

Enhancing Healthcare Professional Wellbeing
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Background: Stress in medical education is well documented. ACGME recently proposed a change to include a commitment to the well-being. Educational programs are looking for tools to teach the necessary skills to prevent future burnout.

Method: An online interprofessional integrative health course was developed by the HRSA-funded National Center for Integrative Primary Healthcare. One unit, Healthcare Professional Wellbeing, was developed to address this need. The unit is a 5-hour, self-paced, interactive experience exploring challenges healthcare professionals face in maintaining wellbeing. Burnout-prevention strategies, mindfulness, resiliency building tools, and stress management approaches are introduced. A 2-week daily self-care assignment (gratitude journal, 10-minute meditation, or finding meaning journal) is included. Pre-post measures of resiliency (Connor-Davidson Resiliency), hardiness (Dispositional Resilience) and gratitude are completed. An evaluation survey assesses met objectives, educational depth, clinical utility, helpfulness of resources and reflections, and technology. Items are rated on a 5-point scale.

Results: Participants (n=761) were from community health centers (34%), integrative medicine (18%), family medicine (12%), and preventive medicine (7%) residencies and other disciplines (29%). Most selected meditation (44%) or gratitude journal (42%). Pre-post improvements ($p<0.001$) were observed for all measures. Greater changes in resiliency ($p<0.001$) and gratitude ($p<.007$) were found for meditation and gratitude practices. The unit was highly rated: met objectives (4.6), technology (4.4), clinical utility (4.3), resources helpful (4.1), reflections helpful (4.0), educational depth (3.7) and sharing reflections helpful (3.1). Most (73%) recommend incorporating the unit in their program.

Conclusions: The implementation of wellness activities for healthcare professionals is designed to treat existing stress and provide a tool to manage ongoing stress. These results indicate the Healthcare Professional Wellbeing unit may address this need.

Public Health Implications: Stress and burnout can have serious consequences on public health professionals. Providing tools to ameliorate these effects has benefits for both professionals and the public.

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