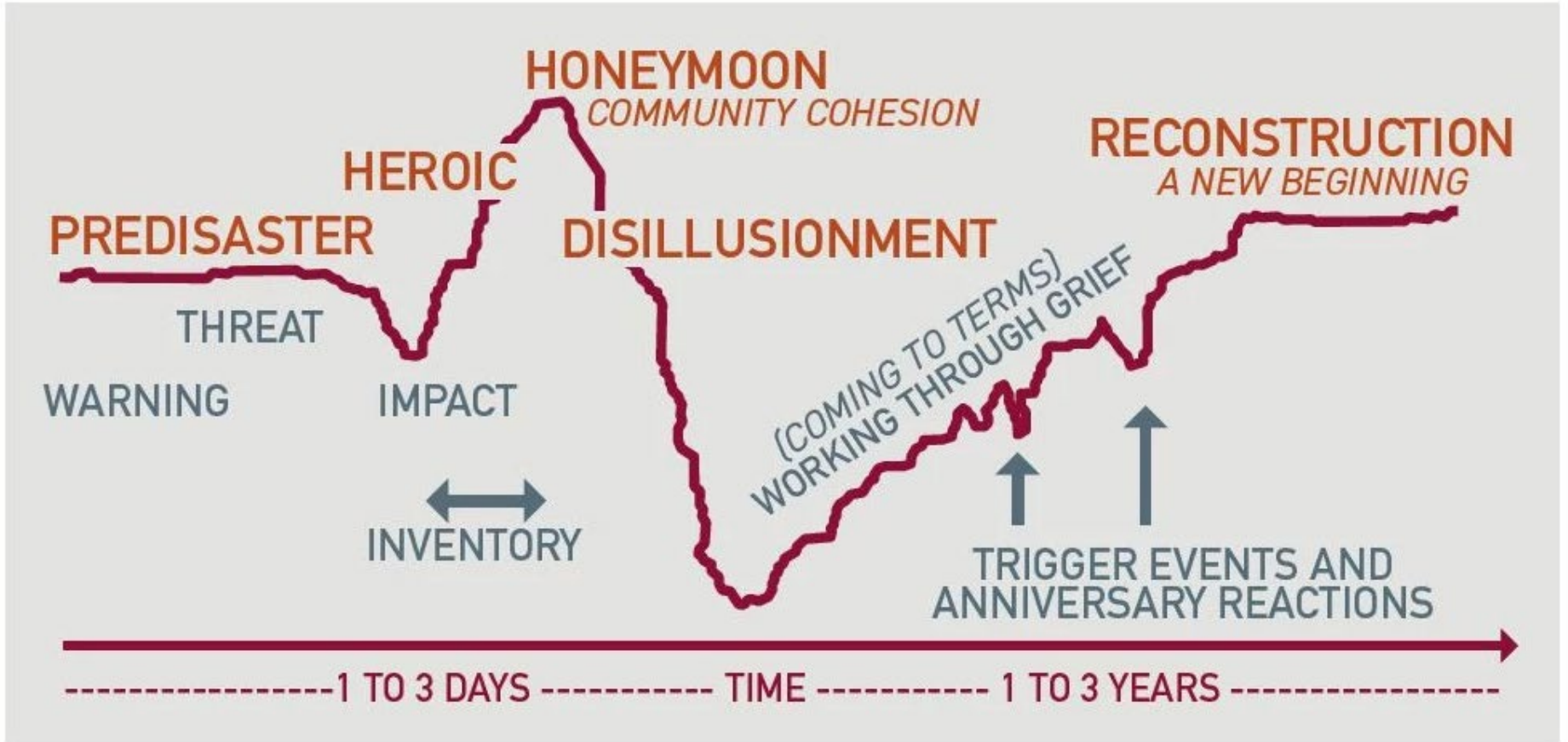
# The Pandemic: *Weathering it Together*



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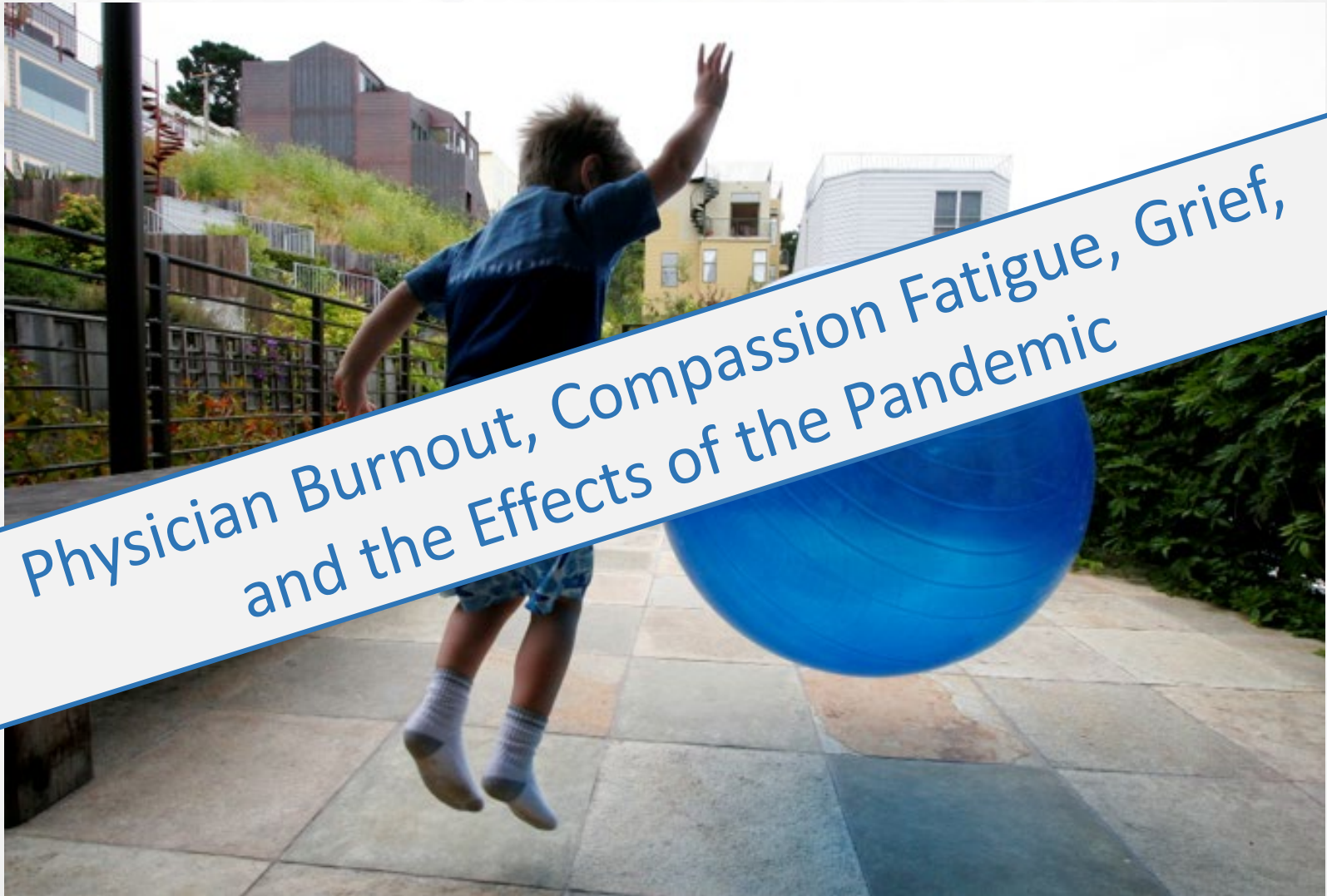
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**Figure 1. Psychological Phases of Disaster<sup>10</sup>**

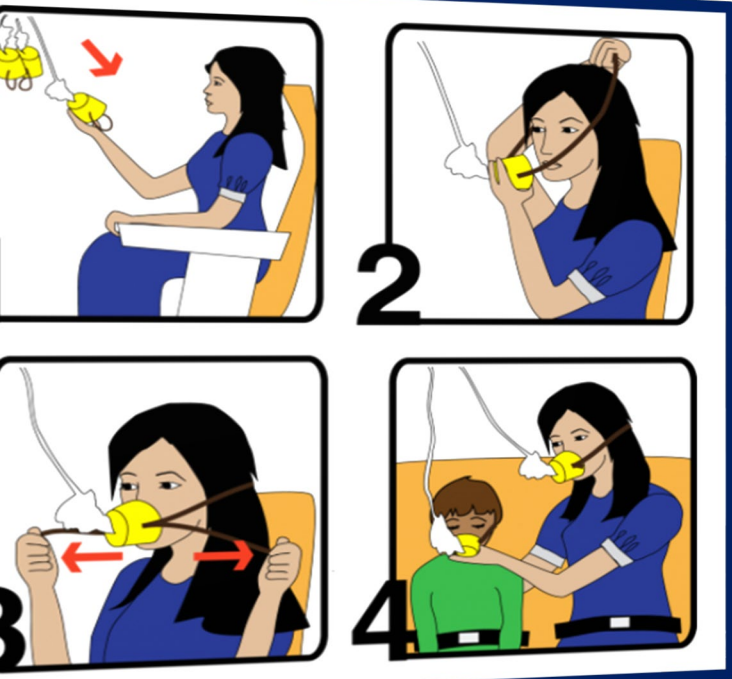


Bouncing Forward:

Navigating the Post-COVID World for Renewed Well Being



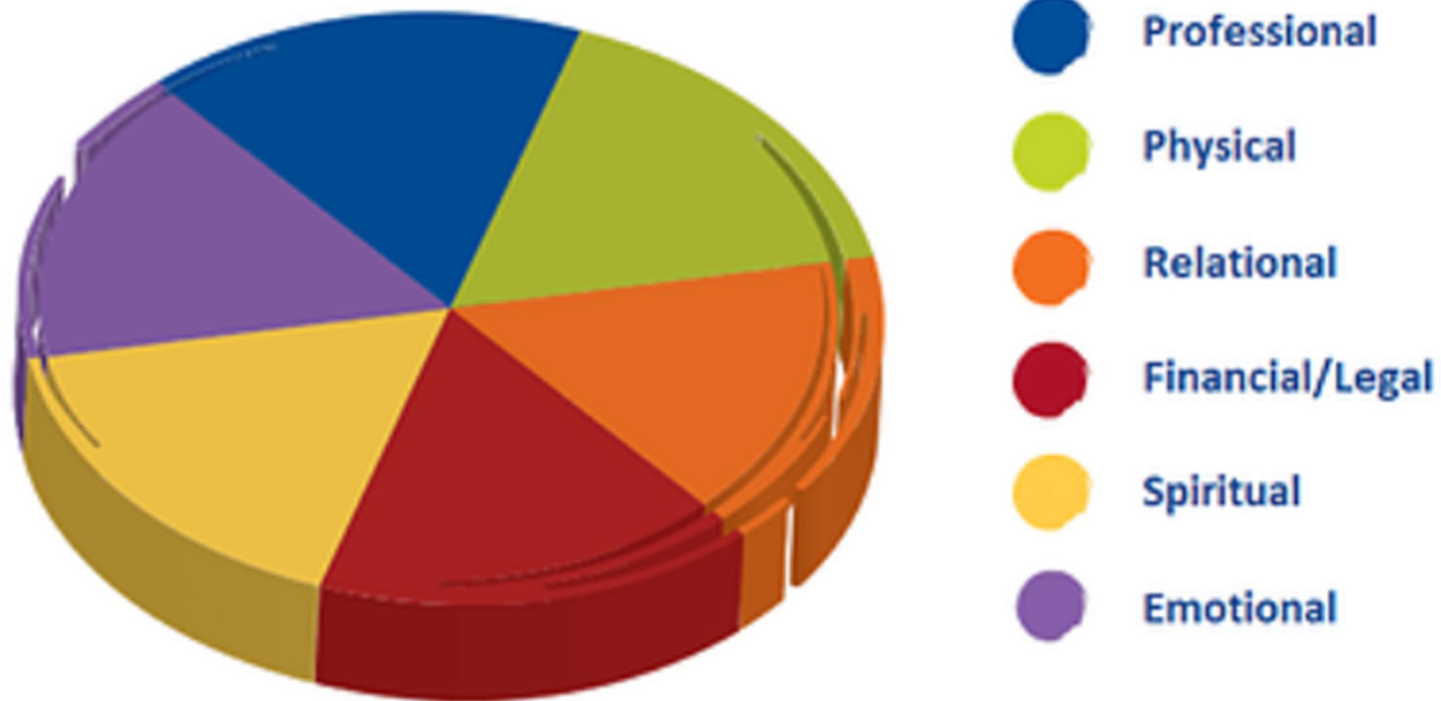
Physician Burnout, Compassion Fatigue, Grief,  
and the Effects of the Pandemic



If you want to take care of others...  
you have to take care of yourself.

# Evaluating My Well Being ...

*How am I doing through this pandemic?*



-from Vital WorkLife Wheel of Well Being



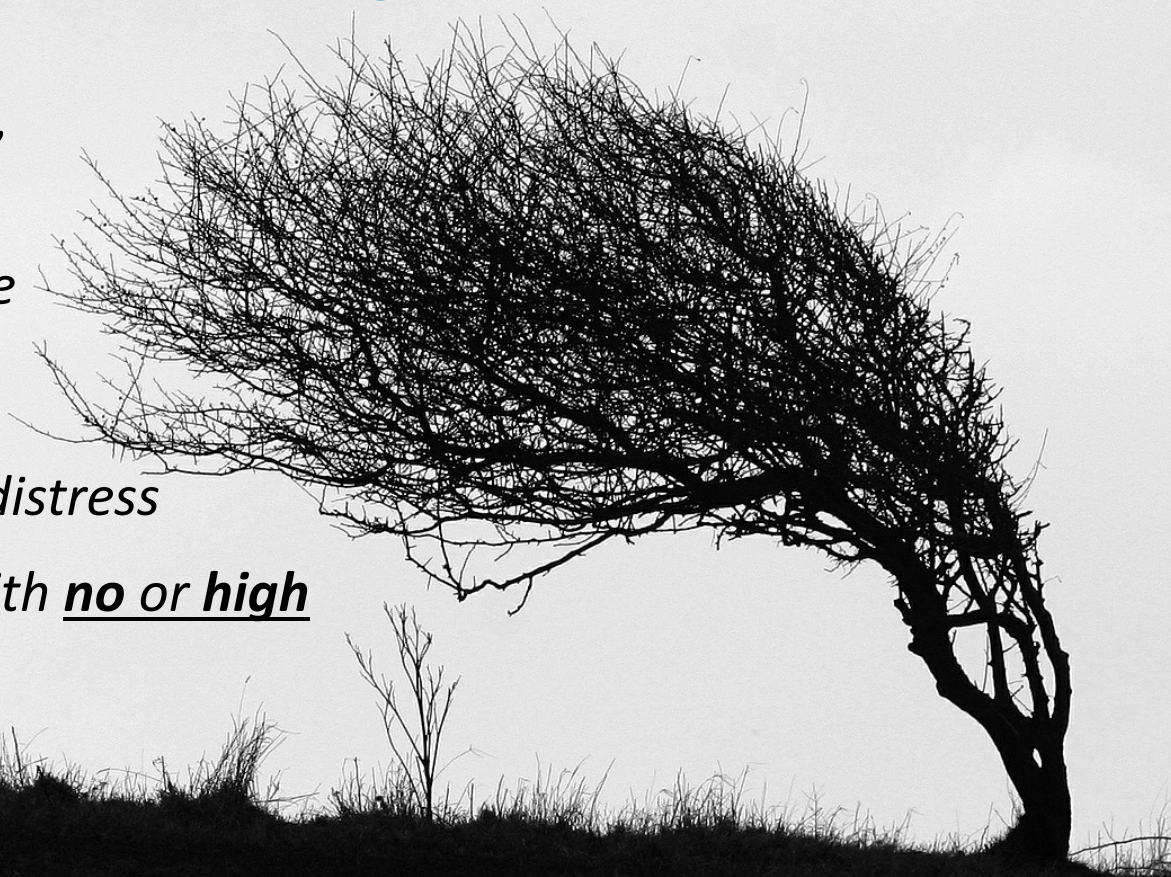
# *The power of adversity ...*

*With some lifetime adversity,  
there is...*

- higher satisfaction with life*
- fewer **PTSD** symptoms*
- lower overall impairment*
- lower levels of emotional distress*

*...compared to individuals with no or high  
lifetime adversity.*

*... is resiliency.*



# Post-traumatic growth (PTG)

*Studies show that 30-70% of those exposed to traumatic events will show some PTG.*

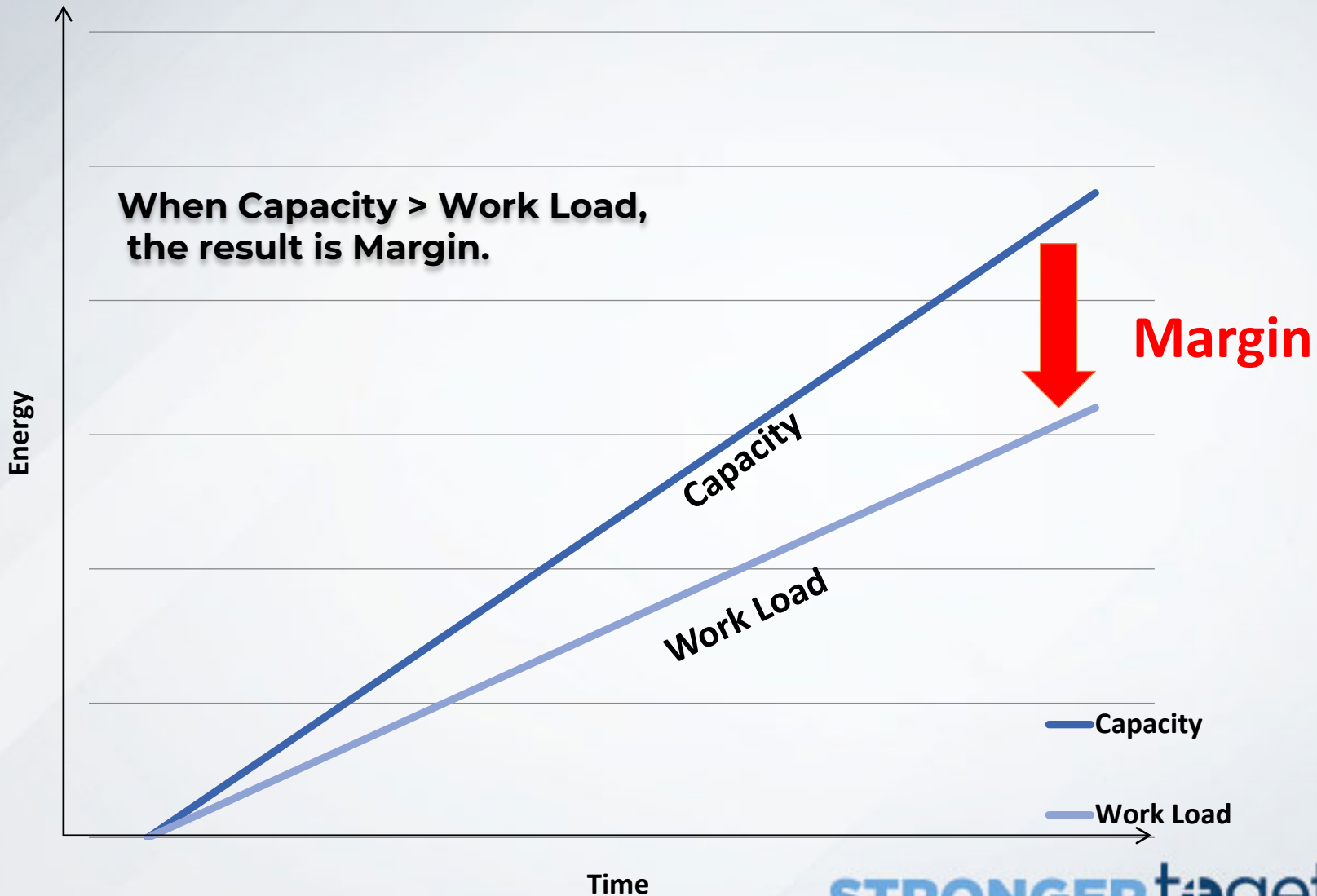
## *The Five Domains of Post-Traumatic Growth*

- 1. Development of deeper relationships with others*
- 2. Openness to new possibilities in life*
- 3. Greater sense of personal strength and abilities*
- 4. Stronger sense of spirituality*
- 5. Greater appreciation of life*



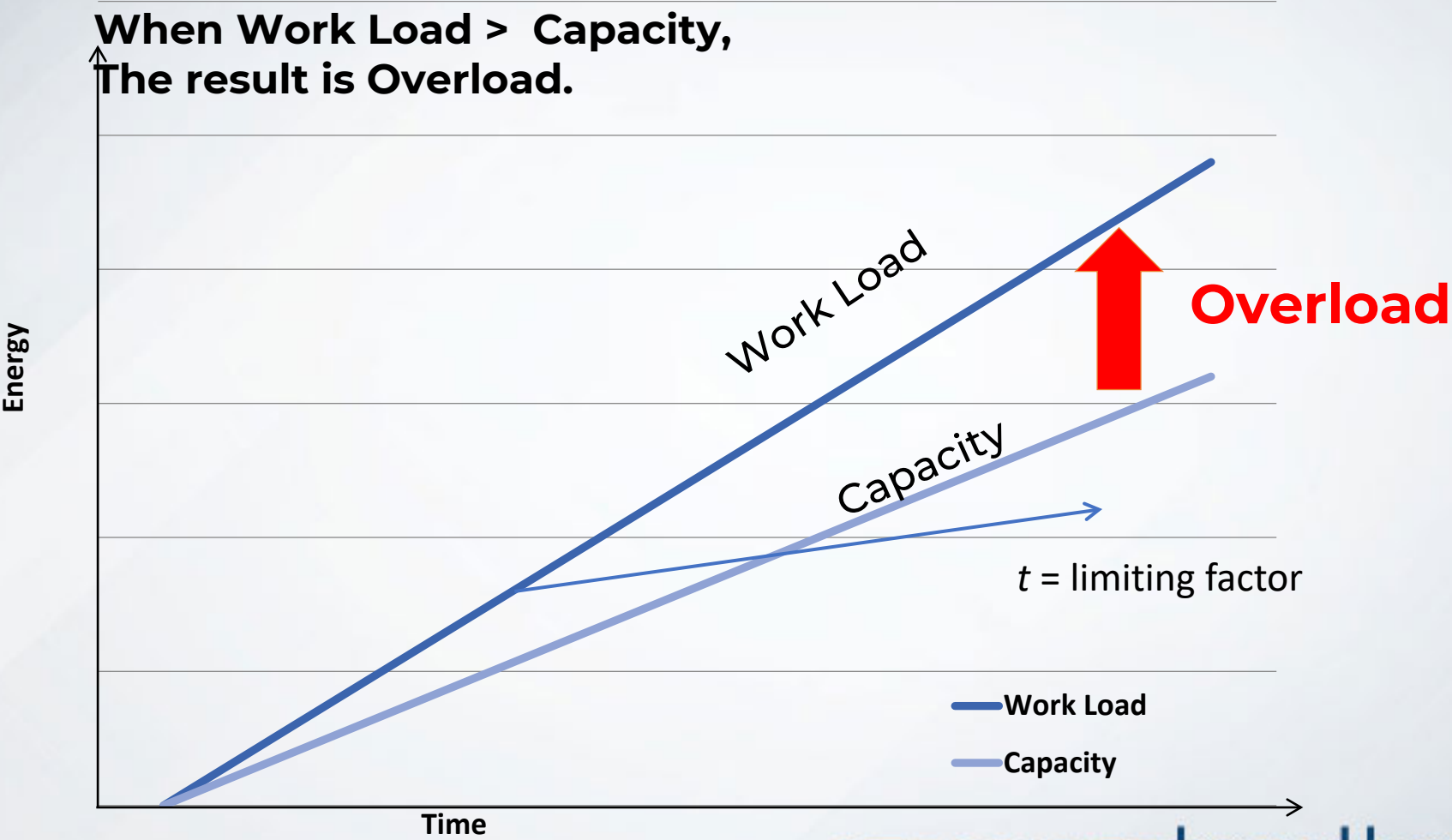


# HEALTHY ENVIRONMENT



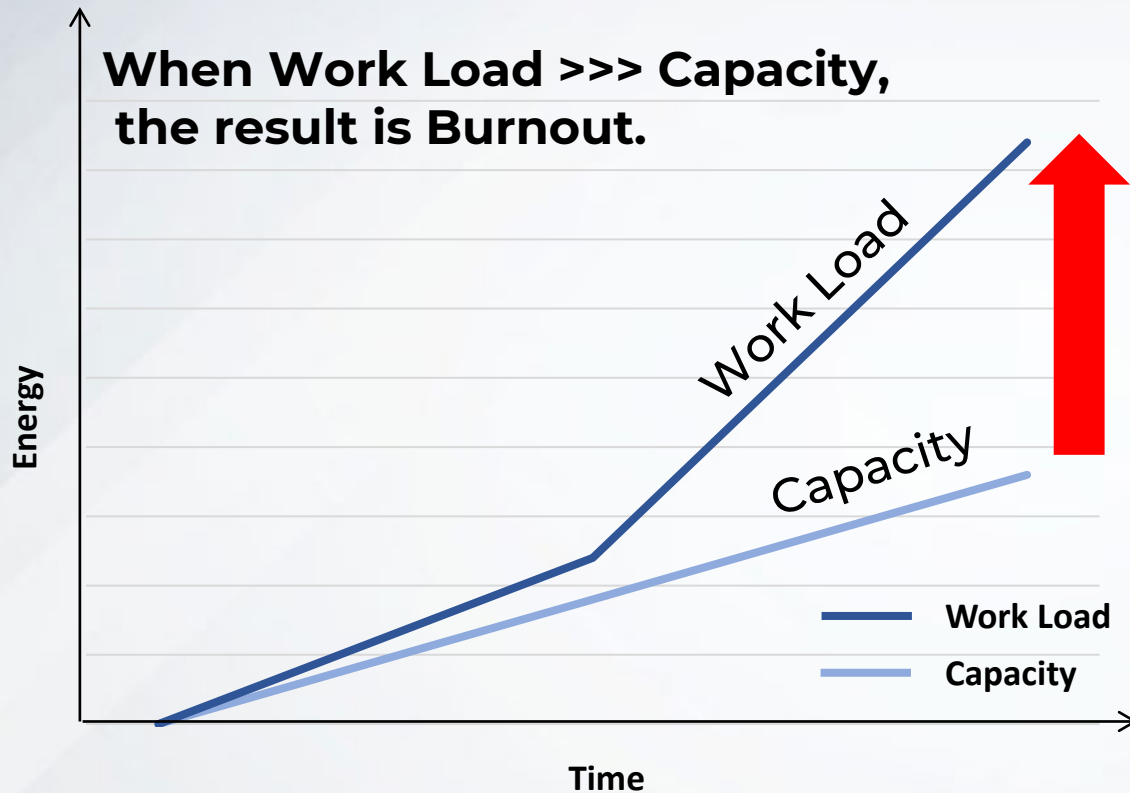
# CONCERNING ENVIRONMENT

When Work Load > Capacity,  
The result is Overload.



# DANGEROUS ENVIRONMENT

## Work Exhaustion to Burnout



### Burnout:

- Emotional Exhaustion
- Depersonalization (Cynicism)
- Loss of Personal Accomplishment

# Maslach Burnout Inventory (MBI)

**Emotional Exhaustion:** Feeling tired and fatigued at work (it can result in absence from work).

**Depersonalization:** developing a callous/uncaring feeling, even hostility, toward others (either patients or colleagues)

**Reduced Personal Accomplishment:** feeling you (as employee) are not accomplishing anything worthwhile at work. This can lead to a lack of motivation and bad performance.

## The MBI

### The Maslach Burnout Inventory

How do you perceive your work? Are you exhausted? How capable are you of shaping your relationship to others? To what degree are you personally fulfilled?

Indicate how frequently the following statements apply to you and add the points indicated on top of the respective box:

- 0 = Never
- 1 = At least a few times a year
- 2 = At least once a month
- 3 = Several times a month
- 4 = Once a week
- 5 = Several times a week
- 6 = Every day

	Never	Every day					
	0	1	2	3	4	5	6
01 - I feel emotionally exhausted because of my work							
02 - I feel worn out at the end of a working day							
03 - I feel tired as soon as I get up in the morning and see a new working day stretched out in front of me							
04 - I can easily understand the actions of my colleagues/supervisors							
05 - I understand my colleagues/supervisors personally, as if they were							
06 - I feel guilty for me							
07 - I feel guilty							
08 - I feel I am going through my work							
09 - I have started doing this job							
10 - I feel I am working harder							
11 - I feel full of energy							
12 - I feel frustrated by my work							
13 - I get the feeling that I work too hard							
14 - I'm not really interested in what is going on with many of my colleagues							
15 - Being in direct contact with people at work is too stressful							
16 - I find it easy to build a relaxed atmosphere in my working environment							
17 - I feel stimulated when I been working closely with my colleagues							
18 - I have achieved many rewarding objectives in my work							
19 - I feel as if I'm an insect and							



# Compassion Fatigue

**Compassion Fatigue** occurs when health care workers are constantly exposed to *human suffering*

It evolves specifically from the **relationship** between the staff & the patients

It has been seen as the *cost of caring* for others, especially to those who seem to be suffering

When the health care worker lacks the ability to rest and recharge in response to the compassionate energy exerted, the result is **Compassion Fatigue**

# Compassion Fatigue: Signs and symptoms

Physical and emotional exhaustion  
Increased job dissatisfaction  
Job related hopelessness  
Emotional blunting  
Excessive blaming  
Isolation and withdrawal  
Decrease in self-care  
Apathy and sadness  
Anhedonia



*Decreased level of empathy, compassion, and concern for people*  
*Tendency towards self-medicating (alcohol, substances, food)*

# Compassion Fatigue: *Do I have it?*

## COMPASSION FATIGUE TEST --

- |  |     |    |
|--|-----|----|
| <input type="checkbox"/> Personal concerns commonly intrude on my professional role.   | Yes | No |
| <input type="checkbox"/> My colleagues seem to lack understanding.                     | Yes | No |
| <input type="checkbox"/> I find even small changes enormously draining                 | Yes | No |
| <input type="checkbox"/> I can't seem to recover quickly after association with trauma | Yes | No |
| <input type="checkbox"/> Association with trauma affects me very deeply                | Yes | No |
| <input type="checkbox"/> My patients' stress affects me deeply                         | Yes | No |
| <input type="checkbox"/> I have lost my sense of hopefulness                           | Yes | No |
| <input type="checkbox"/> I feel vulnerable all the time                                | Yes | No |
| <input type="checkbox"/> I feel overwhelmed by unfinished personal business            | Yes | No |

## Compassion Fatigue Test

<https://www.healthyplace.com/psychological-tests/compassion-fatigue-self-assessment>



# Managing Compassion Fatigue

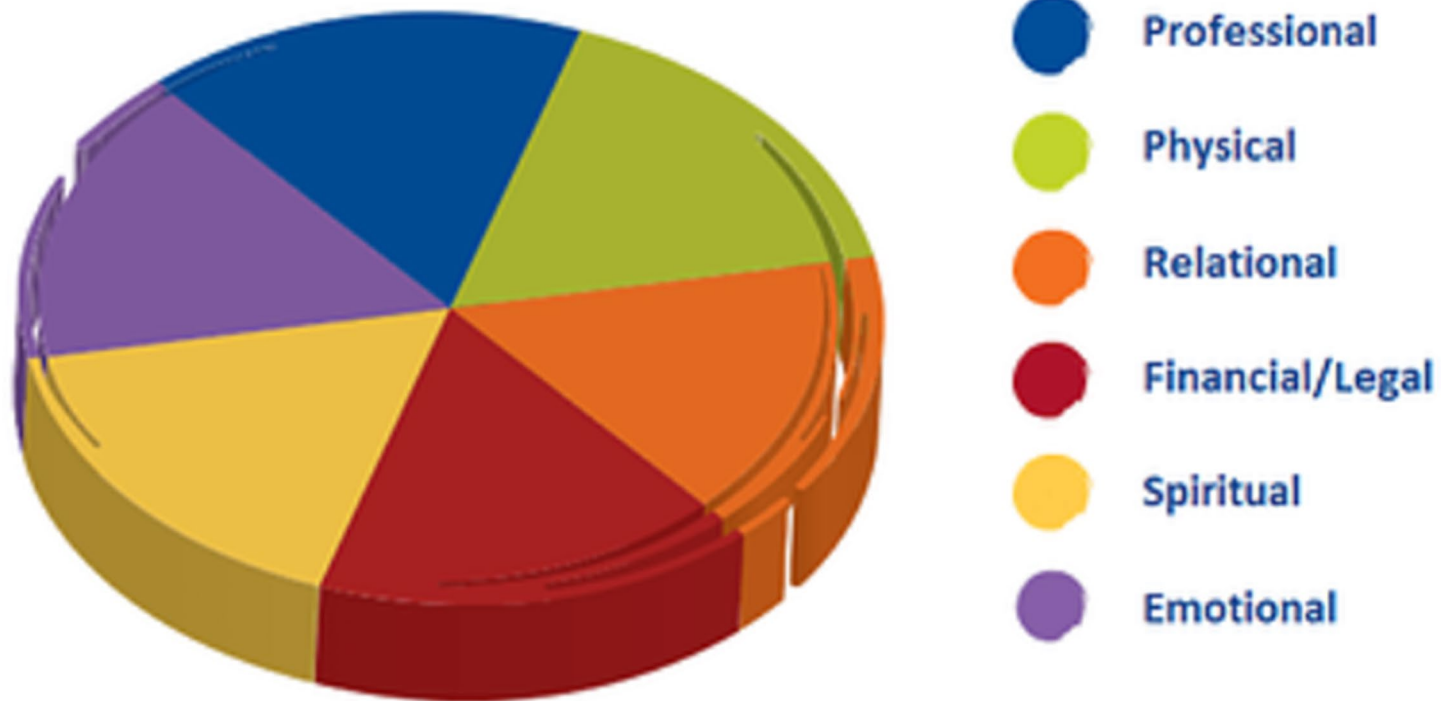


- Understand that the *pain* you feel is normal
- Find someone to share your thoughts & feelings with authentically & honestly
- Identify what's important to you (identify & pursue core values)
- Clarify your personal boundaries; what works & what doesn't work for you
- Be kind to yourself

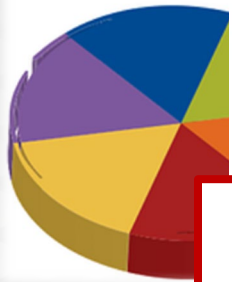


# Evaluating My Well Being ...

*How am I doing through this pandemic?*



-from VITAL WorkLife Wheel of Well Being



12 fl oz of  
regular beer

=

8–9 fl oz of  
malt liquor  
(shown in a

=

5 fl oz of  
table wine

=

1.5 fl oz shot of  
80-proof spirits  
(whiskey, gin, rum,

## The **STOP, START, CONTINUE** Exercise:

What do I want to **STOP** doing?

What do I want to **START** doing?

What do I want to **CONTINUE** doing?

week

**Diet** – he

- 3 standard drinks over ~2 hours

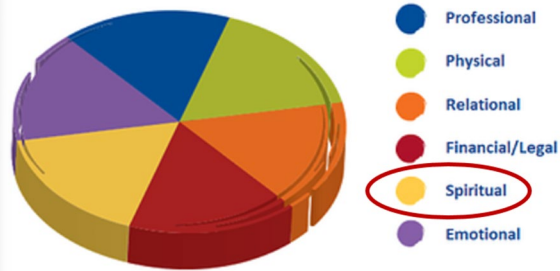
- 7 standard drinks in a week

ve sweets,

pr

and tobacco

## Evaluating My Well Being ...



# Spiritual Health

## ***Spirituality*** –

*the quality of being concerned with the human spirit or soul as opposed to material or physical things*

**Mindfulness**  
**Ceremonies**

**Prayer**  
**Worship**

**Meditation**  
**Devotions**

GOD GRANT ME THE  
**SERENITY**

*To Accept The Things*  
I CANNOT CHANGE

**COURAGE**

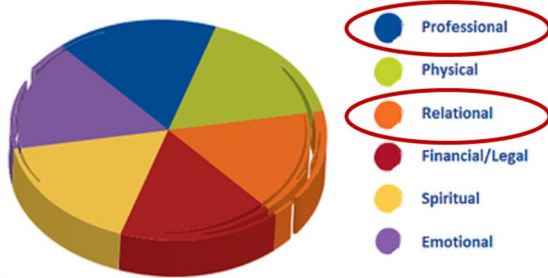
*To Change The*  
THINGS I CAN AND

**WISDOM**

TO KNOW THE DIFFERENCE

Serenity: the state of being calm, peaceful and untroubled

Evaluating My Well Being ...



# Professional Health and Relational Health

What matters most:

Family

Friends

Faith

Work

Personal Well Being

What can I give to the things that matter most in my life?

- **Time**
- **Money**
- **Me** (*advice, muscle power, wisdom, a kidney, emotional support...*)

# Survivor's Guilt: "Why not me?"

A man with a beard is sitting on a couch, looking thoughtful with his hand to his face. The background is a solid blue color.

## Survivor's guilt ...

*(sometimes called "survivor syndrome")*

refers to the psychological condition of someone who witnessed or was involved in a traumatic event that may have harmed co-workers or other victims but left the affected individual relatively unscathed.

# Survivor's Guilt: "Why not me?"

Guilt about **surviving**. If you remained safe and sound while other people suffered, you might feel as if you did not deserve it and harm should have come to you as well. The world is just not fair.

Guilt over **what you "should" have done**. You *regret* that you didn't do enough to prevent a tragedy. You think you should have tried harder to avoid or fix the situation. If you unsuccessfully tried to save someone, the guilt can build-up due to feelings of failure.

Guilt over **what you did**. You may feel *guilty* for practicing self-preservation. I survived.

# Managing survivor guilt:

Understand that it is normal

Seek to do something good for others

Dump the guilt

Stay socially connected

*Allow yourself to **grieve** in your own time and own way.*

*Be **patient** and remember you are not alone.*

***Cherish** life and treasure each day.*





# Grief:

*The emotional response to any type of loss.*



Normal or functional grief is a process that allows sufferers to identify, acknowledge, feel and integrate what they have lost.


# Unresolved Grief



## NYC: Temporary Morgues During COVID-19

# Unresolved Grief

*A compromise, distortion, or failure in our processes of mourning*



Disenfranchised grief: loss that is not socially sanctioned, openly acknowledged or publicly mourned

***It is a loss with “no right” or opportunity to acknowledge that loss***

Cumulative grief: loss in abundance, Covid-19 & non-Covid-19 deaths, non-death losses

***Loss over a relatively short time period***

Additional factors: Physical distancing, limits on travel and gatherings, lack of rituals, the contagious nature of the disease.

***Isolation and no chance to say “good-byes”***

# Unresolved Grief

*A compromise, distortion, or failure in our processes of mourning*

## ***Losing Patients to Covid-19 and Managing Grief***

**Set boundaries**

**Take time for reflection**

**Acknowledge and express emotions**

**Think about your beliefs on death**

**Draw on your life and work experiences**

**Keep daily routines and activities**

**Talk and be heard**

**Take part in spiritual practices if it helps you**

**Learn from educational programs**

**Debrief**

# Suicidal Ideation: Physician suicide – High Risk

Physician suicide rates are TWICE that of the national average  
*Male physicians are 1.87X more likely to die by suicide and  
Female physicians are 2.78X more likely than similarly aged peers*

According to the CDC, 21.7% of essential health care workers have seriously considered suicide in the last 30 days

Emotionally taxing work (compassion fatigue) coupled with high levels of perfectionism (a lower level of permission to admit “weakness”)

Higher tendency to self medicate (10-15% rate of substance abuse compared to 9% in general population)

High rate of professional burnout (~50%) but low level of willingness to seek professional help

# Suicidal Ideation: What can we do?

Notice *changes* in yourself.....notice *changes* in your colleagues

*Withdrawal, isolation, irritability, anhedonia, critical, change in appearance, increased use of substances, etc.*

Don't be afraid to ask the question: *"Is everything ok, I'm noticing.."*

Seek out social support: *Never worry alone...*

Attend to self care: Sleep, diet, exercise, relaxation

Take advantage of professional support: EAP, counseling, clergy, each other

We have each other



CRISIS TEXT LINE |

Text HOME  
to 741741

for free, 24/7 crisis  
support in the US.

# Finding *meaning and purpose* in adversity



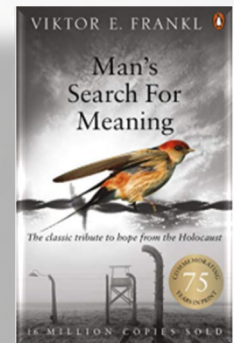
Victor Frankl, M.D.

Auschwitz concentration camp from 1942-1945

The only member of his family to survive

Frankl was drawn to try and understand why some of his fellow prisoners, many of whom were stronger than himself and more physically fit, would succumb earlier to the torture from the Nazis.

Frankl concluded that the ones who survived were the ones that maintained a sense of hope and control in their environment.



# “A will to meaning”

Frankl believed that humans could find hope in even the darkest of hours and situations and that our motivation for life comes from establishing and sustaining a sense of meaning.

*“When we are no longer able to change a situation, we are challenged to change ourselves.”*

*“Everything can be taken from a man but one thing: the last of the human freedoms—to choose one’s attitude in any given set of circumstances, to choose one’s own way.”*



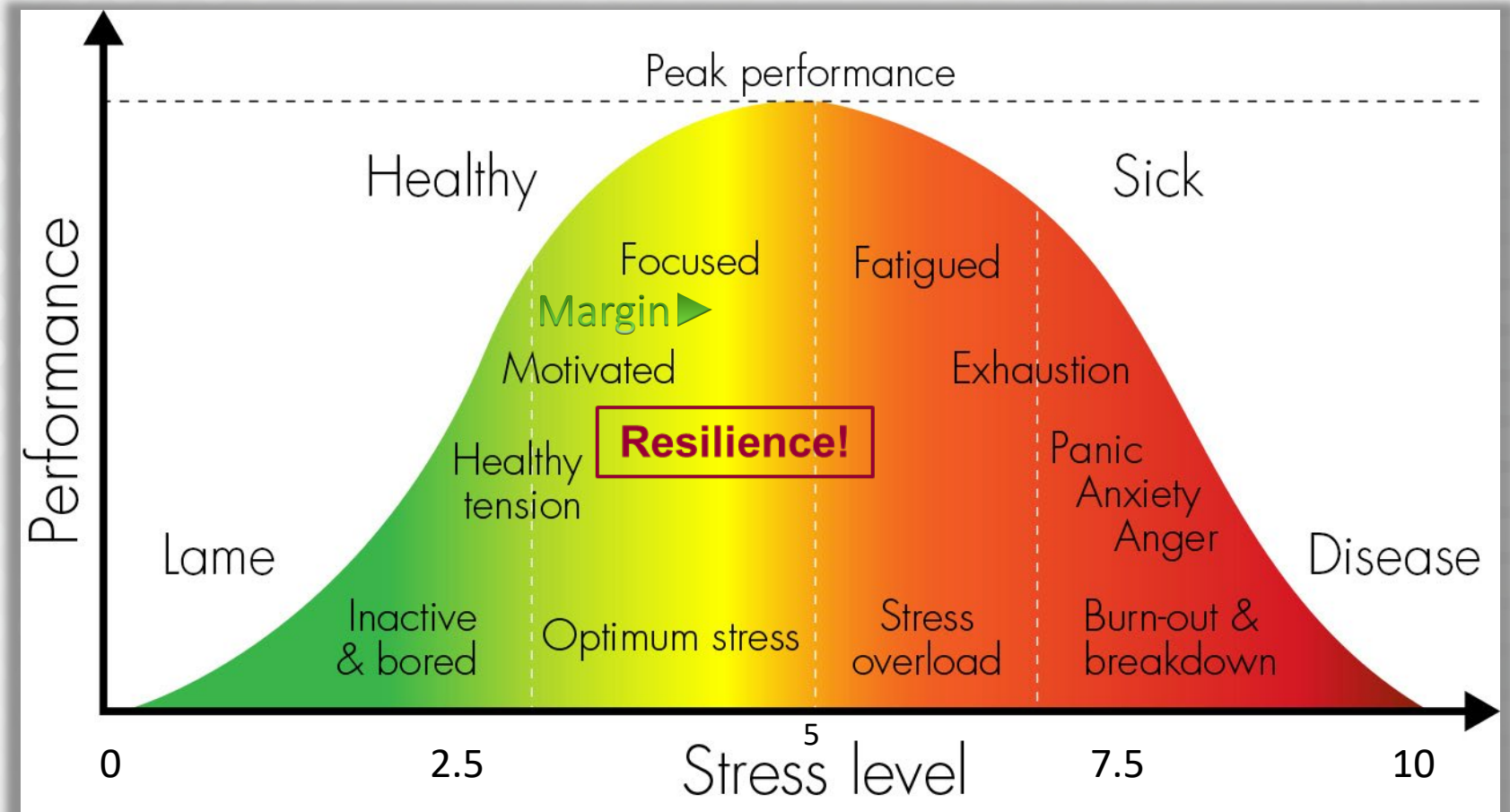


# YOUR individual will to meaning

- “Has anything positive come out of this experience for me and others?”
- “I now know that . . . .”
- “I am better prepared to . . . .”
- “I can now better appreciate . . . .”
- “I have learned some valuable things about myself and others, that I would not have learned any other way, such as . . . .”
- “I am more resilient in the following ways . . . .”

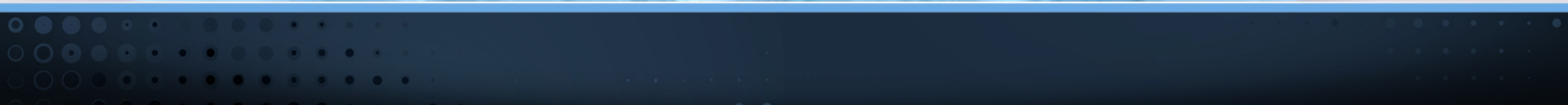


# Spectrum of Peak Performance





# Questions and Discussion



# Thank You

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**STRONGER** together