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35 A Personal Crisis Management Plan for Residents

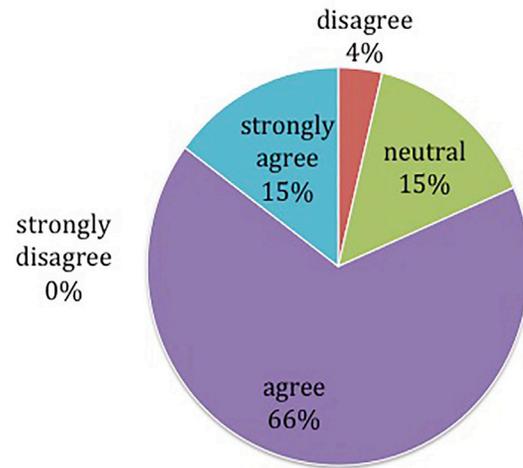
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Background: Studies have shown that approximately 30% of residents are depressed and 10% have had suicidal ideation, yet few tools have been developed for residents to address this professional risk.

Educational Objectives: We aimed to develop a tool that can be used for identification and resources for mental health issues, and to design a session in which a personal crisis management plan can be introduced to residents early in the training curriculum.

Curricular Design: Using a template similar to safety plans used by psychiatrists in suicidal patients, we created a personal crisis management plan given to interns during orientation. Interns were asked to identify warning signs that might indicate they were headed toward crisis and to create an individualized list of coping strategies and resources to use once they identified an impending crisis. They were also invited to give examples of triggers and coping mechanisms. The goal of introducing residents to this tool early in training was to make them aware of the potential for emotional crisis during the high-risk period of training, as well as to decrease the perceived social stigma of discussing mental health in medicine. We assessed the usefulness of the tool by surveying interns three months into their intern year to measure their perception of the likelihood of developing suicide ideation in their training, how useful they felt the personal crisis management plan would be if they found themselves in crisis, and whether or not they had used the tool. Feedback from interns indicated that an electronic version of the plan would be a useful modification as it would be more accessible than the paper version originally used.

Impact/Effectiveness: A survey of the intern class with a response rate of 88% (21 out of 25) showed the following: 40.9% of interns felt they were “likely or “very likely” to become depressed or suicidal in residency; 40.9% and 27.3% agreed and strongly agreed that the personal crisis management tool would help them identify a crisis; 59.1% and 18.2% agreed and strongly agreed that the personal crisis management tool would help manage a crisis; and 31.8% of respondents indicated that they had used their personal plan in the preceding three months. Initial results indicate that interns recognize the high risk to mental health that residency training confers, and a majority feel that a personal crisis management tool would be useful in identifying and managing a personal crisis.



36 Assessment of an Opt-Out Employee Assistance Program Assessment to Mitigate Burnout and Reduce Barriers to Seeking Mental Health Care In Emergency Medicine Residents

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Background: Burnout has been found to affect nearly 70% of emergency physicians and up to 76% of emergency medicine (EM) residents. Of the 28% of residents who screen positive for depression or depressive symptoms, only 20-40% actually seek treatment. Some barriers include time, confidentiality, and stigma. A study of internal medicine residents who attended an opt-out, universal well-being assessment at the employee assistance program (EAP) reported increased likelihood of using EAP in the future.

Educational Objectives: Our primary objective was to determine if attending an appointment as part of an opt-out EAP assessment program would increase postgraduate year (PGY)-1 EM residents' reported likelihood of future EAP use.

Curricular Design: Participants included 47 EM PGY-1s from three geographically diverse EM residencies. They were scheduled for a one-hour EAP appointment during protected non-clinical hours, with the ability to opt-out if desired. Prior to the appointment, participants completed the Maslach Burnout Inventory (MBI-HSS) and COPE Inventory. Each EAP session included review of EAP resources, proactive tools to mitigate burnout, and discussion of individual MBI and COPE results. Surveys and semi-structured interviews were conducted following the intervention. PGY-2, 3, and 4 residents completed a similar survey as a comparison group