The consequences of physician burnout extend beyond training – affecting physician health, patient care and safety, and health systems efficiency.\(^1\) The SMART-R curriculum is adapted from an evidence-based patient program\(^6\) called the Stress Management and Resiliency Training (SMART) Program. SMART teaches participants: How to elicit the Relaxation Response (RR): meditation, yoga To develop stress awareness skills (SA): cognitive behavioral strategies To adopt adaptive perspectives (AP): positive psychology To continue to iteratively optimize the SMART curriculum with feedback from the residents who participate in the curriculum.

### The Action:

#### Analysis of 2014-2015 Pilot Study (Prospective Cohort) Implementation of Multi-site Waitlist-Controlled Trial of SMART-R

The Impact:

#### Lessons from the Pilot

- Preliminary studies show that mindfulness skills can remedy signs of burnout.\(^2\)
- The most potent contributor to resident burnout is the learning environment,\(^3\) however, some residents do not experience burnout.\(^4\) An effective remedy will address both organizational and individual approaches.\(^5\)
- Seventy-five of 85 residents (88%) consented to participate in the study. Of the 75 who consented, 68 completed >90% of surveys (91% response rate). Of 68 residents, 19 (28%) met the burnout criteria.
- Burnout was defined as scoring above threshold on the Maslach Burnout Inventory EE (emotional exhaustion) or DP (depersonalization) sub-scale.

#### Project Significance

- First study in medical education to use passive data capture to evaluate impact of an educational intervention on behavior and wellbeing.
- To find a solution to physician burnout, we need to understand the cause at the individual and organizational level (culture change).

This project is scalable by.....

- Streamlined “Train the Trainer” workshop, which has now been implemented at MGH and in New York City for diverse institutions (study sites: NYU Langone, Weill Cornell Medical College), and others.
- Implementation toolkit, which provides provider manual and instructions for implementation

This project is sustainable by...

- Those trained through the “Train the Trainer” workshops are now champions of the curriculum at their own institutions.
- Developed committee of residents and faculty committed to maintaining “Train the Trainer” workshops as well as “Implementation Toolkit”

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1. Massachusetts General Hospital Department of Psychiatry
2. McLean Hospital Department of Psychiatry
3. Benson Henry Institute for Mind Body Medicine, Massachusetts General Hospital

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