

### **5 Scientifically Proven Things to Increase Happiness and Wellbeing:**

1. Meditate or Pray (Spirituality)
2. Exercise
  - (Rx prescription: aim > 20 min, > 1/week, X 6 weeks to see change)
3. Practice Gratitude
  - (Express - reflect, journal, or tell a friend - 3 things you are grateful for each day)
4. Practice random acts of kindness
5. Bring awareness to happy moment at end of day
  - (before bed, write down one good thing that happened earlier that day)

### **Reframe:**

*Most think joy and happiness is a result of WHAT is happening... but it derives from the HOW we are relating to what is happening – Dr. Kristen Neff, PhD, compassion researcher*

Compassion (for self or for other) is not a fixed trait. It is an intention, a practice, a skill that we all have the innate capability to grow and develop. Compassion is related to better resilience, as well as increased competence, initiative, flexibility, gratitude, and happiness. Dr. Kristen Neff, PhD (a pioneer research psychologist in the field of self-compassion research and co-founder of a program called Mindful Self-Compassion), teaches a 3 step self-compassion break:

### **3 Step Self-Compassion Break:**

#### STEP 1 – Be Mindful

- Acknowledge the pain and unwanted things that are already present

#### STEP 2 – Recognize shared experience

- All humans suffer and make mistakes

#### STEP 3 – Intentionally Practice Compassion

- Offer yourself kind words of encouragement, understanding, or a gentle touch that conveys a kind action or intention.

For more information on the 3 Step Self-Compassion Break, see Dr. Kristin Neff's work at her website: <https://www.self-compassion.org>.

**Definition: Burnout**

Physician burnout is defined as an occupational syndrome driven by the work environment, and can be measured by looking at:

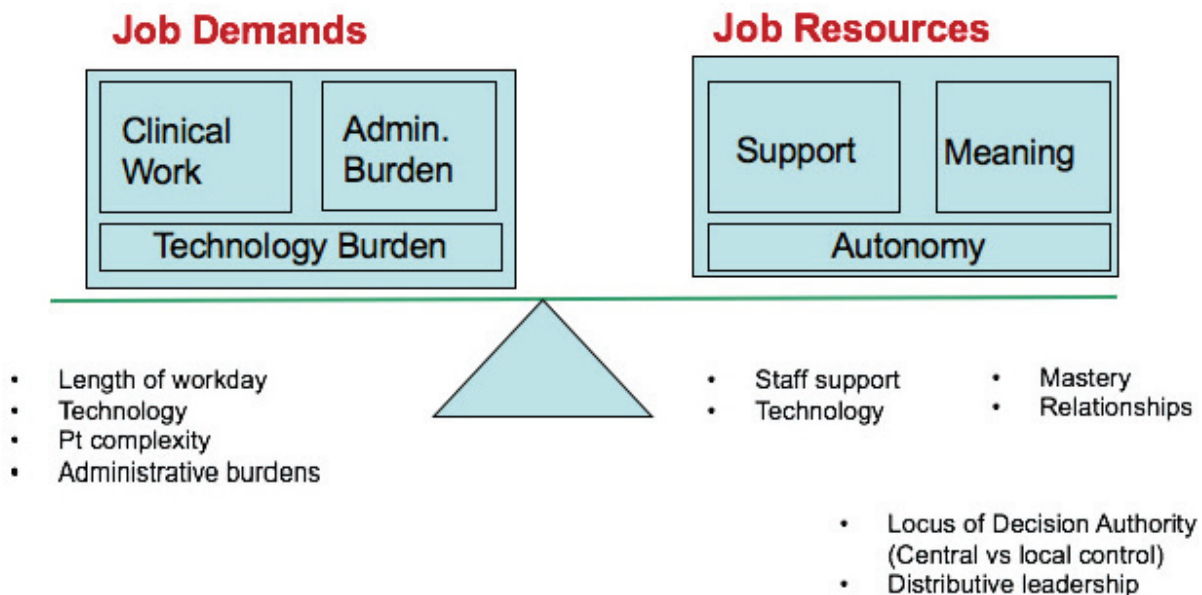
1. occupational exhaustion
2. depersonalization (loss of empathy)
3. lack of fulfillment in the workplace (sense of positive view of professional achievements)

**Definition: Empathy vs Compassion**

Empathy is a primary emotion (vicariously experiencing someone else’s pain); compassion is not an emotion itself; compassion consists of experiencing the emotion of empathy, in combination with having thoughts (understanding the situation) and an urge to act (motivation or wish to see the situation changed for the better). – Thupten Jinpa, PhD – Compassion Institute President and Co-Founder.

**Pictogram of Job Demands vs Resources:**

Sinsky, C. A., L. Daugherty Biddison, A. Mallick, A. Legreid Dopp, J. Perlo, L. Lynn, and C. D. Smith. 2020. Organizational Evidence-Based and Promising Practices for Improving Clinician Well-Being. *NAM Perspectives*. Discussion Paper, National Academy of Medicine, Washington, DC. <https://doi.org/10.31478/202011a>



**Reframe:**

*Saying NO to one thing opens the door to say YES to the next opportunity around the corner...*

*A NO to someone else can be a YES to myself.*

**Creating a culture of wellness in medicine:** Guiding principles

A set of five guiding principles informed the recommendations and best practice guidelines presented in this report. These define the shared values of health care providers and can be used to inform decision-making and shape the culture of physician wellness. We have used these principles to write our recommendations and encourage others to adopt them within their own organizations and practices.

1. Physician wellness is an essential and evidence-based aspect of medical education, practice and quality patient care.
2. Physician wellness is important in all phases of the physician career life cycle, from medical school through to retirement.
3. **The responsibility for physician wellness is shared by the medical profession, individual physicians and medical learning and practice environments.**
4. **Physician wellness requires commitment and engagement from stakeholders across the entire health care system to optimize physician health and well-being.**
5. Physicians have a collective responsibility to communicate when experiencing difficulties and to listen with support and without judgment when colleagues reveal that they are struggling.



**Reframe:**

*The Royal College acknowledges that physician wellness is not the sole responsibility of the doctor, and recommends an organizational shift - The onus for physician wellness is not your burden to carry alone.*

**Connect with others:**

BC Physician Health Program:  
<https://www.physicianhealth.com/>



Compassion Cultivation Training©

An 8 week course designed at Stanford University, taught around the world by certified facilitators, Specialized program designed for health care settings/physicians. <https://www.compassioninstitute.com/health/#courses>



\*Facilitator: Dr Shireen Mansouri, MD, Canadian Family physician, CME credits available