# Professional Coaching in Residency: A Novel Approach to Decrease Resident Burnout

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## INTRODUCTION

- In 2018, a study found that 55.8% of ophthalmology residents displayed symptoms of burnout, higher than general surgery residents in this study.
- Elevated levels of resident self-reported fatigue and distress are associated with increased quantities of medical errors and unprofessional conduct.
- Tran et al. sent a survey invitation to all 111 ophthalmology residency program directors in the United States with the goal of evaluating the prevalence and effectiveness of formal wellness programs. They found that 45% of responding programs had a formal wellness program. These programs were not standardized and were only mildly effective at improving resident wellness.
- The Harvard Business Review and American Medical Association have demonstrated the importance of coaching and quantified its positive effects on professional performance and well-being.
- We propose that the implementation of a standardized professional coaching program for residents will be an effective intervention to improve wellness.

## METHODS

- A resident wellness curriculum focusing on professional coaching to address burnout will be developed utilizing the six step Kern Method.
- We will evaluate the effectiveness of this program at six months and one year of implementation with surveys.

## SURVEY

### Assessment of KEI Residents

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<tr>
<th>Days Per Week</th>
<th>POY 1</th>
<th>POY 2</th>
<th>POY 3</th>
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</tbody>
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Please circle the number of days/week you can relate to the following assessment:

- I feel accomplished in my work.
- I feel stressed at the end of the day.
- I dread coming into work.
- I feel frustrated at work.
- I feel I have a positive impact on those I interact with.
- I utilize stress to motivate.
- I utilize apps on medication or mindfulness.
- I receive help to decrease the stress of residency.
- I find more rewards.
- My sleep pattern has changed since medical school, which includes getting less than the average amount of sleep.

## RESULTS

- The effectiveness of professional coaching as a new addition to the ophthalmology curriculum at Kresge Eye Institute will be judged by the Kirkpatrick Pyramid for program evaluation.

## DISCUSSION

- Depression, anxiety, and suicidal ideation have been shown to impact a substantial percentage of practicing physicians.
- The stigma that is associated with seeking help from mental health professionals dramatically impacts how physicians seek treatment.
- Discussions on Resident and Physician Wellness have become a hot topic in medicine, and the business principles of professional coaching are shown to be an effective method for addressing burnout.
- We hope that this outlet, one without stigma, will result in increased resident participation, and decreased resident burnout.
- In the future, this program may serve as a broadly applicable model for improving resident wellness across specialties and throughout the country.
- As we move forward with implementing this program, hurdles and challenges that arise will be addressed while keeping the goal of improving resident wellness in mind.

## LIMITATIONS

- Standardizing quality of coaches.
- Creating adequate time for residents to engage with coaches.

## ACKNOWLEDGEMENTS

Mark McDermott MD MBA
Program director of KEI Ophthalmology Resident program
Resident of KEI Ophthalmology program
For their sacrifices and dedication to our patients