



Coordinator Well-Being: Finding a Path Forward

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Coordinator Well-Being Survey

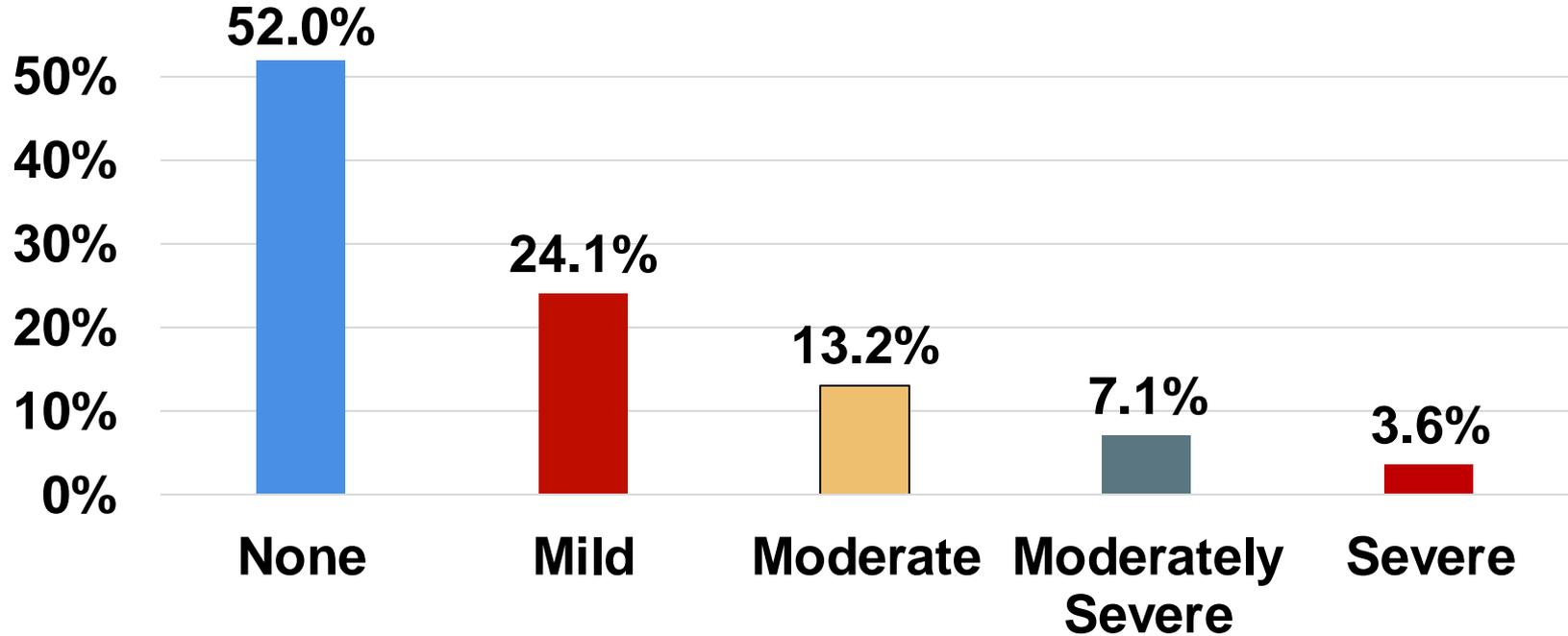


General Overview

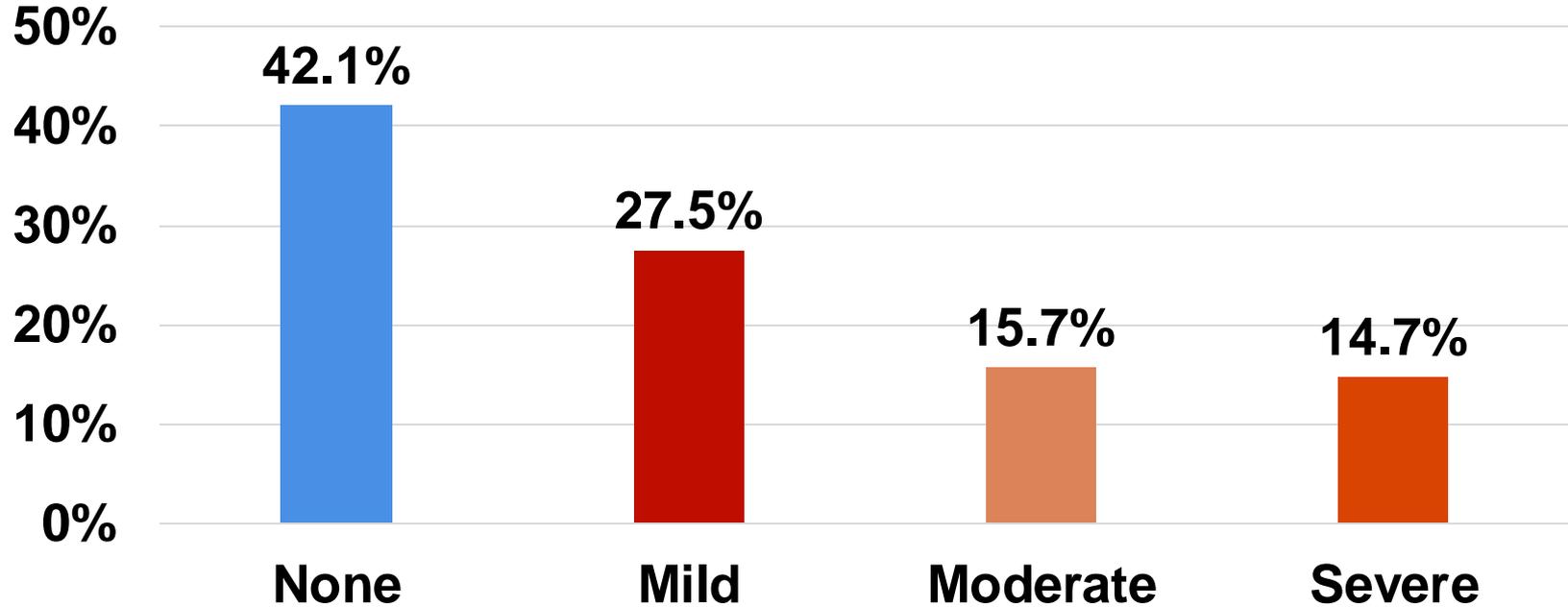
- Survey was emailed to 11,000 Coordinators/Managers in August of 2022
- 6,372 individuals responded to at least one survey item
- 92.4% of respondents identified as Female
- 69% White, 12.4% Latinx, 10.1% African American



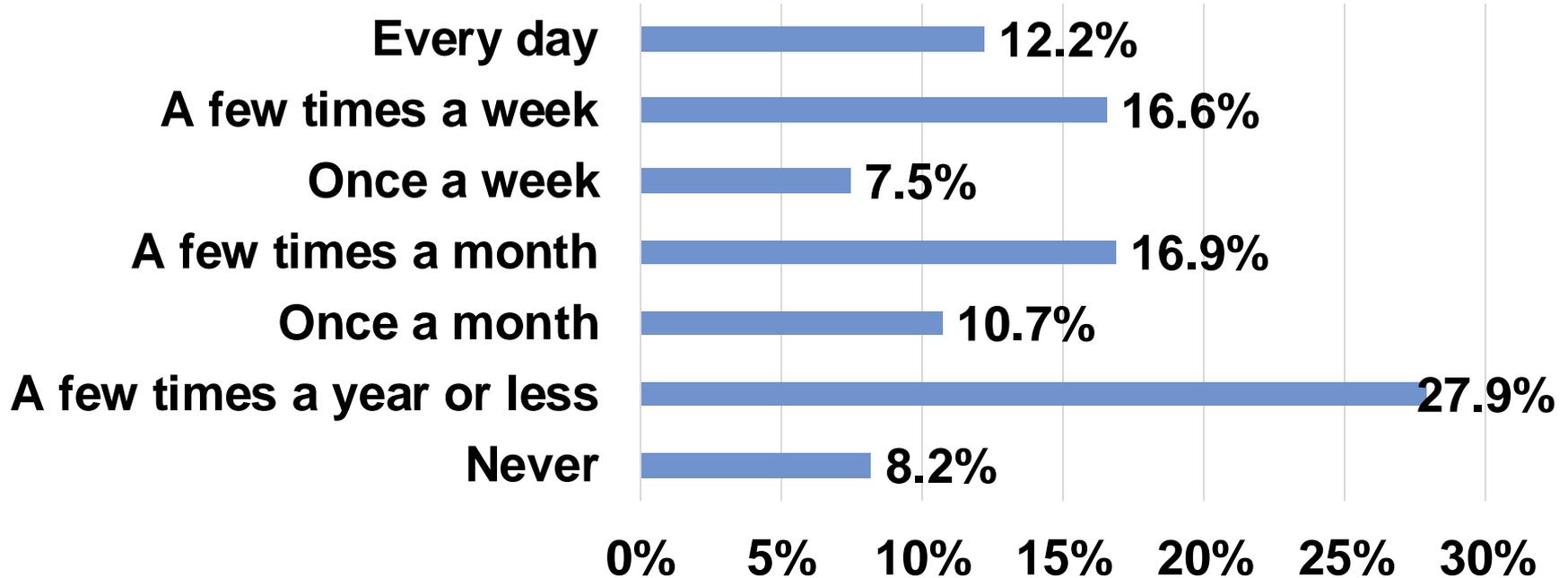
Depression Prevalence: PHQ-8



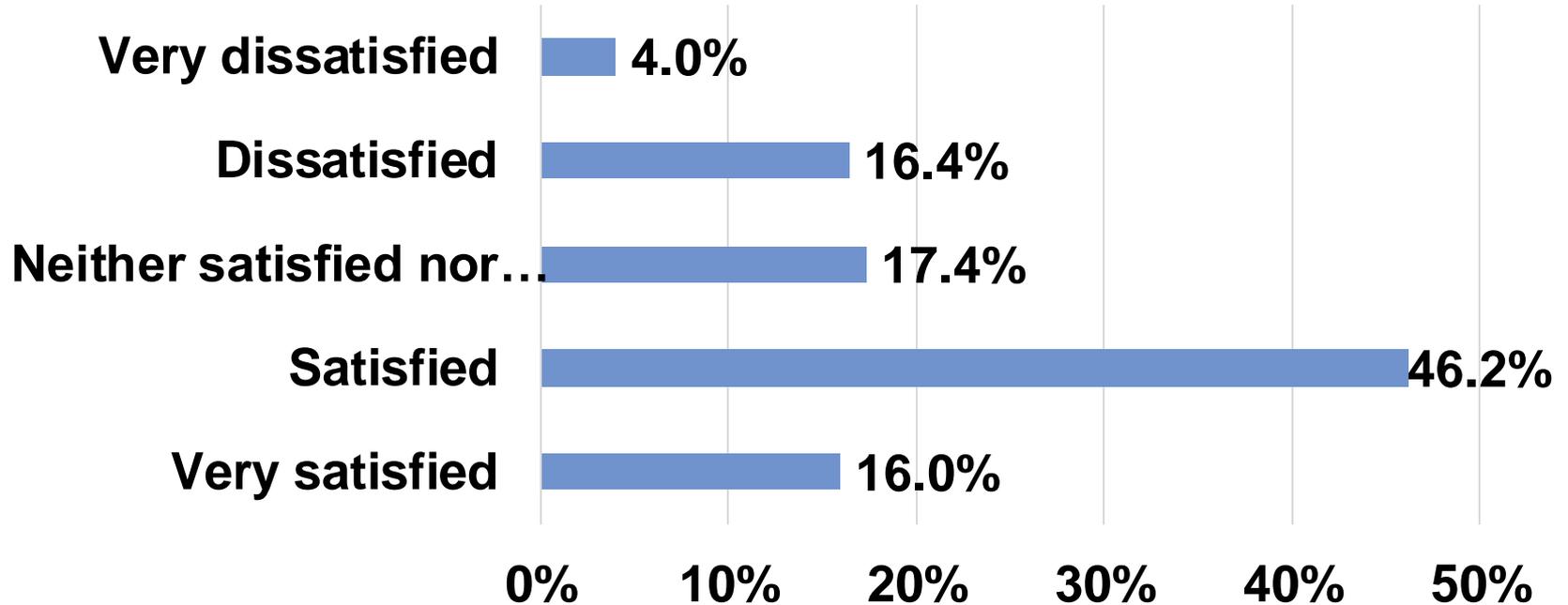
Anxiety Prevalence: GAD-7



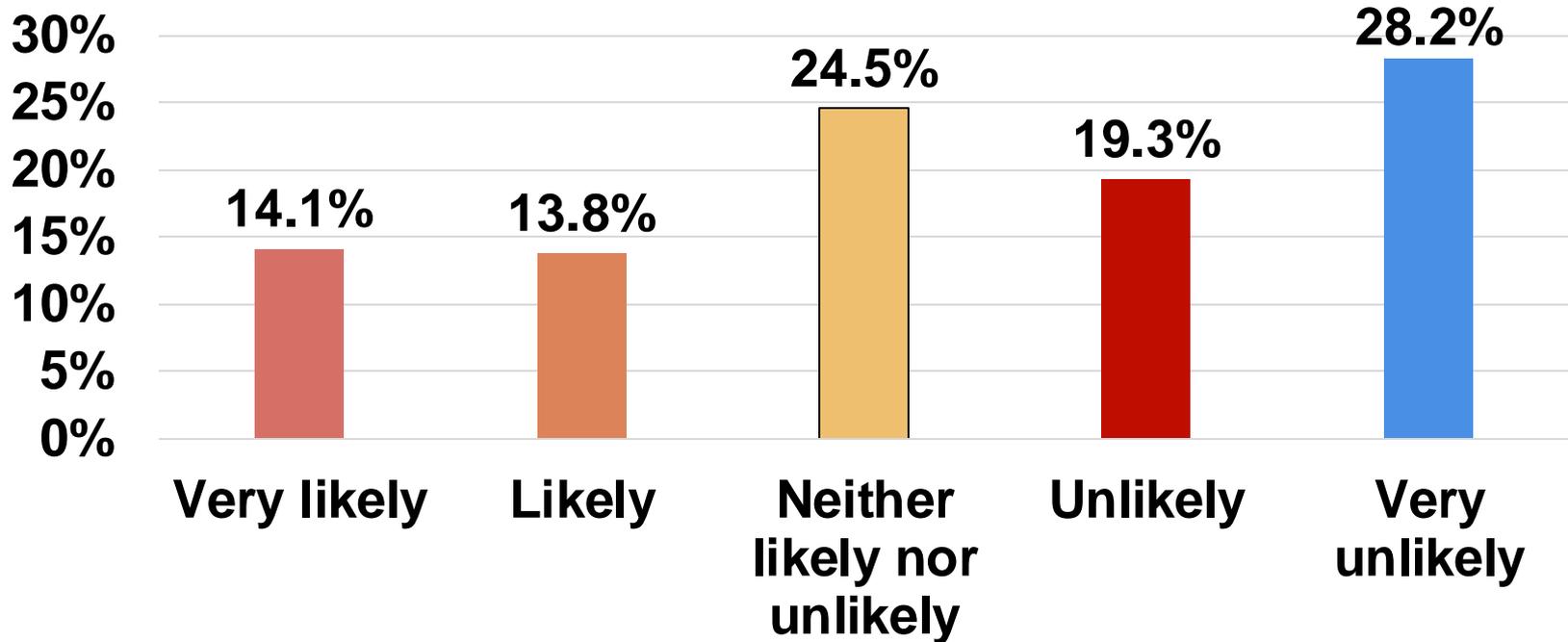
I felt burned out from my work (past year).



Overall, how satisfied are you with your current work situation?



How likely are you to leave your position in the next year?



Framing Thoughts



Framing Thoughts

Well-being versus satisfaction



Framing Thoughts

Well-being versus satisfaction
Binary versus continuum



Framing Thoughts

Well-being versus satisfaction

Binary versus continuum

Well-being is not just about engaging in positive practices,
it's about mitigating the damage caused by negative forces





Coordinator experience is not shaped only by the environment.



Other Drivers of Poor Mental Health



Other Drivers of Poor Mental Health

Problematic mindsets and automatic thoughts



Problematic Mindsets- Cluster 1



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- Viewing performance as identity



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- Personalization and self-blame



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- Stanford Duck



Two Key Skills

Metacognition and Mindful Awareness



Metacognition



Metacognition

Cognitive Restructuring



Cognitive Restructuring



Cognitive Restructuring

Adverse Event= Outcome



Cognitive Restructuring

Adverse Event= Outcome

Not true!!

Adverse Event+ Your Cognitive/Emotional Reaction
= Outcome



Automatic Thoughts/ Cognitive Distortions



Automatic Thoughts/ Cognitive Distortions

- Magnifying
- All or nothing thinking
- Overgeneralization
- Tunnel vision
- Fortune-telling
- Catastrophizing
- Mind-reading



Cognitive Restructuring

How to Counter



Cognitive Restructuring

How to Counter

Notice



Cognitive Restructuring

How to Counter

Notice
Label



Cognitive Restructuring

How to Counter

Notice
Label
Dispute



Mindful Awareness



Problematic Mindsets Cluster 2



Problematic Mindsets Cluster 2

Negativity
Cynicism
Pessimism
Frustration



Problematic Mindsets Cluster 2

Negativity
Cynicism
Pessimism
Frustration
Anger
Resentment



Well-being Toolbox

Combating negativity bias

Cultivating optimism

Cultivating positive emotions

Emotional self-regulation

Dealing with difficult people

Investing in well-being

Generosity, gratitude, and forging connection

(Re)Claiming agency

Finding joy, finding meaning



Cluster 3- Personal Tendencies



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- Caretaker (rescuer)



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- Caretaker (rescuer)
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- Difficulty setting boundaries
- People pleaser
- Stoic
- Hide vulnerability from most



Improving the Work Environment for Coordinators



Drivers of Stress and Distress

Driver	Mean Response
Tracking/reminding faculty to complete tasks	2.43
Low pay	2.59
Tracking/ reminding residents to complete tasks	2.71
Work - overall workload	2.81
Work - level of detail to manage	3.11
Time pressure	3.23
Lack of appreciation by faculty	3.24
Sense of entitlement by residents and/or fellows	3.30

ACGME AWARE

Resources for Well-Being



Cognition and Well-Being Skill Development Video Workshop

Designed for Program Directors and DIOs, this video workshop provides programs with a model framework for raising well-being with residents and leading a local workshop around the role of cognition in well-being.

Visit [Learn at ACGME](#) to access workshop resources.



AWARE App (search for “ACGME AWARE” in the [Apple App Store](#) or [Google Play](#))

Developed for junior residents, the app introduces common cognitive habits that contribute to stress and burnout, then identifies practices and resources for improving well-being. Can also be used by programs and institutions as part of a broader well-being curriculum. Android users must have OS 9.0 or above.



AWARE Podcasts (available on [Spotify](#), [Radio Public](#) and most popular podcast platforms)

Consists of two series: **Cognitive Skill-Building for Well-Being** teaches individual clinicians about common cognitive mindsets and effective strategies to enhance their well-being. **Systems and Research in Well-Being** connects Program Directors and DIOs with resources to help inform local efforts to support their clinicians' well-being and provide updates on the evolving research in well-being.



For more information, contact the Office of Distance Learning at

