



Wellness





agenda

Recognize the Symptoms

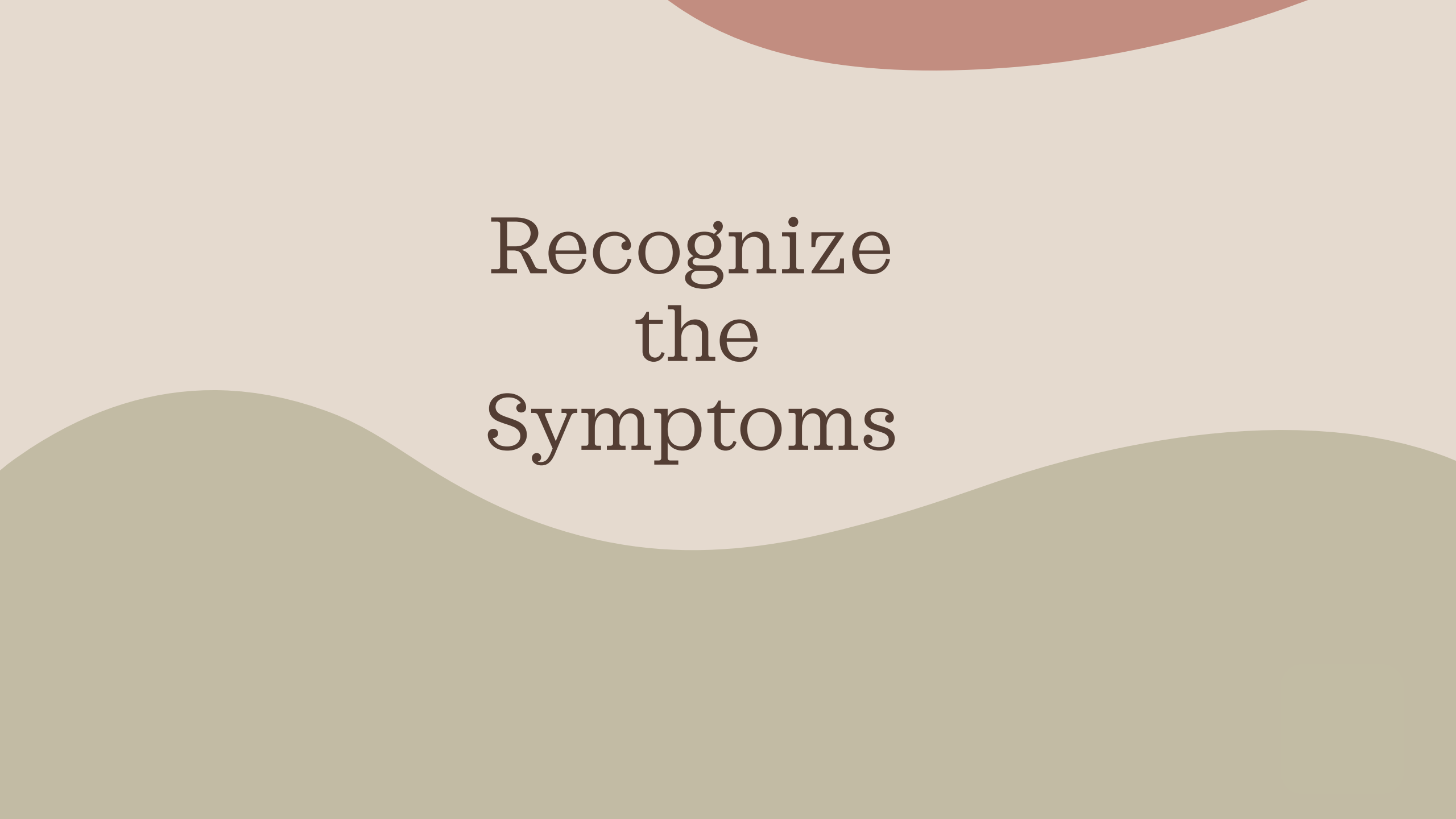
Interactive Screening Program

Resident Wellness Program

Counseling and Therapy Services

Barriers to Treatment

Contact Information



Recognize
the
Symptoms

Fatigue and Sleep Deprivation

Sleep deprivation and fatigue interfere with concentration, cognition, fine motor tasks, decision-making, and emotional stability. It potentially can impact patient safety, as well as safety of resident physicians, especially when driving while drowsy after call. Our institution requires residents & fellows to receive training about managing sleep and fatigue each year.

- Difficulty keeping eyes open
- Nodding and/or yawning repeatedly
- Trouble focusing on the road
- Drifting lanes, missing exits
- Closing eyes at stop lights
- Don't remember driving
- Forgetful or make mistakes
- Feel fatigued & lack energy
- Irritable, grouchy, easily lose temper
- Rely on caffeine
- Doze off at work or driving

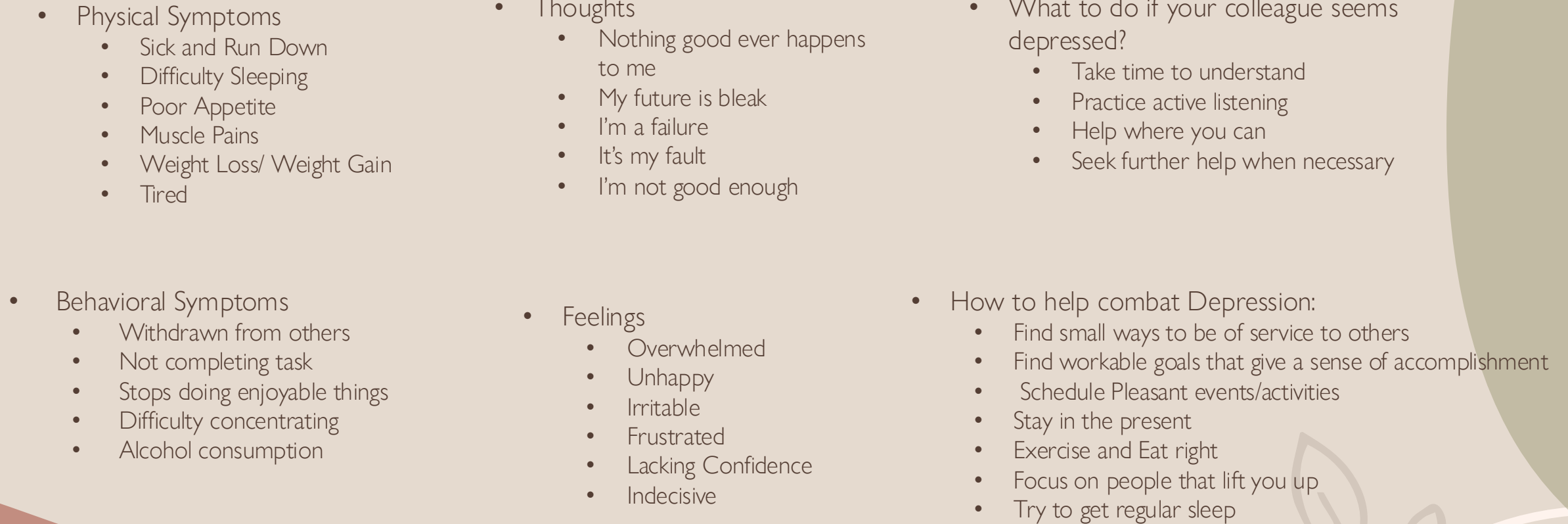
What to do if you need to drive:

- Call an uber, phone a friend, call a chief resident, PD or PC – don't drive
- Use a call room
- Take a nap before driving

What if a colleague looks sleep deprived?

- Tell them they appear sleep deprived, and you are concerned
- Suggest they take a quick nap
- Offer to help arrange a ride so they do not have to drive.
- If needed, inform a Chief Resident or Leadership

Depression

- Physical Symptoms
 - Sick and Run Down
 - Difficulty Sleeping
 - Poor Appetite
 - Muscle Pains
 - Weight Loss/ Weight Gain
 - Tired
 - Behavioral Symptoms
 - Withdrawn from others
 - Not completing task
 - Stops doing enjoyable things
 - Difficulty concentrating
 - Alcohol consumption
 - Thoughts
 - Nothing good ever happens to me
 - My future is bleak
 - I'm a failure
 - It's my fault
 - I'm not good enough
 - Feelings
 - Overwhelmed
 - Unhappy
 - Irritable
 - Frustrated
 - Lacking Confidence
 - Indecisive
 - What to do if your colleague seems depressed?
 - Take time to understand
 - Practice active listening
 - Help where you can
 - Seek further help when necessary
 - How to help combat Depression:
 - Find small ways to be of service to others
 - Find workable goals that give a sense of accomplishment
 - Schedule Pleasant events/activities
 - Stay in the present
 - Exercise and Eat right
 - Focus on people that lift you up
 - Try to get regular sleep
- 

Burnout

The health care environment—with its packed work days, demanding pace, time pressures, and emotional intensity—can put physicians and other clinicians at high risk for burnout. Burnout is a long-term stress reaction marked by emotional exhaustion, depersonalization, and a lack of sense of personal accomplishment

- Headaches and muscle tension
 - Neglecting self care
 - Negativity, Irritability, and unexplained tension
 - Isolation, blunted/distant emotions
 - Feeling helpless and drained
 - Endless anxiety & feeling overwhelmed
 - Overly tired, insomnia
 - Feeling numb
- Handling burnout:
 - Discuss specific concerns with leadership
 - Seek Support. Colleagues, friends, leadership or loved ones
 - Try relaxing activities
 - Sleep
 - Ask for help
 - How to help a colleague:
 - Talk to them
 - Listen to them
 - Approach with compassion
 - Tell someone

Substance Use Disorder

- Problems at school or work
 - Frequently missing school or work,
 - A sudden disinterest in school activities or work
 - A drop in grades or work performance
- Physical health issues
 - Lack of energy and motivation
 - Weight loss or gain
 - Red eyes
- Neglected appearance
 - lack of interest in clothing, grooming or looks
- Changes in behavior
 - major efforts to bar family members from entering the room
 - being secretive about going out with friends
 - drastic changes in behavior and in relationships with family and friends
- Money issues
 - Sudden requests for money without a reasonable explanation



Interactive Screening Program

Interactive Screening Process

What to expect

- You will create a username and password to log in.
- You will be invited to complete an anonymous screening questionnaire that focuses on common symptoms of stress, anxiety, and depression, as well as other useful information, such as whether you are currently in treatment. There is also space to write more about your concerns and ask questions.
- A counselor or psychiatrist will review your answers and send you a personalized response. You can continue communicating anonymously via the ISP web portal, or if you prefer, you can move from there to a face-to-face appointment.
- [Interactive Screening Program \(ISP\) | UAMS Student Wellness Program](#)
- [UAMS \(caresforyou.org\)](#)

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Resident Wellness Program

Resident Wellness Program Services

- Provide initial appointments for residents and fellows who
 - Are in a crisis
 - Are not sure if services are needed
 - Have a known need for psychiatric care
- Provide brief counseling services if formal therapy likely isn't needed
 - Refer EAP if needed
- Provide ongoing medication management
- Flexible scheduling
 - Easy timely access with no limit on number of appointments
- Free
- Confidential
 - Not in EPIC
 - No information revealed without specific permission by resident

Resident Wellness Program Services

- Psychiatrists:
 - Tracy Haselow M.D. thaselow2@uams.edu
 - Todd Brinkley M.D. tvbrinkley@uams.edu
- <https://residentwellness.uams.edu>
- 501-686-8408



Counseling and Therapy Services


Employee Assistance Program

Professional Counseling Services

- Staffed by a team of licensed therapist
- Services for stress management, grief substance use, marital/family issues, anger, personal/ emotional concerns, etc.
- Monday-Friday 8:00-5:00 open until 7:00 three nights a week
- Call (501)-686-2588
- After hours emergency (800)-542-6021
 - Call to speak o a licensed EAP counselor 24/7
- <https://eap.uams.edu/>

Free and Confidential

- No cost for services
- Confidentiality exceptions: suicidality, homicidality, child/adult abuse



Barriers to Treatment

- Confidentiality
 - Records are protected or completely separated
 - Wellness/counseling services are separate from housestaff affairs
 - No one in their program will know they have or have not sought services
- “Not bad enough to need to take up a spot”
 - Most of those seen are dealing with transient stressors, rather than chronic mental illness
 - Seeing us early will prevent getting to “bad enough”
- Concerns about future licensing
 - Arkansas Medical Board Initial Application
 - 40. Are you currently suffering from any condition **for which you are not being appropriately treated that impairs your judgment** or that would otherwise adversely affect your ability to practice medicine or to perform professional or medical staff duties in a competent, ethical, and professional manner? If yes, explain.

Barriers to treatment



Contacts

- RESIDENT WELLNESS 501-686-8408
[HTTPS://MEDICINE.UAMS.EDU/RESIDENTWELLNESS/](https://medicine.uams.edu/residentwellness/)
- EMPLOYEE ASSISTANCE PROGRAM 501-686-2588
[HTTPS://EAP.UAMS.EDU/](https://eap.uams.edu/)
- DR. HASELOW 501-920-3136 THASELOW2@UAMS.EDU