“The Psychologically Flexible Teacher”

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Disclosure

Real Behavior Change in Primary Care

New Harbinger Inc. Publications
Why? We want to be Great Teachers

- Create Nurturing Learning Environment
- Be Effective
- Justice
FM Milestone?

PROF 1 – Completes a process of professionalization……..

• Level 2 – Recognizes own conflicting personal and professional values.

• Level 3 – Recognizes that physicians have an obligation to self-discipline and to self-regulate.
Goal: Psychological Flexibility

Objectives:

• **Learn about Mindfulness & Values-based Action**

• **Use Tools for developing Mindfulness & Connecting with Teaching Values**

• **Develop Action Plan for dealing with “Difficult Trainees”**
Case: Lydia - Second Year Resident

Complaints - Hospitalized patients complained she was rude. Offended nursing staff with classist comments ……

• IMG - practiced a short time in home country
• Significant medical knowledge deficits
• Older resident
• Blames others for her poor performance.
• Has difficulty accepting feedback.

What next?
ACT- (Acceptance and Commitment Training)

mindfulness and acceptance processes

in the service of

enhancing people’s ability to pursue personally valued life goals and actions.
Personal ACTion Plan

Teaching Values:

Action Steps:
1.
2.
3.
Core Processes

Be Present

Accept
Defuse

Psychological Flexibility

Connect with Values
Act on Values

Changing Self

Resiliency Core Processes

Be Present

Acceptance

Defuse

Psychological flexibility

Changing Self

Mindfulness

Connect with Values

Act on Values
Psychological flexibility

Resiliency Core Processes

Be Present

Connect with Values

Act on Values

Acceptance

Defuse

Changing Self

Values
Values

• “Direction in life”
• Not a goal
• What’s Important to you in how you live your life as a teacher?

What are my Values as a Teacher?
Teaching Values

As a Good Advisor I value being:

- Open
- Active Listener
- Think of best interest of resident
- Think of best interest of patient
- Aware of my biases
- Fair
- Think of best interest of my program
Resiliency - Core Processes

- Psychological flexibility
- Be Present
- Connect with Values
- Act on Values
- Acceptance
- Defuse
- Changing Self
- Mindfulness

Mindfulness

Acceptance

Defuse

Changing Self

Be Present
Mindfulness
TEAMS (Private Experience)

TEAMS Exercise
TEAMS Skill Training: *Sit in silence and think about some situation with a resident that troubles you.*

<table>
<thead>
<tr>
<th>TEAMS Element</th>
<th>What comes up?</th>
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<tr>
<td>Thoughts</td>
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<td>Associations</td>
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TEAMS Skill Training: *Sit in silence and think about some situation with a resident that troubles you.*

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<td><strong>Thoughts</strong></td>
<td><em>How could she be so insensitive? Who does she think she is?</em></td>
</tr>
<tr>
<td><strong>Emotions</strong></td>
<td><em>Angry, frustrated, embarrassed.</em></td>
</tr>
<tr>
<td><strong>Associations</strong></td>
<td><em>Doctors who treat people like diseases instead of human beings.</em></td>
</tr>
<tr>
<td><strong>Memories</strong></td>
<td><em>Feeling out of place in medical school.</em></td>
</tr>
<tr>
<td><strong>Sensations</strong></td>
<td><em>Tight jaw, Sigh.</em></td>
</tr>
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What to do at next advisee meeting with Lydia?
Personal ACTion Plan

Teaching Value:
- Open & Active Listener
- Think of best interest of resident, patient & staff

Action Steps: (Specific, Doable, Self-generated, Accountable)
1. Call her and ask her to meet with me. (Acceptance)
2. Listen to her side of the story. (Be present)
3. Describe perceptions of staff and patients.
4. Give assignment from Crucial Conversations.
ACT builds Resiliency

**Mindfulness**
- Present moment awareness
- Noticing and untangling from internal barriers
- Strengthening your resilient self

**Values-based Action**
- Defining your values
- Mindfully engaging in values-based action
- Using values as a guide to goals and daily behaviors
ACT Resources

- Association for Contextual Behavioral Science [www.contextualpsychology.org/](http://www.contextualpsychology.org/)
- New Harbinger Publications [www.newharbinger.com](http://www.newharbinger.com)