



# RESILIENCE & WELL-BEING IN O&G

ST7 Abi Macleod-Thompson

# What do these terms mean to you?

## RESILIENCE



## WELLBEING



# Resilience

## ○ Stress

Having multiple or persistent stressors, at home or at work, eventually takes its toll on us.

Resilience training can help us identify these stressors and explore ways of removing or *cropping* them. It can also teach us techniques for minimising the intensity and duration of our reactions to these stressors and help prevent burnout in the first place.

## ○ Burnout

Burnout can be described as a state of emotional and physical exhaustion as a result of a prolonged period of stress. The three main categories of symptoms are:

- exhaustion (physical and emotional)
- depersonalisation (losing your ability to care, empathise, and connect with your patients, staff and colleagues)
- reduced personal accomplishment (doubting whether your work makes any difference or doubting the quality of your work).

## ○ Doctors have high rates of mental health problems

- **30% of sickness absence in the NHS is due to stress – costs the service up to £400 million per year.**

### **Burnout symptom checklist:**

- feel emotionally and physically exhausted all the time
- find it difficult working with people
- want to be left alone
- feeling irritated or dreading work when at home
- behaving as though you lack compassion for patients
- diminished sense of personal achievement – you question whether work makes a difference.

# What makes you resilient?

## **Resilience is multidimensional and fluid**

Theories and research about what contributes to making us more resilient focuses on:

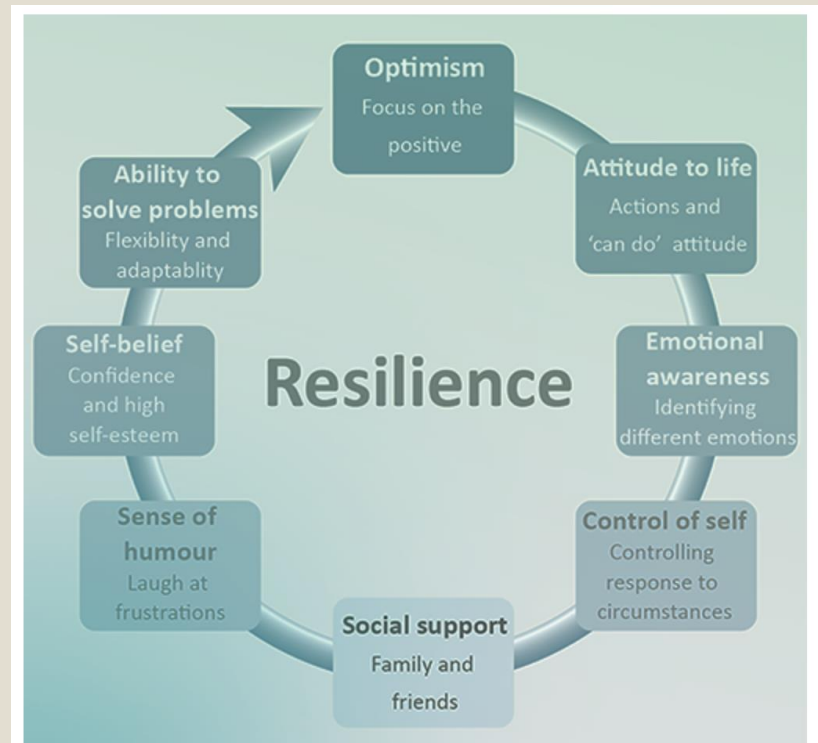
- the things people have (genetic make-up and neurological wiring, early childhood experiences, personality traits)
- what people do (problem solving, seeking support, exercise, healthy lifestyle)
- how people think (optimistic and positive outlook, a possibility mindset)
- how people behave (being responsive rather than reactive, considering others' perspectives, being flexible rather than positional)
- what attributes people have (sense of humour, self-belief, emotional self-awareness)
- the strength of their social support network.

## **Practise not knowledge**

Fundamentally, strengthening resilience is a practise not a science. Knowing about resilience alone does not make one more resilient, rather it is in who a person is being, how they operate and relate to life and others about them on a moment-to-moment basis.

# Self Resilience

- Learning about increasing one's own resilience starts with investigating what factors can contribute to making you resilient.



- **optimism:** are you always a glass-half-full type?
- **emotional awareness:** are you in tune with your own stressors? Can you often identify when you are feeling anxious or stressed?
- **control of self:** are you organised? Do you often find yourself writing lists and preparing work before deadlines?
- **social network:** do you have a reliable network of people that you know you can often turn to when things aren't going smoothly?
- **sense of humour:** can you laugh at yourself easily? Does comedy help you manage difficult times more easily?
- **self-belief:** do you experience high self-esteem? Does your confidence in your knowledge and skills enable you to manage a scenario with less stress?
- **problem solving:** are you able to adapt to new situations or changes with little difficulty?

# Improving Optimism

- Each day – think of 3 good things that happened.
- Celebrate the small victories!

# Ensuring a supportive network

- Friends
- Work Colleagues
- A senior registrar or consultant you can talk to
  - difficult case at work: you may speak to a senior registrar or colleague you trust
  - when you need distraction: you may go to a friend outside of medicine
  - when you need a self-esteem boost: you may go to a family member or a loved one
  - when you want constructive feedback: you may choose a MW or consultant you respect.



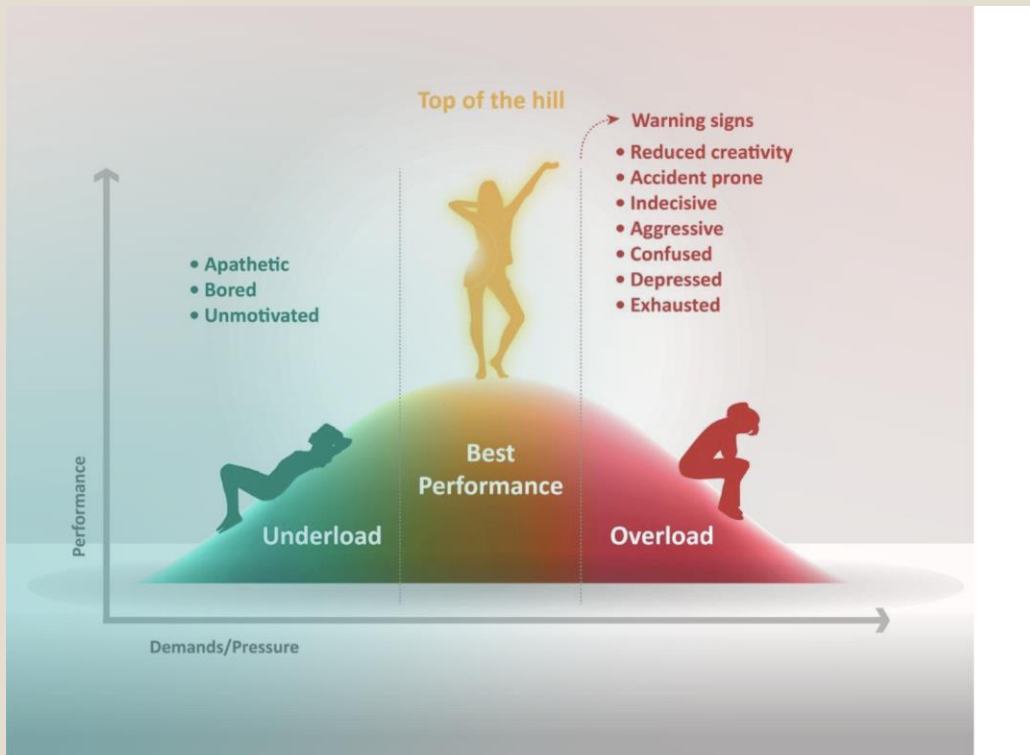
# Resilience - summary

## Key points

- Resilience is a way of being that enables people to recover from life's adversities and become better.
- Resilience is multidimensional and can be strengthened through practice.
- Considering past difficult or traumatic experiences can help us understand what mechanisms enabled our recovery. Those tools can be further developed as our awareness of our own resilience grows.

# Difficult situations

- These will happen in your career
- Overloaded with work/exam/life stressors
- Learn to say 'NO'



# Managing

- 1.Improving Self Awareness
- 2.Developing coping mechanisms
- 3.Reflecting on events meaningfully





# RCOG WORKPLACE BEHAVIOUR TOOLKIT

# Workplace Behaviour Toolkit

This resource was developed in collaboration with RCOG, [Royal College of Midwives](#), [Civility Saves Lives](#) and [Royal College of Surgeons of Edinburgh](#).



**The toolkit is comprised of 8 modules, and designed to be user-centred.**

It includes tools to:

- support the development of positive workplace culture
- support you when you encounter poor workplace behaviours
- strengthen your skills and confidence in 'speaking up'
- promote an understanding of what poor workplace behaviour looks like and its impact on individuals, teams, organisations and importantly the women and families we care for.

**Module 1: I feel that I have been bullied or undermined ▶**

**Module 2: I feel I have witnessed bullying or undermining ▶**

**Module 3: I have been accused of bullying or undermining ▶**

**Module 4: I am responsible for a department that has a problem with bullying or undermining ▶**

**Module 5: My deanery has a problem with bullying or undermining (for HoS/TPDs) ▶**

**Module 6: I am/want to be a Workplace Behaviour Champion ▶**

**Module 7: I want to learn more about workplace behaviour ▶**

**Module 8: Addressing poor workplace behaviours and 'calling it out' ▶**

# Wellbeing Ideas

- **Digital Detox**
- Supportive environment – '**compassionate leadership**' – careful listening within the team, being empathetic, valuing all members so there is no fear in bringing concerns and ideas to the team.
- Exercise
- Meditation
- Socialising with friends

## Tips for having a digital detox:

- turn off alerts and notifications on your phone
- take NHS email off your phone
- avoid electronic devices for an hour before bed
- give yourself limits on phone usage
- go out for dinner and leave your phone at home
- avoid using your phone while walking.

## LIFE

1. Essentials to Carry:
  - Snacks
  - Water
  - Spare socks
2. Night shifts:
  - Find a good resting spot for night shifts, preferably a room with a computer and a phone.
  - Don't plan to be too productive on or between night shifts – prioritise rest.
3. Useful Websites:
  - Bookmark essential websites on your personal laptop:
  - RCOG ePortfolio
  - PGMDE (Postgraduate Medical and Dental Education) support portal
  - TiS (Trainee Information System) for Form R.
4. Medical Protection:
  - Keep your medical protection updated.
5. Annual Leave
  - Spread it out evenly over the year and book in advance to avoid disappointment!



# RCOG E-portfolio - a personal touch

## CIP 3: Leadership

KEY  
SKILL  
5

### Manages stress and fatigue



#### Items linked in current stage

- Mini-CEX, Management of Atonic Uterus at Emergency LSCS, ST5, Consultant, **Complete**
- OSATS (summative), Fully dilated C-section with difficult breech extraction with cephalic head at spines., Competent, OOPT (ST6-7 level), Consultant, **Complete**
- NOTSS, Management of the Junior O&G Doctor Rota, OOPT (ST6-7 level), Consultant, **Complete**
- Reflective log entry, Managing Patient Complaint from Gynae Clinic, ST6
- Other evidence, Facilitator and Presenter in Workshop at KSS O&G Conference -Educational supervisor workshop on LTFT Trainees & RTT Pathways, ST6

#### Descriptors

- Understands stress, its impact on personal wellbeing and its potential effect on delivering high quality patient care.
- Develops personal strategies to maintain mental strength and resilience.
- Shows how they are improving resilience as part of their personal development.
- Recognise the impact of stress and fatigue in their team and offer/signpost to support.

# RCOG E-portfolio

## - personalised touch continued

### CIP 6: Developing self & others

**KEY SKILL**  
6

**Provides support to second victims**

**Items linked in current stage**

- Mini-CEX, Management of PPH + EUA, ST5, Consultant, **Complete**
- Mini-CEX, Debriefing a patient post Emergency LSCS for Severe PET at 28 weeks and subsequent NND, ST5, Consultant, **Complete**
- OSATS (summative), TRIAL - Manuel rotation and forceps delivery of baby in ROT position, Competent, OOPT (ST6-7 level), Consultant, **Complete**
- Mini-CEX, Haemorrhage Management post MTOP at 14+6 weeks gestation, OOPT (ST6-7 level), Consultant, **Complete**
- Reflective log entry, Cord Prolapse at Term, OOPT (ST6-7 level)
- Other evidence, Thank you card from a Patient delivered due to Cord Prolapse, OOPT (ST6-7 level)

**Descriptors**

- Sensitively debriefs after an adverse incident.
- Is aware that traumatic events may lead to psychological effects which may need professional intervention and support.
- Understands the importance of signposting colleagues to psychological support services either through employer or doctors support service.

# PSU Unit



Home ▾ Recruitment ▾ Medical Training ▾ GP ▾ Professional Support Unit ▾ COVID-19 Hub ▾ Faculty Development ▾ Quality ▾ Dental ▾

Developing your English for Clinical Practice - Virtual Course Distribution of Medical Specialty Training Programme

Professional Support Unit ▾

COVID-19 Hub ▾

Faculty Development ▾

Professional Support Unit ▸

SPOC (Single Point of Contact)  
Advisor Appointments

Neurodiversity Support (including  
Dyslexia)

Careers Unit ▸

PSU Workshops & Peer Support

Psychological Support

The PSU Coaching Service ▸

Supported Return to Training ▸

Inducting, Returning and Retaining  
the Workforce ▸

Specialist Clinical Communication &  
Linguistic Services ▸

Individual Support Team ▸

Differential Attainment 2023 ▸

Fit For Work Guidance ▸

Programme

Differential Attainment

ession of postgraduate training for

Coaching Application Jan 2024

Imposter Phenomenon

Managing Your Mindset

Perfectionism

s London and Kent, Surrey & Sus

# BMA



## In this section

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[Wellbeing support services](#)

[Risk of burnout questionnaire](#)

[Vicarious trauma](#)

[Concerned about a colleague](#)

[Insight and advice](#)

[Reasonable adjustments](#)

## Wellbeing support services

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### Counselling and peer support services

Free and confidential 24/7 counselling line and peer support service open to all doctors and medical students on 0330 123 1245. There is always someone you can talk to.

🔗 [BMA guidance](#)

### Sources of support for your wellbeing

Whether you are struggling with stress, grief, or looking for legal advice, use this resource to find support online, on the phone, and in your local area.

🔗 [BMA guidance](#)

### Psychotherapy for doctors - DocHealth

A confidential psychotherapeutic consultation service for all practising doctors. Fees are based on a sliding scale relating to your grade and circumstances. Provided in partnership by the BMA and RMBF.

🔗 [BMA service](#)

# Further learning

- RCOG – Workforce and behaviours toolkit

<https://www.rcog.org.uk/careers-and-training/starting-your-og-career/workplace-behaviours/>

- RCOG E-learning module on resilience
- PSU unit

<https://london.hee.nhs.uk/careers-unit/careers-events-and-courses>

- BMA
- ISC Medical – resilience training
- The Kings Fund

<https://www.kingsfund.org.uk/insight-and-analysis/long-reads/what-is-compassionate-leadersh>

