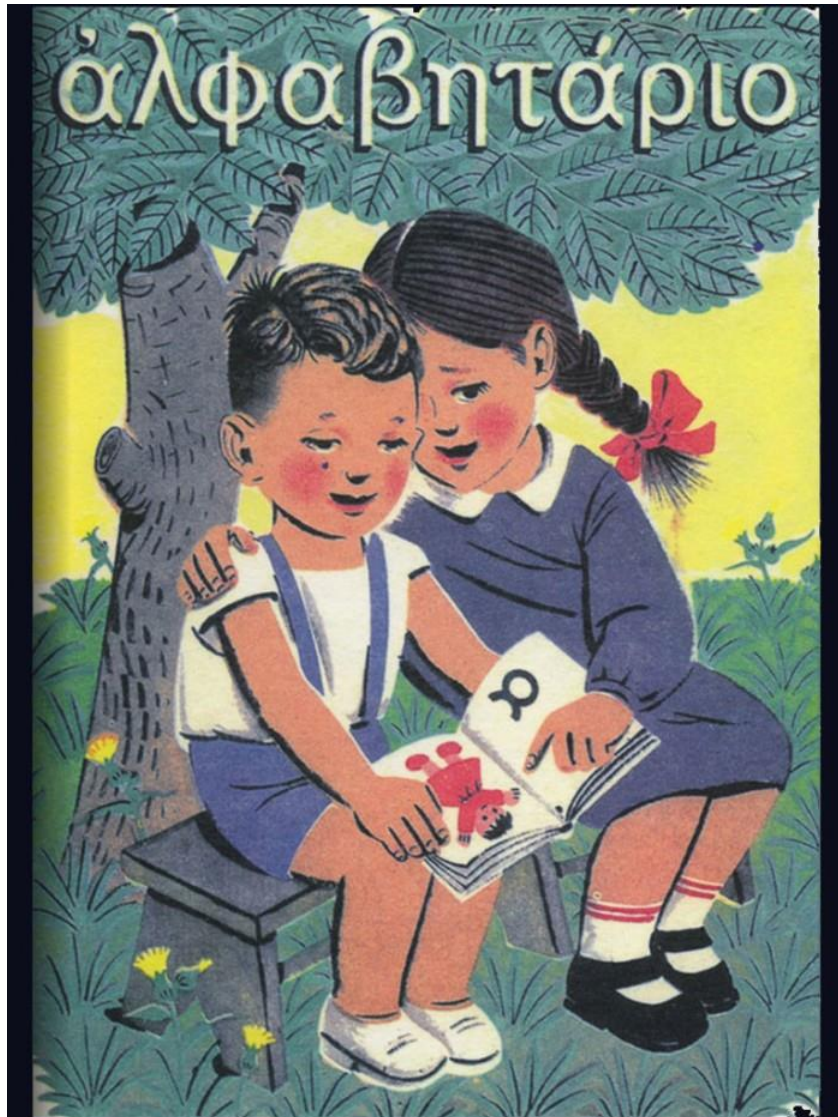


**"Third International Meeting on Well being and Performance in
Clinical Practice"**

WELLMED 3



9-13 May 2018, Mount Olympus, Pieria Greece

It is our pleasure to welcome you to the **"Third International Meeting on Well being and Performance in Clinical Practice" (WELLMED 3)**. Following the success of our previous meetings in May 2014, and May 2016, this meeting is bringing together experts from diverse disciplinary backgrounds from 26 different countries.

The 13 parallel sessions and 3 symposia included in the program highlight the state of the art on topics concerning health professional well-being, quality of care, and patient safety. At the same time, the program is significantly enriched by 9 workshops, which will provide the opportunity to learn and practice new skills using a variety of experiential methods.

We are very excited this year to have two roundtables devoted exclusively to primary care, as well as one session on medical education, and one on nursing practice.

Don't miss the **WELLMED-IMPROV session** (no comments), or the Expert Talks addressing a diversity of issues from different perspectives.

Finally we invite you to join us to **"Walk & Talk"**, to have fun in the **"St Patrick-meets Socrates quiz night"**, and dance in the traditional Greek **"Glenti"**!

Efharis Panagopoulou



The WELLMED team

Efharis Panagopoulou, PhD

Anthony Montgomery, PhD

Paraskevi Angelopoulou, MSc

Thomai Aslanoglou, MSc

Katerina Georganta, PhD

Giota Koutsimani, MSc

George Manomenidis, PhD

Maria Moirasgenti, PhD

Vasiliki Spatoula, MD, MSc

Evangelia Tsigka, MD, PhD



Wednesday 9/5/2018

- 9:00 - 17:00 ° **MASTER CLASS on Healthy Work-Places in HealthCare**
Christina Maslach **APOLLO I**
- 17:00-18:30 ° **Workshop 1** **APOLLO 2**
Making room for the mythic: From coma memories to conscious conversations and well-being in clinical practice—a narrative medicine workshop
Elizabeth Berger
- 19:00- 19:15 ° **Welcome Address** **APOLLO I**
Efharis Panagopoulou
- 19:15 - 20:15 ° **Keynote 1** **APOLLO I**
WELLMED 3.0
Christina Maslach
- 20:30** ° **Welcome Reception**



Thursday 10/5/2018

8:30 - 9:15 ° Morning Yoga

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9:30 - 10:30

° **WELLMED DEBATE**

APOLLO 1

Efharis Panagopoulou, Anthony Montgomery

10:30 - 10:45

° Stretching

10:45 - 12:15

° **Parallel Session 1**

APOLLO 1

From theory to practice. Interventions to improve physician wellbeing

Chair: Caitlin Weston

Discussant: Bryan Sexton

· **Care in Context: Tailoring clinician wellbeing interventions to healthcare settings**

Caitlin Weston

· **Systematic review on the effects of mindfulness interventions among physicians**

Renée Scheepers, Helga Emke, Kiki Lombarts

· **Physician health in Israel: From theory to practice**

Lilach Malatskey, Rachel Wilf Miron, Malke Borow

· **Mantra Meditation Programme and Wellbeing of Emergency Department Staff: A Mixed Methods Feasibility Study**

Julie Lynch, Lucia Prihodova, Padraic Dunne, Caoimhe O'Leary, Rachel Breen, Aine Carroll, Cathal Walsh, Geraldine McMahon, Barry White

· **Job burnout among polish nurses – influence of mobbing and coping with stress**

Ewa Wilczek Rużyczka

12:15 - 12:45

° **Coffee Break**

Thursday 10/5/2018

8:00 - 9:20 ° **Workshop 2** **APOLLO 2**
Balint groups as a means to prevent burnout among health care practitioners
Aya Biderman, Yuval Shorer, Taly Samson, Ruth Kannai

8:00 - 9:20 ° **Workshop 3** **APOLLO 1**
Resiliency: Building Individuals and Culture - A Train the Trainer Workshop
Charlene M. Dewey, William H. Swiggart

10:45 - 12:15 ° **Symposium 1** **APOLLO 2**
Narrative Medicine applications to promote well-being among healthcare professionals
Chair: Deepthiman Gowda & Catherine Rogers
Discussants: Annie Robinson, Dana Gage
· **Positive Impact of Narrative Medicine in the General Medical Education Curriculum**
Annie Robinson
· **Reaching the Voices from Within**
Dana Gage
· **Mixed Methods Evaluation of the Impact of Narrative Medicine on Healthcare Professionals' Well-Being**
Deepthiman Gowda



- 12:45 - 14:15 ◦ **Parallel Session 2** **APOLLO 1**
"Should have, could have, would have..." Regretfulness, presenteeism and intentions to leave medicine
Chair: Anette Fischer Pedersen
Discussant: Hardeep Singh
 · **Maslach Burnout Inventory (MBI): Profiles and regretfulness about choice of specialty**
Anette Fischer Pedersen, Karen Busk Nørøxe, Flemming Bro, Peter Vedsted
 · **Person-environment congruence: Associations with burnout and intentions to leave the profession among pediatricians**
Talma Kushnir, Avner Herman Cohen, Zachi Grossman, Shai Ashkenazi, Gabriel Chodick
 · **Sickness and caregiver presenteeism among university hospital physicians**
Lise Løvseth
 · **Predicting future supply of GP's in Israel**
Yael Applbaum, Ziona Haklai, Miriam Aburbeh
 · **Prevention of burnout among Family Practice residents- A new program at Ben Gurion University**
Ruth Kannai, Tali Samson, Aya Biderman
- 12:45 - 14:15 ◦ **Workshop 4** **APOLLO 3**
Narrative Medicine: Employing the Power of Story in Clinical Practice
Catherine Rogers
- 14:15 - 15:30** ◦ **Lunch**
- 15:30 - 16:30** ◦ **Keynote 2** **APOLLO 1**
Compassionate and Collective Leadership for High Quality Care Cultures
Michael West
- 16:30 - 16:45** ◦ **Coffee Break**
- 16:45 - 18:15 ◦ **WELLMED-Improv** **APOLLO 1**
 Bryan Sexton
 Hardeep Singh
 Jane Lemaire
 Tessa Richards

12:45 - 14:15

Parallel Session 3

APOLLO 2

What about the patient?

Chair: Orit Karnieli-Miller

Discussant: Tessa Richards

· **“My guardian angel”: Constructing images of infertility treatment providers**

Irina Todorova, Yulia Panayotova, Tatyana Kotzeva, Ralitsa Todorova, Sophia Röttschke

· **Are you with me? Identifying challenges that impact physicians’ ability to be patient-centered**

Orit Karnieli-Miller

· **What about patients’ views on physician wellness? A qualitative study**

Darby Ewashina, Alicia J. Polachek, Jaya Dixit, Verna Yiu, Jane B. Lemaire

· **Expectations of death as inevitable: Could this mindset impede physicians’ self-compassion and lead to burnout?**

Robin Lynn Treptow

· **Safety Partnerships and acute life threatening events – what works for providers and women?**

Jane Sandall, Nicola Mackintosh, Mary Adams



16:45 - 18:30

Workshop 5

APOLLO 3

Breema Bodywork: Increasing Well-Being in Clinical Practice and Research

Alexandra R. Johnson, Angela Porter

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Friday 11/5/2018

8:00 - 11:00 ° **WALK & TALK MOUNT OLYMPUS**

11:00 - 11:20 ° **Refreshments**

11:20 - 12:20 ° **Expert Talks** **APOLLO 1**

Chair: Efharis Panagopoulou

· **Coaching physician leaders into well-being and high performance**

Amer Kaissi

· **Workplace interventions to reduce physician burnout. A review**

Paul DeChant, Annabel Acs, Talia Boulanger, Kyu Rhee, Kelly J. Craig

· **A mother in the house**

Kathy Stepien

12:30 - 14:15 ° **Parallel Session 4** **APOLLO 1**

Physician wellbeing: Facts, factors and solutions

Chair: Margaret Kay

Discussant: Jane Lemaire

· **Higher risk of mental disorders among health professionals than general population in Catalonia**

Lucia Baranda, Anna Mitjans, Antoni Calvo, Gustavo Tolchinsky, Jaume Padrós

· **Understanding My Health – A Mixed Method Study of Doctors' Wellbeing in Brisbane**

Margaret Kay, Susan O'Dwyer, Lynette Fergusson, Georga Cooke

· **20 years of PAIMM: Integral Care Programme for Sick Doctors in Catalonia**

Gustavo Tolchinsky, Jaume Padrós, Eugeni Bruguera, Antoni Calvo, Carme Bule, Anna Mitjans

· **Introducing the Work-Life Balance Scale, Psychometric Properties, Benchmarking Data and Future Directions**

Stephanie P. Schwartz, Kathryn C. Adair, J. Bryan Sexton

· **Compassionate self - improvement : a key clinician wellness correlate and predictor of improved burnout and professional fulfillment**

Bryan Bohman, Maryam Hamidi, Rachel Seaman, Andrea Hausel, Mickey Trockel

14:15 - 15:30 ° **Lunch**

Friday 11/5/2018

8:00 - 11:00 ° **Workshop 6** **APOLLO 1**
Reducing the Drivers of Burnout in the Clinical Workplace
Paul DeChant, John E. Billi

9:30 - 11:00 ° **Workshop 7** **APOLLO 2**
Self-Compassion Skills in Medicine
Kathy Stepien



12:30 - 14:15 ° **Parallel Session 5** **APOLLO 2**
Medical students in the spotlight
Chair: Ana Mónica Pereira
Discussant: Eva Doherty

- **Coping strategies as predictors of stress in Portuguese medical students**
Ana Mónica Pereira, José Miguel Pêgo
- **The contribution of self-care and life satisfaction to burnout among medical students**
Keren Michael, Dana Schujovitzky, Dafna Meitar, Orit Karnieli-Miller
- **Health and Well-being of Medical Students in Austria**
Stefan Höfer, Cornelia Strecker, Alexandra Huber, Melanie Hausler, Thomas Höge
- **Stereotypes in Medical Education: How open-minded doctors are?**
Vassiliki Spatoula & Efharis Panagopoulou
- **‘Be gentle, give me a compliment and legitimize my feelings and dilemmas:’ The importance of providing support to enhance well-being within reflective journals feedback**
Lior Rozental, Orit Karnieli-Miller, Dafna Meitar
- **The association between burnout and depression in medical students**
Alice McGarvey, Orla Fitzpatrick, Ronan Conroy, Regien Biesma

- 15:30 - 16:20 ◦ **European Society for Quality and Safety in Family Practice (EQUIP)** **APOLLO 1**
Keeping people safe and well in healthcare: Managing yourself, your work and your interfaces
 Andrée Rochfort
 Isabelle Dupie
- 16:20 - 17:10 ◦ **Symposium 2** **APOLLO 1**
Uncertainty in Medicine: Fear it, embrace it, manage it?
 Chair: Sudeh Cheraghi-Sohi
 Discussant: Evangelia Tsigas, Avril Daczak
 · **Physicians' emotional reactions to uncertainty and its impact on decision making in primary care**
 Evangelia Tsigas, Efharis Panagopoulou
 · **Managing Diagnostic Uncertainty in Primary Care: a systematic critical review**
 Rahul Alam, Sudeh, Cheraghi-Sohi, Maria Panagioti, Aneez Esmail, Stephen Campbell, Efharis Panagopoulou
 · **Training to manage uncertainty**
 Avril Daczak, Alison Lea
- 17:00 - 17:30 ◦ **Coffee Break**
- 17:30 - 18:30 ◦ **Parallel Session 7** **APOLLO 1**
Who is minding the nurses?
 Chair: Maria Moirasgenti
 Discussant: Irina Todorova
 · **Nurses' Intention to Leave Work - Effect of their Family Variables-**
 Yoshiko Yamaguchi, Takahiro Inoue, Hiroko Harada, Miyako Oike
 · **Nurses recovery during respite**
 Anat Drach-Zahavy
 · **How can we build resilient nurses?**
 George Manomenidis & Efharis Panagopoulou
- 21:00 ◦ **St Patrick meets Socrates quiz night** **CAPTAINS BAR**

15:30 - 17:00

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Parallel Session 6**APOLLO 2****Job demands and resources in hospital settings***Chair: Katerina Georganta**Discussant: Michael West*

· **Hospital doctors' psychosocial working conditions, work-related wellbeing and quality of care: A multilevel mediation perspective**

Kevin Teoh, Juliet Hassard, Tom Cox

· **Hospital Cultural Development Program: Case Study from the Department of Cardiothoracic Surgery, Oslo University Hospital**

Joy Buikema Fjaertoft, Arnt E. Fiane

· **Job satisfaction, work ability and life satisfaction among Finnish anesthesiologists**

Pirjo M. Lindfors, Kari E Nurmi, Marko Elovainio

· **Reducing physicians' workload while increasing treatment adherence and satisfaction in women with urinary incontinence**

Diana Taut, Adriana Baban, Women-Up Consortium

· **Workplace and personal wellbeing factors associated with burnout in hospital doctor trainees and consultants in Ireland**

Lucia Prihodova, Gillian Walsh, Blánaid Hayes

17:30 - 18:30

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Symposium 3**APOLLO 2****The workplace is making our juniors sick – Can we change the culture?***Chair: Louise Nash**Discussant: Louise Nash*

· **Stress and Distress among Physician Trainees: A Cross-Sectional Study**

Carmen Axisa, Louise Nash, Patrick Kelly, Simon Willcock

· **Why trainees leave: exploring the reasons for and experiences of leaving surgical training and how to improve the process of leaving**

Mary Lawson, Claire Spooner

· **Changing workplace culture: Experience of bullying and harassment in junior doctor, and development of an education resource "Grace under pressure", a verbatim theatre project**

Claire Hooker, Paul Macneill, Kimberley Ivory, Paul Dwyer, Karen Scott, Louise Nash, Jo River, David Williams, James Dalton

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Saturday 12/5/2018

- 8:00 - 9:30 ° **Interactive Poster Session** **FOYER**
- Chair: Katerina Georganta*
- **General practitioner burnout in relation to their patients' out-of-hours healthcare contacts and potentially avoidable hospitalizations**
Karen Busk Nørøxe, Anette Fischer Pedersen, Flemming Bro, Peter Vedsted
 - **Investigation of the frequency and intensity of morally distressing situations in Cypriot mental health nurses**
Maria Christodoulou-Fella, Elizabeth Papathanassoglou, Nicos Middleton, Maria Karanikola
 - **EUSTRESS: A stress monitoring system for physicians and medical students**
Ana Mónica Pereira, José Miguel Pêgo, Joaquim Gonçalves, Victor Carvalho
 - **From burnout to engagement: Transforming residents' medical competencies into medical leadership capabilities**
Mairi Savage Pamela Mazzocato, Carl Savage, Terese Stenfors-Hayes, Kristina Palm, Mats Brommels
 - **"It Sustains Me": How Physicians Draw Satisfaction and Overcome Barriers in their Practices**
Amy Weil, Elizabeth Rider, Lars Osterberg, William T. Branch
 - **Implementing MORE at UNC – Mindful Opportunity to Reflect on Experience (MORE)**
Amy Weil, Lauren Westervelt, Jonny Gerkin

- 9:30 - 10:30 ° **Keynote 3** **APOLLO 1**
- With great power comes great responsibility: Designing maintenance of competence systems that support clinicians**
Kevin Eva

- 10:45 - 12:15 ° **Parallel Session 8** **APOLLO 1**
- New perspectives in quality of care and patient safety**
- Chair: Reema Harrison*
Discussant: Efharis Panagopoulou
- **Evolving dimensions of quality care: Comparing physician and managerial perspectives**
Rebecca Amati, Amer A. Kaissi, Annegret F. Hannawa
 - **Is physician burnout associated with reduced patient safety? Findings from a systematic review and meta-analysis**
Maria Panagioti, Keith Geraghty, Caroline Sanders, Efharis Panagopoulou, Carolyn Chew Graham, Ruth Riley, Damien Ridge, David Peters, Aneez Esmail
 - **Learning from medical errors and adverse events: Promoting learning over blame amongst doctors and nurses in Vietnam**
Reema Harrison, Merrilyn Walton, Esmond Esguerra
 - **Medical Error: The Second Victim**
Jill Klein
 - **Clinicians' accountability and satisfaction: Harmonious or discordant concepts? Organizational accountability's role in promoting patients care**
Anat Drach-Zahavy, Einav Srulovici

Saturday 12/5/2018

8:00 - 9:30 ◦ **Workshop 8** **APOLLO 2**
Accessing emotions through poetry: Poetry as an access to expression and increasing emotional intelligence in physicians
Maiysha Clairborne

8:00 - 9:30 ◦ **Workshop 9** **APOLLO 3**
Resetting your outlook with gratitude: A simple, effective daily practice
Alexandra R. Johnson, Jennifer Caragol



10:45 - 12:15 ◦ **Parallel Session 9** **APOLLO 2**
Mental health, depression and suicide among doctors
Chair: Reidar Tyssen
Discussant: Anthony Montgomery
 · **Impact of psychosocial work characteristics on physicians' depression: A 10-year follow-up study**
Matthias Weigl, Anna Schneider, Peter Angerer
 · **The Relationship between Resident Depression and Satisfaction with their Medical Careers**
Nicholas Yaghmour, DeWitt Baldwin, Peyman Sardo
 · **Personality traits and physician mental health and well-being: a review**
Reidar Tyssen
 · **'Treading water but drowning slowly': What are GPs' experiences of living and working with mental illness and distress in England? A qualitative study**
Ruth Riley, Johanna Spiers, Carolyn Chew Graham, Anna Taylor, Gail Thornton, Marta Buszewicz
 · **Reducing the stress of regulatory complaints**
Anna Rowland

- 12:15 - 12:45** ◦ **Coffee Break**
- 12:45 - 14:15** ◦ **Parallel Session 10** **APOLLO 1**
From patient rounds and beyond. New approaches in hospital rounds
Chair: Jill Maben
Discussant: Amer Kaissi
- **Beyond the traditional clinical rounds. What else is there?**
Evi Angelopoulou, Efharis Panagopoulou
 - **The Dose-Response Effect of Positive Rounding: Associations with Burnout, Burnout Climate, and Work-Life Balance**
Kathryn C. Adair, Kyle Rehder, Jonathan Bae, Christen Noratel, Allan Frankel, Michael Leonard, J. Bryan Sexton
 - **A realist evaluation of Schwartz Rounds: An intervention to support compassionate care in healthcare staff**
Jill Maben, Mary Leamy, Ellie Reynolds, Jeremy Dawson, Imelda McCarthy, Caroline Shuldham, Cath Taylor
 - **The UK implementation of Schwartz Rounds: An intervention to improve care through enhancing staff wellbeing**
Cath Taylor, Shilpa Ross, Julia Phillipou, Glenn Robert, Mary Leamy, Ellie Reynolds, Laura Bennett, Jill Maben
 - **Reducing the stress of night shift for junior doctors by development of comprehensive morning handover**
Carmel Crock, Deborah Colville
- 14:15 - 15:30** ◦ **Lunch**
- 15:30 - 17:00** ◦ **Parallel Session 12** **APOLLO 1**
Supporting physicians at different stages of their career
Chair: Erica Dance
Discussant: Anthony Montgomery
- **Resident physician health: The University of Alberta's innovative approach to learner advocacy & wellness**
Erica Dance
 - **Mind the (support) gap: Supporting academic trainees through peer networks**
Carmen Soto, Verena Walsh, Elaine Boyle
 - **Role of performance and wellness department in OMSB residency training**
Saif Al Hashmi, Noura Al Hadhramy, Mashaal Al Sabahi
 - **The aftermath of medical errors: Learning from international experiences in supporting second victims**
Hanan H. Edrees
 - **Improvisation with actors for team development and inter-professional learning in the emergency department (ED)**
Carmel Crock, Deborah Colville
- 19:15 - 20:15** ◦ **Keynote 4** **APOLLO 1**
Flourishing in practice: mindful lessons for clinicians, educators, and leaders
Ronald M. Epstein
- **Closing Ceremony**
 - **Greek Glenti - Conference Party**

12:45 - 14:15

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Parallel Session 11**APOLLO 2****When the glass is half full: Nurturing positivity in the workplace***Chair: Cornelia Strecker**Discussant: Ronald M. Epstein***· Can physicians apply their strengths at work? A longitudinal analysis of work characteristics in hospitals***Cornelia Strecker, Thomas Höge, Alexandra Huber, Melanie Hausler, Stefan Höfer***· Positive team processes – The role of team work engagement in fostering learning and knowledge sharing***Annalena Welp, Anya Johnson, Helena Nguyen, Karyn Wang***· Thriving in scrubs: Understanding and fostering resilience in residents***Abigail Ford Winkel, Ann Robinson, Aubrie-Ann Jones, Anne West Honart, Allison Squires***· Recovery after work in health professionals: The role of psychological detachment***Cristina Vajaeen, Adriana Baban***A Brief Measure of Positive Reflection: Validity, Benchmarking, and Associations with Well-being, Safety and Teamwork***Kathryn C. Adair, Kyle Rehder, Jonathan Bae, Christen Noratel, Allan Frankel, Michael Leonard, J. Bryan Sexton*

15:30 - 17:00

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Parallel Session 13**APOLLO 2****Stress and distress in physicians: (How) can we feel better?***Chair: Carmen Axisa**Discussant: Paul DeChant***· Stress and distress among physician trainees: A cross-sectional study***Carmen Axisa, Louise Nash, Patrick Kelly, Simon Willcock***· The Canadian Physician Health Survey: A National Dataset***Christopher Simon, Taylor McFadden, Krista VanSlingerland, Cecile Bensimon***· An evolutionary model of medical student distress***Jaleh Shahin, William Whelton***· Social unconscious in medical profession***Kristiina Toivola, Juha-Matti Toivola***· The health and stress related benefits in hospital staff of “Caring for the Caregivers” (CCG)- an extended, 5-component Stress-Reduction Intervention***Sarah Sallon, Deborah Katz-Eisner, Hila Yaffe, Tali Bdolah-Abram*