



**Stanford**  
HEALTH CARE  
STANFORD MEDICINE

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# **Wellness at UHA: Mindfulness Project**

Special thanks to Lars Osterberg, MD, who shared source material

# Wellness Initiative

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- ▶ The wellness initiatives at UHA are not compulsory and will not affect any job related issue such as salary, raises, promotions, etc.
- ▶ We hope, though, that you will embrace this as your own and guide us along the way.

# Ideal Working Conditions

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- ▶ Taking pride in our work and delivering a fantastic product
- ▶ Find Joy in Work
- ▶ Have work-life harmony

# Delivering a Fantastic Product

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- ▶ Accessibility
- ▶ Quality care
- ▶ Great customer service
  - Prompt
  - Friendly
  - Compassionate
- ▶ Patient engagement
- ▶ Resources and coordination of care

# Things that Affect Joy in Work

- Workload
- Control
- Reward
  - ▶ Tangible
  - ▶ Peer support
- Community
- Fairness
- Values
- ▶ Personal/Professional development
- ▶ Delivering superlatives
- ▶ Emotionally challenging situations
- ▶ Transparency
- ▶ Mission/Vision alignment

Leiter MP, Maslach C. J Health Hum  
Serv Adm 1999 21 (4) 472-89

# Many in Primary Care Have Lost Joy

## ▶ Burnout is Common

- 25-50% of MDs report at least one symptom of burnout
- Physicians are less satisfied with work-life balance (40.2% in 2012)

## ▶ Why Do We Care?

- We like to feel happy and fulfilled in our jobs
- Burnout is associated with decreased
  - ▶ Empathy
  - ▶ Altruism
  - ▶ Engagement
  - ▶ Professionalism

- Shanafelt et al, Burnout and Satisfaction with Work-Life Balance among US Physicians' relative to the General US Population, Arch Intern Med Aug 2012
- Brazeau, Schroeder, Rovi, Boyd Relationship between medical student burnout, empathy and professionalism climate. Academic Medicine, October 2010 supplement



# Developing a Model to Promote Joy in Work

- ▶ CICARE
- ▶ Team-based care delivery
  - Distribute work
  - Increase professional development
    - ▶ Increased scope
    - ▶ Teaching/Learning opportunities
  - Increase ownership and engagement
- ▶ Feedback (huddles, huddles, huddles)
- ▶ Innovation
- ▶ **Wellness initiatives**

# Wellness In the Work Place

## Mindfulness Meditation - What Is It?

- ▶ Meditation is a form of mental training ... developed for various ends, including the cultivation of well-being and emotional balance
- ▶ Meditation [involves] a process of intentional self-regulation of attention, in which attention is directed from a combination of external and internal stimuli to a primarily internally perceptive state
- ▶ “Simply put, mindfulness is moment-to-moment awareness... It is cultivated by purposefully paying attention to things we ordinarily never give a moment’s thought to. It is a systematic approach to developing new kinds of control and wisdom in our lives.”
- ▶ John Kabat-Zinn, [\*Full Catastrophe Living\*](#).  
<https://youtu.be/xoLQ3qkh0w0>



# Why Mindfulness Meditation?

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- ▶ Time constraints
- ▶ Everyone is physically able to participate
- ▶ Working with people all day, quiet time can be very nice
- ▶ Staff knowledge on subject

# Benefits of Mindfulness Meditation

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- ▶ The capacity for lowering one's own reactivity (paying attention without having to react)
- ▶ The ability to notice and observe sensations, thoughts and feelings even though they might be unpleasant
- ▶ Acting with awareness and intention (not being on automatic pilot)
- ▶ Focusing on experiences, not the labels or judgments we apply to them

# Changes in Physiology/Anatomy Associated with Mindfulness Meditation

- ▶ At this time, EIGHT regions of the brain are thought to be affected
- ▶ **Hippocampus**, increased gray matter
  - Important for learning and memory.
  - Resiliency? It is covered in receptors for the stress hormone cortisol and can be damaged by chronic stress, contributing to a harmful spiral in the body.
- ▶ Decreased gray matter in the **amygdala**, a region connected to anxiety and stress.
- ▶ More activity in the **anterior cingulate cortex**, associated with
  - Self regulation
  - Learning from past experiences

# Secondary Effects: What We Hope to Gain

- ▶ Decrease in stress and stress related illness
  - Improved quality of life
  - Enhancing resiliency and positive coping strategies
- ▶ Increase in focus and awareness - more productivity and creativity
- ▶ Increase in compassion for self and others
  - Improved relationships
  - Creating a strong peer support foundation
- ▶ Shift in perception - better decision making, more positive outlook
- ▶ Increased emotional intelligence- overall improved effectiveness and happiness



# Other Benefits of Mindfulness Meditation

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- ▶ Lower blood pressure
- ▶ Improved memory and improved (i.e. avoidance of) multitasking
- ▶ Less depression and anxiety
- ▶ Decreased mind wandering and increased happiness
- ▶ More JOY AT WORK

# How Do You Start?

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- ▶ There are many types of meditation
- ▶ **Mindfulness Meditation**
  - Most studies involving meditation in western medicine
- ▶ **Mindfulness-Based Stress Reduction**
  - Started by Jon Kabat-Zinn in 1979 and now offered in over 200 medical centers, hospitals, and clinics around the world
  - This technique uses both breath awareness and body scan.

# Mindfulness Meditation

- The effort is to not intentionally add anything to our present moment experience, but to be aware of what is going on, without losing ourselves in anything that arises
- Formal practice: sit on a cushion or a chair with a straight and unsupported back. Pay close attention to the movement of your breath. When you breath in, be aware that you are breathing in, and how it feels. When you breath out, be aware you are breathing out. Do like this for the length of your meditation practice, constantly redirecting the attention to the breath. Or you can move on to be paying attention to the sensations, thoughts and feelings that arise.
- Daily Life Meditation: Mindfulness during our daily activities: while eating, walking, and talking. Pay attention to what is going on in the present moment, to be aware of what is happening – and not living in “automatic mode”

# Meditation App's

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App's can be a great tool for beginners. Below are a few recommended

- Headspace Program

<https://itunes.apple.com/us/app/headspace.com-meditation-mindfulness/id493145008?mt=8>

- Simply Being

<https://itunes.apple.com/us/app/simply-being-guided-meditation/id347418999?mt=8>