Pathologists Wellness and Resilience

Practical Tips in The Face of Added Stress and Burnout

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Topic for Today’s Discussion

- Learn how to recognize the signs of burnout in the workplace
- Become familiar with best practices to maintain wellness and strengthen resilience
- Review audience questions and experiences with the panelists
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*Working Stiff: Two Years, 262 Bodies, and the Making of a Medical Examiner*
*First Cut and Aftershock* (Jessie Teska Series)
Disclaimer

The information presented today represents the opinions of the panelist and does not represent the opinion or position of the CAP.

This should not be used as a substitute for professional assistance.
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Burnout

- Emotional exhaustion
- Depersonalization (cynicism)
- Reduced sense of personal accomplishment
Recognizing Burnout

- Weary
- Overwhelm
- Detachment
- Inefficacy
- Negativity
Recognizing Burnout

- Cardiovascular issues
- Fatigue
- Headache
- GI symptoms
- Sleep disturbances
- Absenteeism/Presenteeism
- Pain
- Respiratory infections
- Injuries
Well-Being and Resilience
Pathologists and Burnout
The American Society for Clinical Pathology’s Job Satisfaction, Well-Being, and Burnout Survey of Pathologists

Edna Garcia, MPH,1 Iman Kundu, MPH,1 Melissa Kelly, PhD,2 Ryan Soles, MS,2 Lotte Mulder, EdM,3 and Geoffrey A. Talmon, MD, MEd4,6

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Meaning and Engagement

Figure 1: Percentage of pathologists by level of agreement to the statements regarding meaning and engagement.
Wellness Strategies--Organizational

• Address modifiable strategies for work related stress
  o Workload or call duties (68%)
  o Working with colleagues (35%)

  o For those who feel overwhelmed by their workload
    – 75% Number of tasks or cases
    – 64% Additional responsibilities
    – 59% Understaffing
    – 40% Uneven distribution of workload
    – 25% Documentation
Wellness Strategies--Personal

- The enrichment of life through work, and its interconnectedness to living and playing
- The benefits of regular physical activity, healthy eating habits, strength and vitality as well as personal responsibility, self-care and when to seek medical attention
- How a person contributes to their environment and community, and how to build better living spaces and social networks
- Creative and stimulating mental activities, and sharing your gifts with others
- The development of belief systems, values, and creating a world-view
- Self-esteem, self-control, and determination as a sense of direction
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• AA # 11, BOS to LAX, depart 7:59 a.m. 81 passengers, 11 crew

• UA # 175, BOS to LAX, depart 8:14 a.m. 56 passengers, 6 crew

• Boeing 767-200, 132 tons, 10,000 gal fuel

• At 500 mph, 3 billion joules energy at impact
Latest anthrax death stumps FBI

NYC woman doesn’t fit previous victims’ profiles

By Laura Parker and Haya El Nasser
USA TODAY

WASHINGTON — As investigators scrambled for clues Wednesday in the mysterious anthrax death of a New York City woman, Attorney General John Ashcroft conceded that officials aren’t close to determining who is behind the biological attacks.

"I'm not in a position to be able to say to you that we are on the brink of making an announcement here," Ashcroft said. "We don't have progress at this time."

Ashcroft's public remarks underscored federal agents' frustration in investigating the anthrax attacks, which have killed 4 people and infected 14 others. For more than a month, hundreds of FBI agents, doctors and scientists have been trying to trace anthrax mailed to government and media offices back to its sender.

The death early Wednesday of Kathy Nguyen, 61, an employee of the Manhattan Eye, Ear and Throat Hospital, has added new urgency to the probe because it suggests that anthrax contamination might spread more easily than scientists have assumed.

The case involving Nguyen, who died of inhalation anthrax, is the most puzzling that officials have faced because she does not fit the profile of earlier victims.

Nguyen was not a postal worker or a member of the media — the only people to have been infected so far. She did not work for the government. Her job did not require her to handle the hospital's mail. She did not receive or open an anthrax-laden letter, at least as far as anyone knows. She lived alone.

Agents interviewed Nguyen's co-workers, friends and neighbors in an effort to reconstruct the last weeks of her life. Mitchell Cohen, director of the division of the Centers for Disease Control and Prevention that studies anthrax and other bacterial diseases, told a Senate panel Wednesday that the CDC's experts were relying on "shoe leather" to turn up clues that might explain how Nguyen got sick.

They were unable to interview Nguyen before she died because she was too ill to answer questions, he said.

Investigators are analyzing samples from her home, workplace and other familiar settings, looking for traces of anthrax that might pinpoint the source of infection. The evidence is scanty, they say.

Meanwhile, another postal worker in New Jersey is suspected of having the less serious skin anthrax, raising worries that the contamination has spread to a second regional postal facility in New Jersey. Anthrax spores were found in preliminary tests at a Kansas City, Mo., postal facility that receives mail or stamps from the Brentwood postal facility in Washington, D.C. Brentwood is the facility where two postal workers who died from anthrax were employed.

Contributing: Kevin Johnson and Steve Sternberg
American Airlines Flight 587
November 12, 2001

- Airbus 300 – 600
- JFK to Santo Domingo
- 251 passengers and 9 crew
- Belle Harbor, Queens, 81 sec. after takeoff
- 5 fatalities on ground
Office of Chief Medical Examiner
City of New York
Along With Federal, State, City, and Volunteer Organizations

THANK YOU

9-11-01
The Morgue at 850 Bryant St.
Alameda County Sheriff Coroner
Sheriff Mourns Valerie Leon After Her Death From COVID-19

Valerie Leon, 61, a technician for the Alameda County Sheriff's Office, became the second sheriff's employee to die from COVID-19 this week.

By Bay City News, Renee Partner
July 26, 2020 9:29 am PT | Updated: July 27, 2020 6:24 am PT

Valerie Leon (center) had worked in several assignments since joining the Sheriff's Office in 1997, including duties at the Rene C Davidson Courthouse in Oakland and most recently in administration at the Alameda County Coroner's Bureau (Alameda County Sheriff's Office)
Here’s what made a Bay Area medical examiner move her family from SF to New Zealand

Dr. Judy Melinek was fed up.

Dr. Judy Melinek and husband, TJ Mitchell, have relocated to New Zealand.
Lessons Learned: “Wartime” Leadership

• Split up big tasks into small tasks
• Manage client/management expectations
• Tactical flexibility: Revise plans when they no longer work
• Regular debriefings to motivate troops - praise accomplishments, set goal(s)
• Require input from entire team - include contractors & janitorial staff:
  • How is your work going? How can we make it easier?
• Everyone watches out for everyone
• “Tap out”
• Bring in the troops: Fix the problem - staffing
• Top level leaders CANNOT have a defect in empathy - Listen to troops
• Even if things are badly managed on the highest level, you can still protect your people (patients, staff)
Resources

• COVID-19
  o Updates: https://www.cap.org/covid-19

• Practice Management Resources
  o Toolkits and Other Resources: https://www.cap.org/member-resources/practice-management

• Wellness Resources
  o Free wellness tools and exercises: Wellness tools | National Wellness Institute