**AGPA Connect 2023 Presenter Information**

**Course Code:** 34

**Course Title:** Promoting our colleagues’ wellbeing: Group work during the pandemic with healthcare providers

**Course Times:** 10:00 AM - 12:30 PM

**Course Dates:** Friday, March 10

**Instructors:** Molyn Leszcz

**Course Description:** This workshop will examine the role of group support in helping healthcare providers manage the ongoing emotional stress generated by the COVID pandemic. Building upon the experience of leading support groups and facilitating “leading for wellness” community of practices, the workshop will address ways to maximize our colleagues’ coping and resilience.

**Learning Objectives**

The attendee will be able to:‎

1. ‎‎‎‎ Summarize the impact of pandemics as a traumatic stressor on physicians and health care workers ‎‎(HCWs).‎
2. ‎Describe principles and implementation in support of our colleagues and trainees under stress and ‎trauma.‎
3. ‎Identify how factors of diversity, equity and inclusion impact on psychological safety in the ‎workplace
4. ‎Utilize learnings from Leading for Wellness communities of practice.‎
5. ‎Identify PPE – personal and psychological protective equipment.‎

**Significant Articles:**

1. Lai, J., Ma, S., Wang, Y, et al. (2020). Factors associated with mental health outcomes among health ‎care workers exposed to Coronavirus Disease 2019. JAMA Netw Open, 3(3), e203976.‎
2. Leszcz, M., Maunder, R., & Hunter, J. H. (2020). Psychological support for health care workers during ‎the COVID-19 pandemic. CMAJ, June 15, 192, e660.‎
3. Park, B., Steckler, N., Sydney, E., Wiser, A. L., & DeVoe, J. (2020). Co-creating a thriving human-‎centered health system in the post-COVID-19 era. NEJM Catalyst, Available at ‎https://catalyst.nejm.org/doi/full/10.1056/CAT.20.0247.‎
4. Shanafelt, T., Ripp, J., & Trockel, M. (2020). Understanding and addressing sources of anxiety among ‎health care professionals during the COVID-19 pandemic. JAMA, 323, 2133-2134.‎
5. Southwick, S. M., & Southwick, F. S. (2020). The loss of social connectedness as a major contributor to ‎physician burnout: Applying organizational and teamwork principles for prevention and recovery. ‎JAMA Psychiatry, 77(5), 449-450.‎

**Agenda:**

1. 5 minutes introduction and setting of our contract
2. 50 minutes, presentation of concepts/theory/Case Examples/ Discussion/Q&A, addressing the 5 learning objectives in 10 minute foci
3. 50 minutes experiential learning through group participation
4. 30 minutes discussion and review of the experiential group
5. 15 minutes wrapping up and evaluation

**Assessment Questions:**

Question 1 (include possible answers)

1. Group interventions can be of great value in helping healthcare providers manage crises and extreme stress by virtue of: a. finding those accountable for the problems at work b. promoting team solidarity c. encouraging staff to disengage from the clinical work d. constricting coping behaviors

Correct Answer 1

Answer b.

Question 2 (include possible answers)

Risks associated with group interventions for healthcare providers in the face of extreme stress and crisis include: a. Retraumatization of participants b. Interpersonal conflict c. Emotional destabilization d. Shaming and blaming e. All of the above

Correct Answer 2

Answer e

Question 3 (include possible answers)

Unique hazards of health care during a pandemic include: a. moral distress b. fear of becoming ill c. redeployment out of one’s familiar clinical d. loss and grief e. All of the above

Correct Answer 3

Answer e

Question 4 (include possible answers)

It is of value to think of the hospital as a large group, when considering potential interventions because of the importance of: a. group dynamics b. financial expenditures c. access to anti-viral treatments d. hierarchies and status needs to be maintained

Correct Answer 4

Answer a

Question 5 (include possible answers)

5. The Hopfoll 5 include: a. safety b. calming c. cohesion d. hope e. all of the above

Correct Answer 5

Answer e.

Question 6 (include possible answers)

6. Emotion focused coping includes: a. enhancing social integration. b. better sleep c. exercise d. better nutrition

Correct Answer 6

Answer a.

Question 7 (include possible answers)

7. In addressing racial microaggressions in the workplace, the following interventions are of value: a. Making the microaggression visible b. Engaging and educating the microaggressor c. Seeking additional support and external input d. Disarming the microaggression e. all of the above

Correct Answer 7

Answer e

Question 8 (include possible answers)

8. Enhancing pandemic related resilience can be achieved through: a. avoiding challenging patients b. better financial compensation c. proper training and education d. shrinking the size of the team

Correct Answer 8

Answer c.

Question 9 (include possible answers)

The hallmark features of burnout consist of the following elements: a. substance use, loss of enthusiasm for work, loss of a sense of effectiveness and depersonalization. b. emotional exhaustion, loss of enthusiasm for work, loss of a sense of effectiveness and depersonalization. c. seeking a different career, emotional exhaustion, loss of a sense of effectiveness and depersonalization. d. emotional exhaustion, loss of enthusiasm for work, sexual acting out.

Correct Answer 9

Answer b.

Question 10 (include possible answers)

Organizational culture plays a significant role in the improving the delivery of health care through: a. better staff engagement b. alignment of values c. improved psychological safety d. collaborative decision making e. all of the above

Correct Answer 10

Answer e.