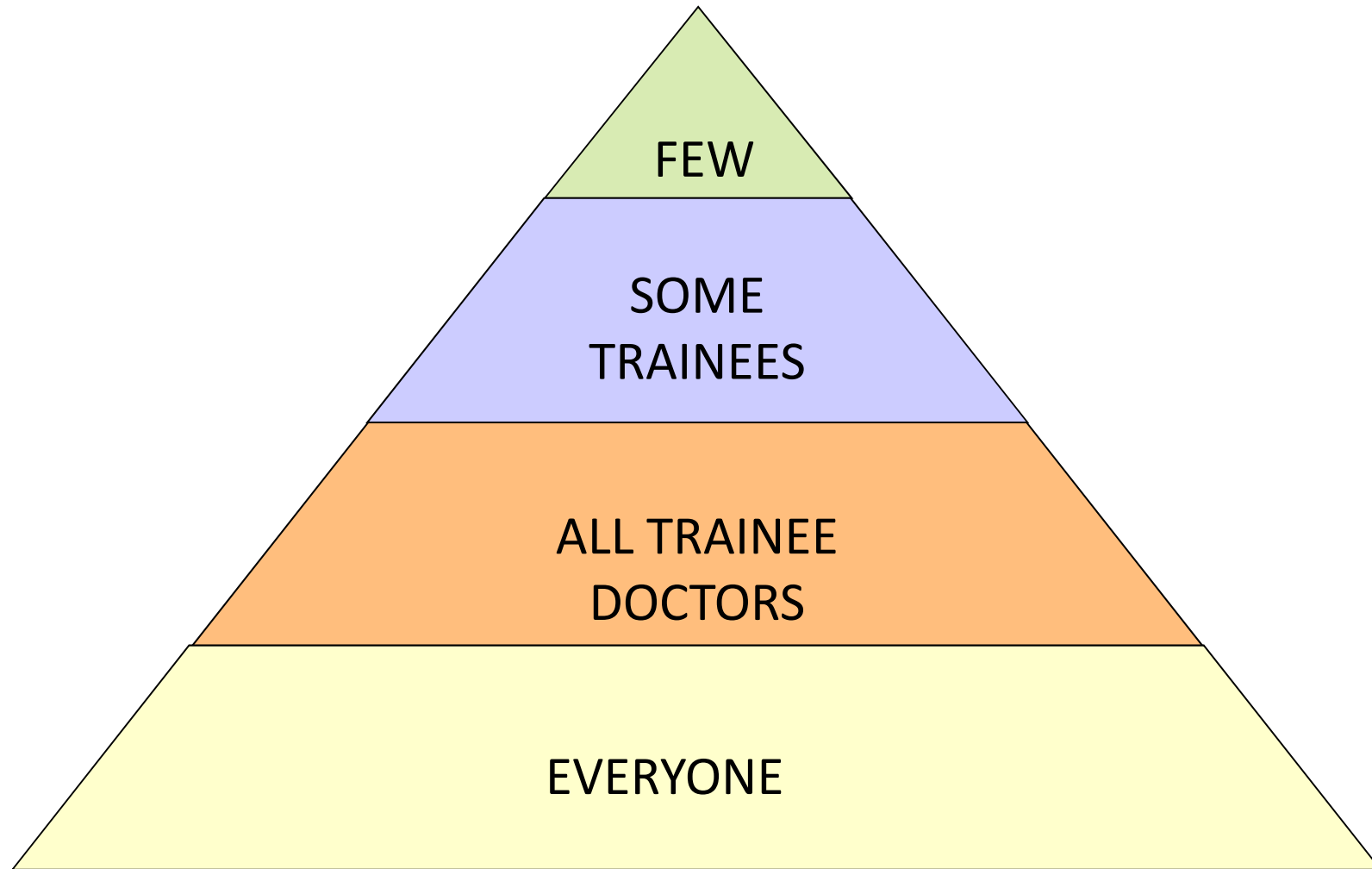


PSU Development Day  
21<sup>st</sup> May 2019  
Professional Support and Well-being launch

PSYCHOLOGICAL SUPPORT FOR TRAINEES  
Hammet Street Consultants  
Vanessa Davies  
Dr Emma Lishman

# THE PSYCHOLOGICAL NEEDS?



## Panic, chronic anxiety and burnout: doctors at breaking point

As the system piles on the pressure, who is looking after the medics?

● Scroll down for an extract from psychologist Caroline Elton's book about her work with NHS doctors

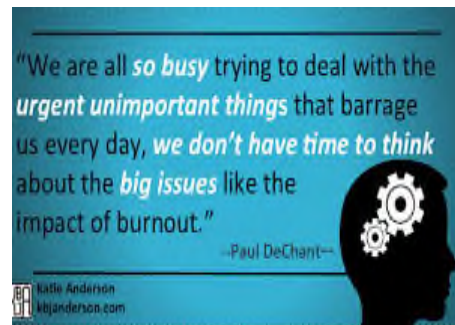


## Leadership

Talk



## Physician Burnout: Stop Blaming the Individual (09:35)



## CORE

Subjective Well being  
Problems & Symptoms  
Life Functioning  
Risk

Average pre-therapy mean score =

**13.1%**

Average post-therapy mean score =

**5.7%**

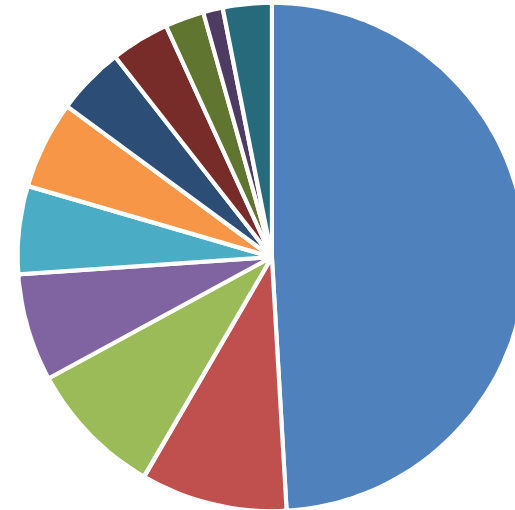
Clinical population =

men scores above 11.9%

women scores above 12.9%

**61%** of trainees were presenting with clinically significant symptoms and following psychological intervention only **12%** were presenting with clinically significant symptoms.

## Reason for Referral

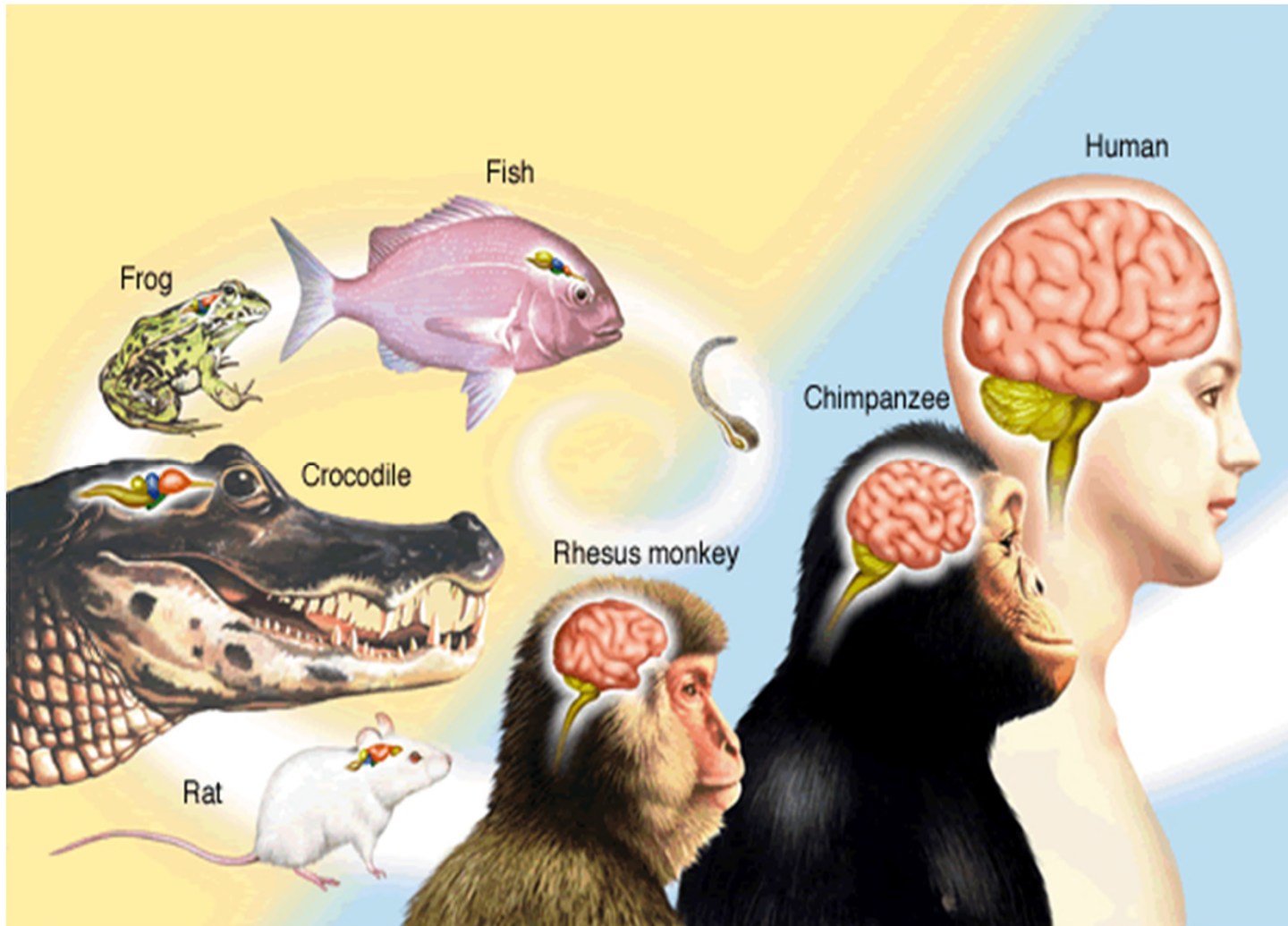


■ PW ■ PH ■ Exam ■ B ■ A/C ■ Comms ■ EMDR ■ NR ■ TMO ■ TW ■ Other Specialist

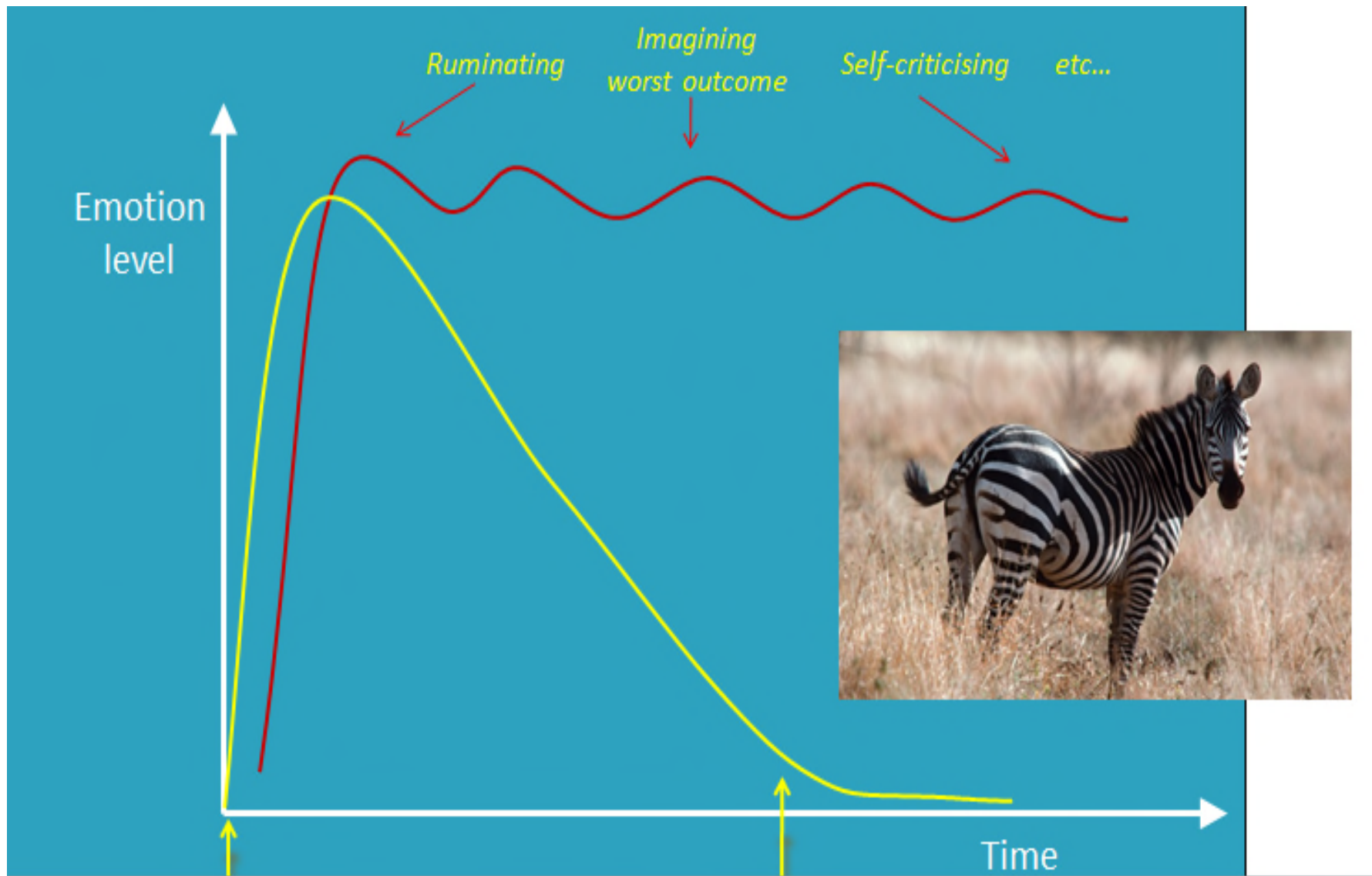
**WHY?**

# Human brains have evolved

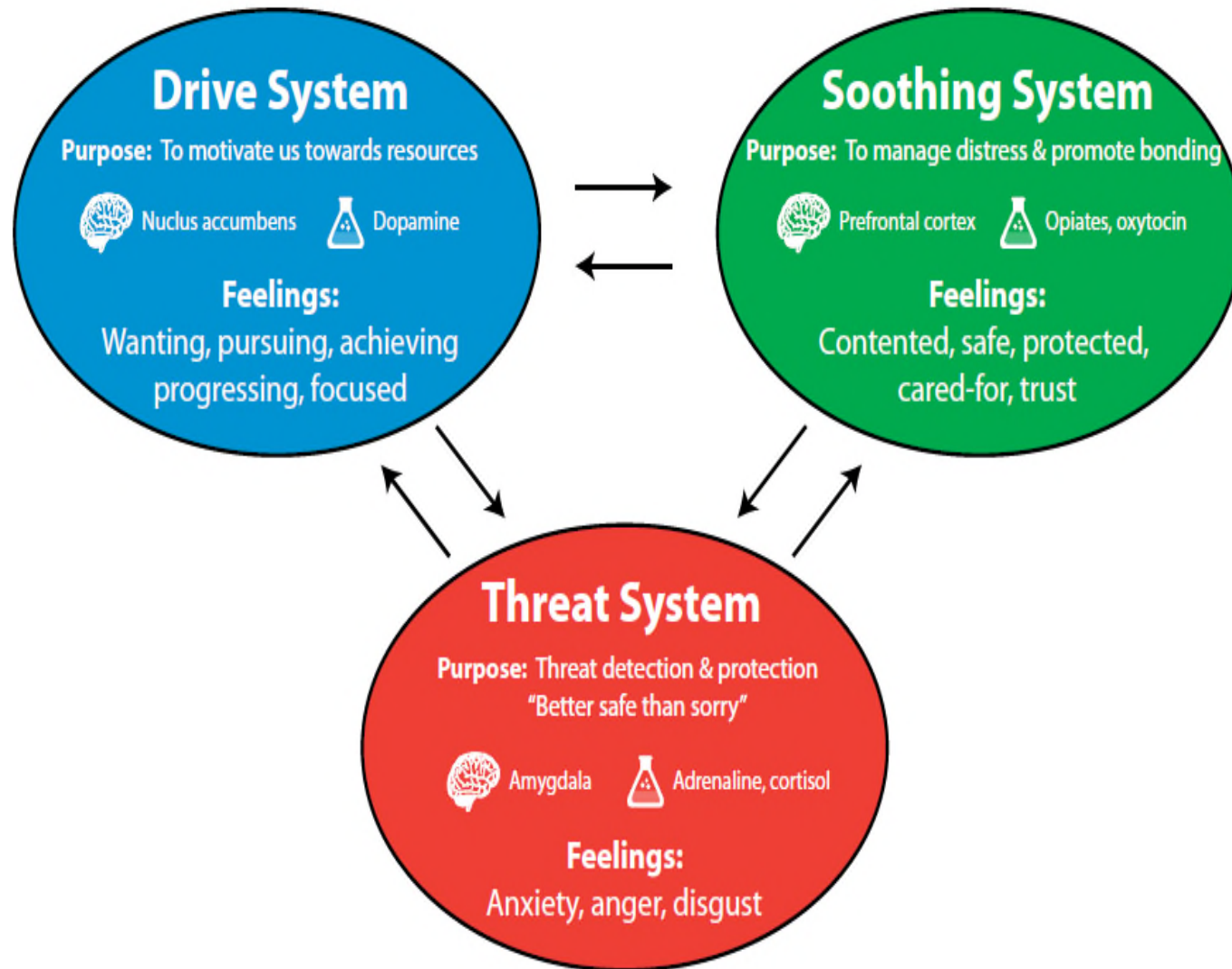
Our evolved capacities have worked in our favour, but can also be detrimental to us...







# 3 circles model





# Threat System

## Behaviour

- Aggressive
- Defensive
- Passive avoidance
- Active avoidance
- Submissive display
- Dissociate

## Attention/Thinking

- Narrow-focused
- Danger threat
- Scan – search
- Hyper vigilant

## Body/Feelings

- Tense
- Heart increase
- Dry mouth
- “Butterflies”
- Afraid



# Drive System

## •Behaviour

- Activation
- Heart increase
- Pressure to act
- Disrupt sleep

## •Attention/Thinking

- Narrow-focused
- Acquiring
- Explorative
- Incentive/resource-focused
- Wanting, pursuing, achieving

## •Body/Feelings

- Activation
- Heart increase
- Pressure to act
- Disrupt sleep



# Soothing System

## •Behaviour

- Peaceful
- Gentle
- Pro-social
- Compassionate

## •Attention/Thinking

- Open-focused
- Reflective
- Pro-social
- Empathetic
- Non-wanting
- Safe
- Kindness

## •Body/Feelings

- Calm
- Slow
- Well-being
- Content
- Relaxed



# Exercise...

**Imagine:**

- Group one= **F1 moving to second rotation**
- Group two= **Just about to start first Registrar's post**
- Group three= **Educational Supervisor of a trainee having difficulties**

**Draw the circles for what would they look like?**

- What system dominates?
- What activates the threat system?
- What activates the drive system?
- What activates the soothing system?
- How do they interact?
- Is there balance?

# How to activate soothing system

## **Individual:**

- Imagery
- Breathing (rhythmic )
- Contact (talking/ hugging/ sharing)
- Gratitude (giving & receiving)
- Mindfulness
- Grounding
- Nature/ animals
- Hydration & food
- Mini pauses (check in's)
- Kindness
- Laughter

## **System:**

- Sense of a team
- Time together with colleagues
- Ensuring breaks are taken
- Gratitude shown
- Opportunity for food & drink
- Welcoming spaces to break
- Recognition of emotional needs
- Outdoor access
- Debrief opportunities
- Caring and supportive

How you can help activate soothing  
system ....



