

WELL Toolkit - Overview

As of July 2019, all graduate medical training programs across the United States are required to meet new national standards related to physician well-being. The guidelines are defined by the Accreditation Council for Graduate Medical Education (ACGME) in section VIc of the Core Program Requirements. The WELL Toolkit was created to help academic institutions meet the mandates regarding physician well-being. Specifically, as per the ACGME, attending, fellow and resident physicians must be able to: recognize the symptoms of; know how to seek appropriate care for, and; alert designated personnel when residents or faculty are displaying signs of:



This University of Pittsburgh Medical Center (UPMC) initiative was headed up by the Graduate Medical Education WELL (Well-Being, Environment, Learning & Living) Subcommittee in collaboration with >80 clinician educators and content experts from across the nation. The contents are free and downloadable online. While some of the materials are geography-specific, the modules are intended to be easily modifiable by outside institutions. The intention was not to simply meet the new national guidelines, but to do so meaningfully with educational modules that are informed by adult learning theory, practical, and easily digestible. While there are many well-being resources already in existence, this online toolkit was designed for physicians by physicians, with content that is evidence-based and specific to physicians and the practice of medicine.

The overarching mission was to create a product that would improve the likelihood that physicians will seek help when they are struggling. Specific educational objectives for resident, fellow, and attending physicians who use the WELL Toolkit include:

1. Be able to identify the signs and symptoms of burnout, fatigue, depression, substance use disorders, and risk for suicide and/or violence in physicians.
2. Know where and how to seek help within the institution, as well as, the personal and professional consequences of doing so.
3. Be able to conduct an evidence-based needs assessment to determine the systems-level contributors to burnout within a professional community.
4. Take steps towards destigmatizing physician mental illness and stress-related conditions and decrease obstacles to support within our institutions.

The contents of Version 1.0 of this project were created by the WELL Toolkit Workgroup in the 2019-20 academic year. Educators need not be content experts to be able to engage physician audiences with these materials. The format includes PowerPoints, FAQs, flowsheets, screening tools, case scenarios, annotated bibliographies, one-page flyers, interactive session guides, and supporting resources available online. The slides and educational modules may be used individually or as a set for non-commercial purposes. We welcome others to edit and customize the content to meet the needs of individual communities. If used outside of UPMC, educators are welcome to use their own logo, but, please do not substantively change the content of the work. When the information is presented, reproduced, or distributed, please also acknowledge our resource, "WELL Toolkit (2020)."

burnout

fatigue

depression

suicide

substance
use

risk for
violence

The six core modules of Version 1.0 of the Well Toolkit are: Burnout, Fatigue, Depression, Suicide, Substance Use, and Risk for Violence. These modules as well as, an Introduction section were first made available in the spring of 2020. Below is an outline of the WELL Toolkit contents as well as acknowledgement to our many outstanding authors and collaborators without whose generosity this project would not be possible. To make inquiries, provide feedback, or to learn how you can contribute to future versions of the WELL Toolkit, please contact the UPMC GME WELL Subcommittee Co-Chairs: Sansea L. Jacobson, MD (jacobsonsl@upmc.edu) and Vu T. Nguyen, MD (nguyenvt3@upmc.edu).

To download the FREE educational modules from the WELL Toolkit and for additional information and related resources, please visit:

<https://gmewellness.upmc.com>

Contents

burnout

fatigue

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suicide

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Introduction

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- Brief Introduction to the WELL Toolkit
- How to decrease barriers to physician help-seeking
- **UPMC** Guide on what happens when a physician seeks help
- **UPMC** Physician Well-Being Leadership & Initiatives

Resources:

- WELL Toolkit Overview – Please Read This First
- 10 Tips for Physician Supervisors
- **UPMC** Well-Being Resource Guide – Resident Version*
- **UPMC** Well-Being Resource Guide – Attending Version*

Burnout Section

burnout

Presentations:

- Physician Burnout
- The Appreciative Inquiry
- Positive Psychology

Resources:

- Appreciative Inquiry Guided Worksheet
- PEERS Signature Strengths Exercise
- PEERS Living by your Values Exercise
- PEERS ABCs of CBT Exercise
- PEERS Savoring Exercise
- Making the Case for Well-Being
- Physician Burnout Annotated Bibliography

Fatigue Section

fatigue

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- Sleep in Medical Training

Resources:

- Physician Fatigue FAQ
- Physician Fatigue Flyer
- Case Scenarios
- Fatigue Screening Tools

Depression Section

depression

Presentations:

- Recognizing the Signs of Depression in Physicians
- Small Group Activities on Physician Depression
- How **UPMC** Physicians Can Seek Help for Depression*

Resources:

- Depression Scenario for facilitator
- Depression Scenario for learner

Suicide Section

suicide

Presentations:

- Physician Suicide Prevention

Resources:

- Physician Suicide FAQ
- Suicide Prevention Online Resources

Substance Use Section

substance
use

Presentations:

- Physicians and Substance Use

Resources:

- **UPMC** Physician Substance Use Disorder Flyer*
 - **UPMC** Physician Substance Use Disorder Flowsheet*
 - Physician Substance Use – Selected Articles
-

Risk for Violence Section

risk for
violence

Presentations:

- Prevention of Workplace Violence in Medical Settings
- Microaggressions (Part 1): What are they?
- Microaggressions (Part 2): What can we do to prevent? How can we respond?

Resources:

- Risk for Violence Selected Resources
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***UPMC** Specific

With Gratitude

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