

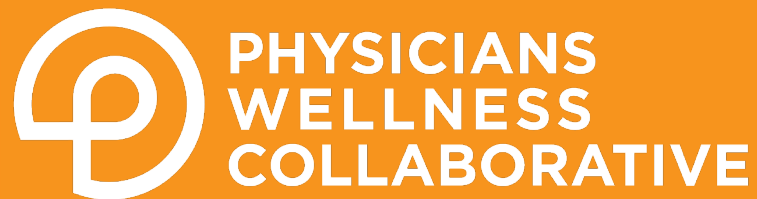


# Physician Wellness, Mental Health & Mentorship

Amber Kerrigan, Program Manager

Timothy Usset, MDiv, MPH, Executive Director

Mike Koopmeiners, MD, Medical Director



[psp@metrodoctors.com](mailto:psp@metrodoctors.com)

# Disclaimer

The views expressed in this presentation are not necessarily those of the Physicians Wellness Collaborative, the University of Minnesota, or the United States Army.

# Why are you here?



# Resilience?

Widerstandskraft – “the capacity to resist”. Or formulate the capacities to make resistance possible and help sustain it (Schreiter, 2016).

Only part of the “solution”.

Burnout remains high, even among “resilient” physicians (West et al., 2020).

# Moral Injury?

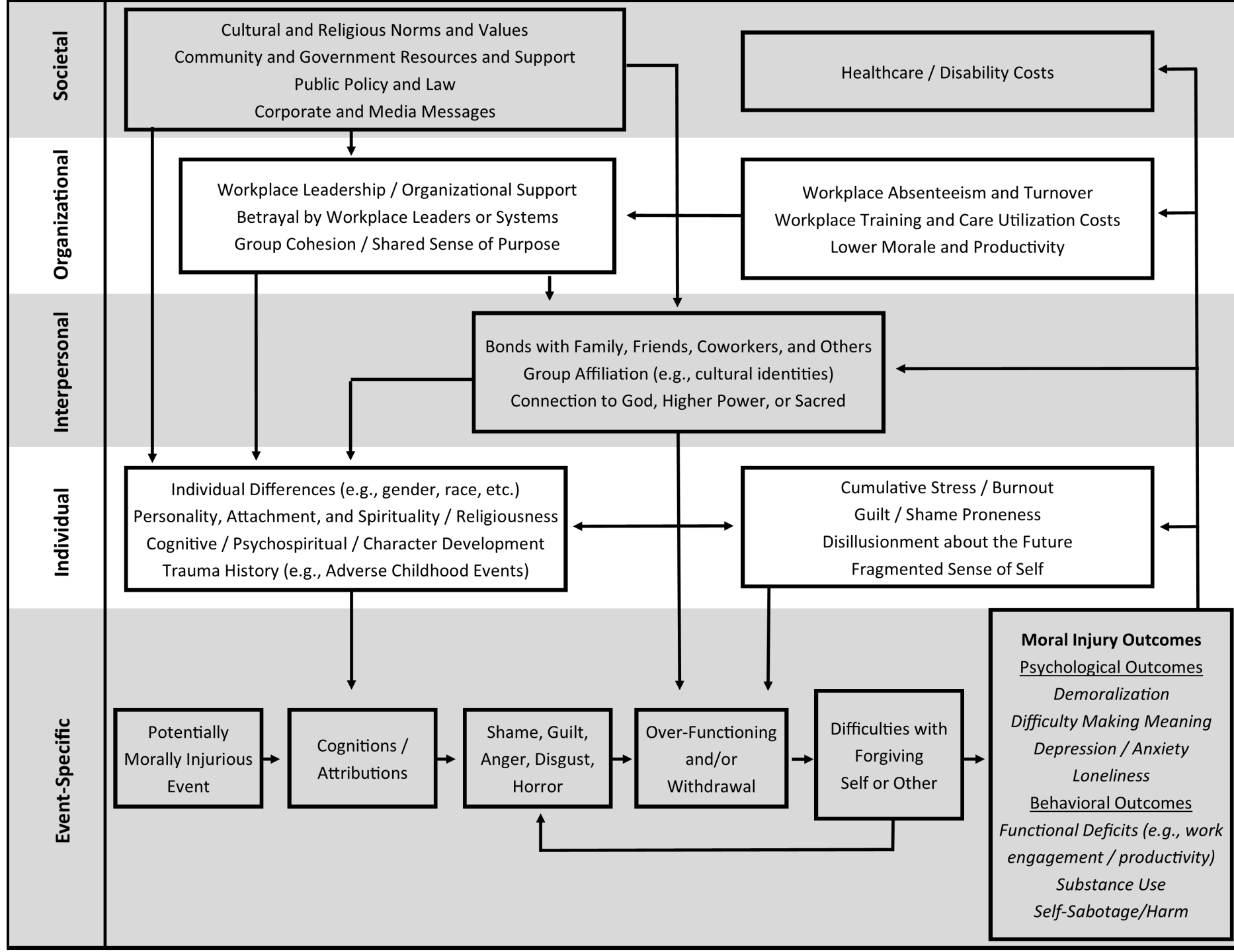
A “betrayal of what is right by someone who holds legitimate authority in a high stakes situation” (Shay, 2014).

## Potentially morally injurious events (PMIEs)

- Doing something that violates one’s moral code/value
- Witnessing something that violates one’s moral code/values
- Feeling powerless to address a horrible situation
- Betrayal from authority structures and/or peers (Litz et al., 2009)

Related, but also evidence supporting differences from threat-based PTSD (Bryan et al., 2017; Jordan et al., 2017; Griffin et al., 2019)

# Conceptual Model of Moral Injury (Griffin et al., 2021)



## Emerging Literature

A UK study found increased odds of common mental health disorders, depression, alcohol misuse and PTSD among healthcare workers with high exposure to MI (Lamb et al., 2021)

Weber et al., 2022 conducted a study evaluating assessing exposure to PMIEs and impairments in psychosocial functioning.

- 21.8% Minimal, 26% MI-Other, 11.2% MI-Self, 41% Betrayal (Weber et al., 2022)
- Greatest impairment in Self, then Other/Betrayal, followed by minimal exposure (Weber et al., 2022)

# 2021-2022 Activities

## Resident Wellbeing Appointments

- Six programs offered appts to all residents
- 220 proactive; 80 reactive appts completed

## PeerConnect peer support mobile app

- 14 Peer Support Mentors recruited
- Six programs (over 200 residents) offered access

## Group sessions facilitated by PWC staff

- Three programs requested in-person group processing for recent events (40+ residents)



# Qualitative Feedback from Residents

“We’ve heard great things from the residents. I’ve heard multiple residents recommend it to their peers.”

“I think the appointments have been a big help in simply reducing that stigma/activation energy in getting people connected with help when needed.”

“I hope to inspire other programs to effectively use PWC’s resources by continuing to schedule multiple sessions throughout the year to ensure our residents have a provider they can feel comfortable calling during times of increased stress.”

# Common Themes

“Imposter syndrome.”

“Steep administrative learning curve (EMR/EHR, admit/discharge, etc)”

“Love the work and my program...”

# Looking Forward

## Resident Wellbeing Appointments

- Nine programs offering appts to all residents
- Expanding PWC clinician network

## PeerConnect peer support mobile app

- Add proactive model for peer support
- Recruit additional Peer Support Mentors

## Group sessions facilitated by PWC staff

- Offer sessions tailored for resident experiences: i.e. addressing racism in the workplace, navigating residency with a young family

Questions?

[tusset@metrodoctors.com](mailto:tusset@metrodoctors.com)

[akerrigan@metrodoctors.com](mailto:akerrigan@metrodoctors.com)

**how are you  
feeling?**  
let's talk.

612-362-3747

