



University of California
San Francisco



UC Pharmacy Collaborative Well-Being Promotion Program (WellPro)

Mandy Morris, PharmD, BCCCP, BCPS

PGY1 Residency Program Director

Critical Care Pharmacist, UCSF Medical Center

Assistant Clinical Professor, UCSF School of Pharmacy

Tram Cat, PharmD, BCPS

Assistant Professor of Clinical Pharmacy, UCSF School of Pharmacy

Experiential Education Program Director – San Francisco Bay Area

Session Outline



- **Part I**
 - WellPro Program Overview

- **Part II**
 - Introduction to Burnout, Well-being and Positive Psychology

- **Part III**
 - Self-Care



Part I: WellPro Program Overview

Program Learning Objectives

1. Reduce burnout and promote well-being individually
2. Promote a positive culture for wellness within the University of California pharmacy workforce



Program Outline

- **Live webinar series**
 - Sessions 1.25 hours
 - Offered monthly (November through February)
 - Interactive and include small group discussion
 - Recordings available after each session



**Burnout,
Well-Being &
Self-Care
(Pre-Recorded)**



**Appreciation &
Gratitude**



**Internal
Narrative**



**Mindfulness,
Meditation &
Breathing
(Part I)**



**Mindfulness,
Meditation &
Breathing
(Part II)**



CE Credit

- **Approved for CPE credit**
 - Pharmacist & Technician CPE

- **Complete learning activity evaluation**
 - Evaluation link will be available with the CE announcement
 - Must submit within 2 weeks of live session



UC Pharmacy Well-Being Certificate Program

- **Certificate Requirements:**

- ✓ **Complete pre-work assignments**

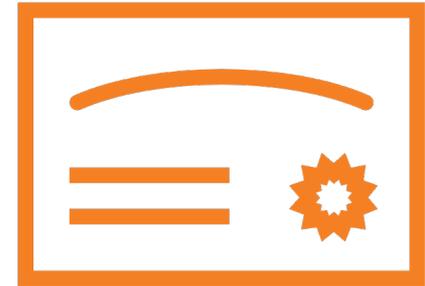
- Self-reflection prompt and/or online module

- ✓ **Attend all 5 webinars**

- Live or recorded

- ✓ **Complete program evaluation**

- Feedback on program
- Describe how you have applied the skills/strategies that you have learned from the WellPro Program
- Due March 2021



Therapy Assistance Online (TAO)



- **Therapy Assistance Online (TAO)**

- TAO Connect offers self-guided tools
 - Educational and interactive modules
 - Practice tools
 - Journals & progress measures



- **FREE for all UC students and employees**

- Provide suggested modules to view before each webinar

TAO Instructions

ThePath-ca.TAOconnect.org



TAO
Therapy Assistance Online

Overview Membership Providers Businesses Resources About CONTACT

Affordable, Effective, Accessible Therapy

If your school or institution has TAO

United States

Canada

Log In Sign Up

Log In Sign Up

Welcome to TAO!

If you have an account, please enter your email address below, and click on the 'Next' button to the right

Email address Next

Remember me

Sign Up in Self-Help with an Institution Buy a Subscription to TAO

Cookies must be enabled in your browser ⓘ

Forgot/Change your password



TAO

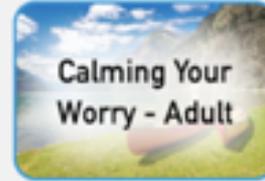
Home **My Pathways** TAO Dashboard

My Pathways



**Let Go
and
Be Well**

*ACT for General Well-Being and
Resilience*



**Calming Your
Worry - Adult**

CBT for Stress and Anxiety



**Improving
Your Mood**

Behavioral Activation for Depression



**Leave Your
Blues Behind**

CBT for Depression



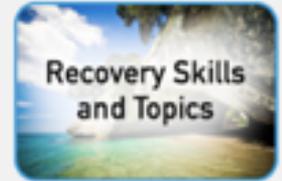
**Evaluating My
Alcohol and
Drug Use**



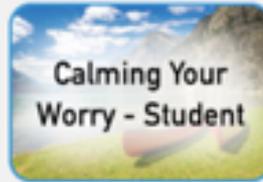
**Interpersonal
Relationship and
Communication**



**Pain
Management**



**Recovery Skills
and Topics**



**Calming Your
Worry - Student**

CBT for Stress and Anxiety

Screening Instrument

My Logs

Mindfulness Library

COVID-19

Mindful Eating (3:27)

The video for the exercise will play below.





ACT for General Well-Being and Resilience



CBT for Stress and Anxiety



Behavioral Activation for Depression



CBT for Depression



CBT for Stress and Anxiety



Module 3: Achieving Flow and Identifying Strengths



Complete your Wellness Survey



Before moving on to the sessions, please complete your wellness survey. After completing it, you may move onto completing the sessions in the module.



Session 1: Flow



Session 2: Strengths



Module 3 Feedback





Part II: Introduction to Burnout, Well-Being & Positive Psychology

A Call to Action for Well-Being



National Academy of Medicine
Action Collaborative on
Clinician Well-Being and Resilience

A National Consensus Conference

Pharmacy workforce
(Pharmacists, residents,
students, technicians)



Pharmacy Residents

AACP REPORT

Report of the 2017-2018 Student Affairs Standing Committee

"Identify best strategies and practices...[to promote] a positive well-being."

Pharmacy Students

<https://nam.edu/initiatives/clinician-resilience-and-well-being/>, Accessed September 17, 2019. Miller ML et al. *Am J Pharm Educ.* 2018.
<https://wellbeing.ashp.org/>, Accessed August 28, 2020.

Definitions

- **Well-being**
 - State of being healthy, happy, and successful
- **Burnout**
 - Long-term exhaustion and diminished interest in work
 - Dimensions of burnout: emotional exhaustion, depersonalization, lack of personal accomplishment
- **Resilience**
 - Ability to manage, adapt well, and bounce back from adversity or disappointment
 - Involves a collection of personal qualities and skills that one can learn and develop



Positive Psychology

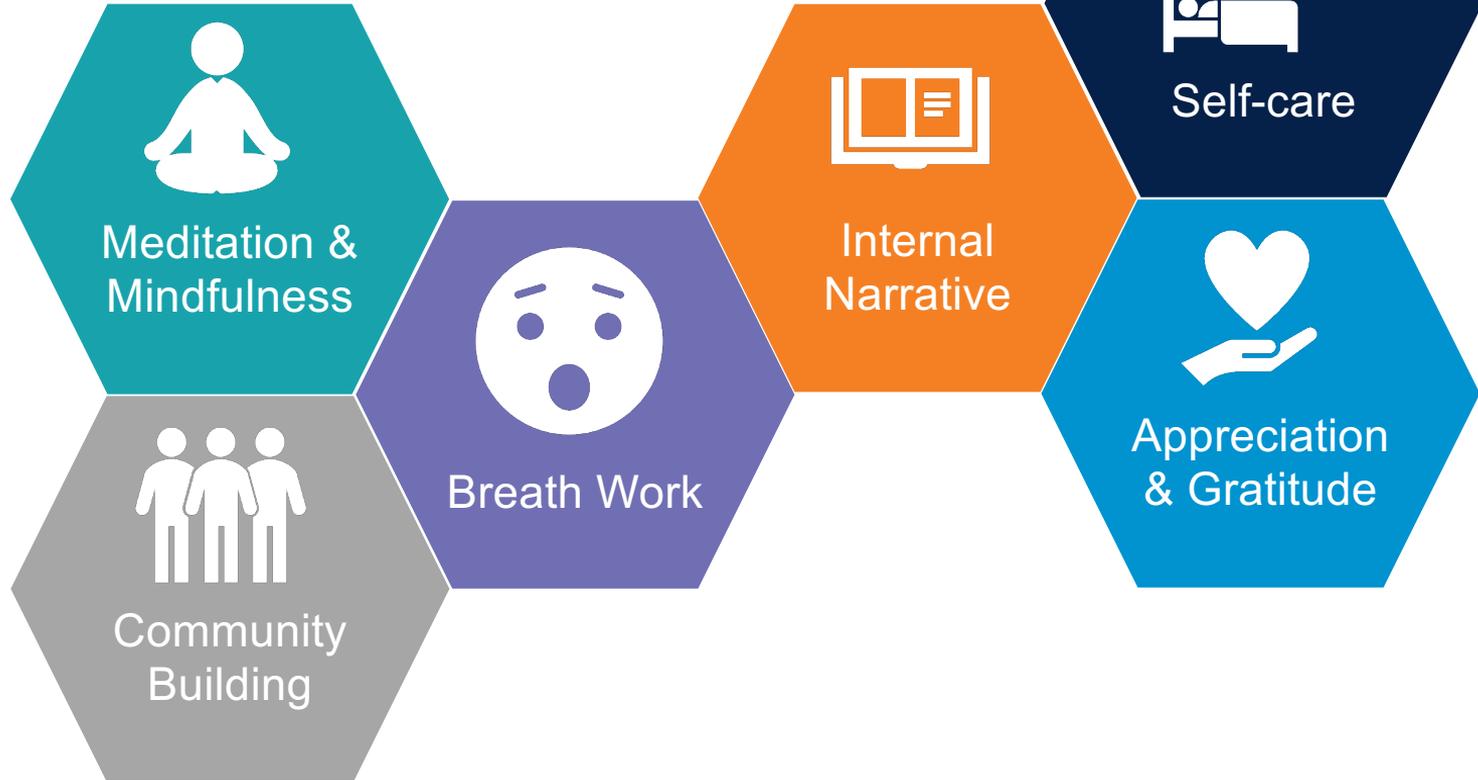


- **Positive psychology** is the scientific study of what makes life most worth living



- **Focus on:**
 - ❑ Strengths instead of weaknesses
 - ❑ Building a good life, instead of repairing the bad

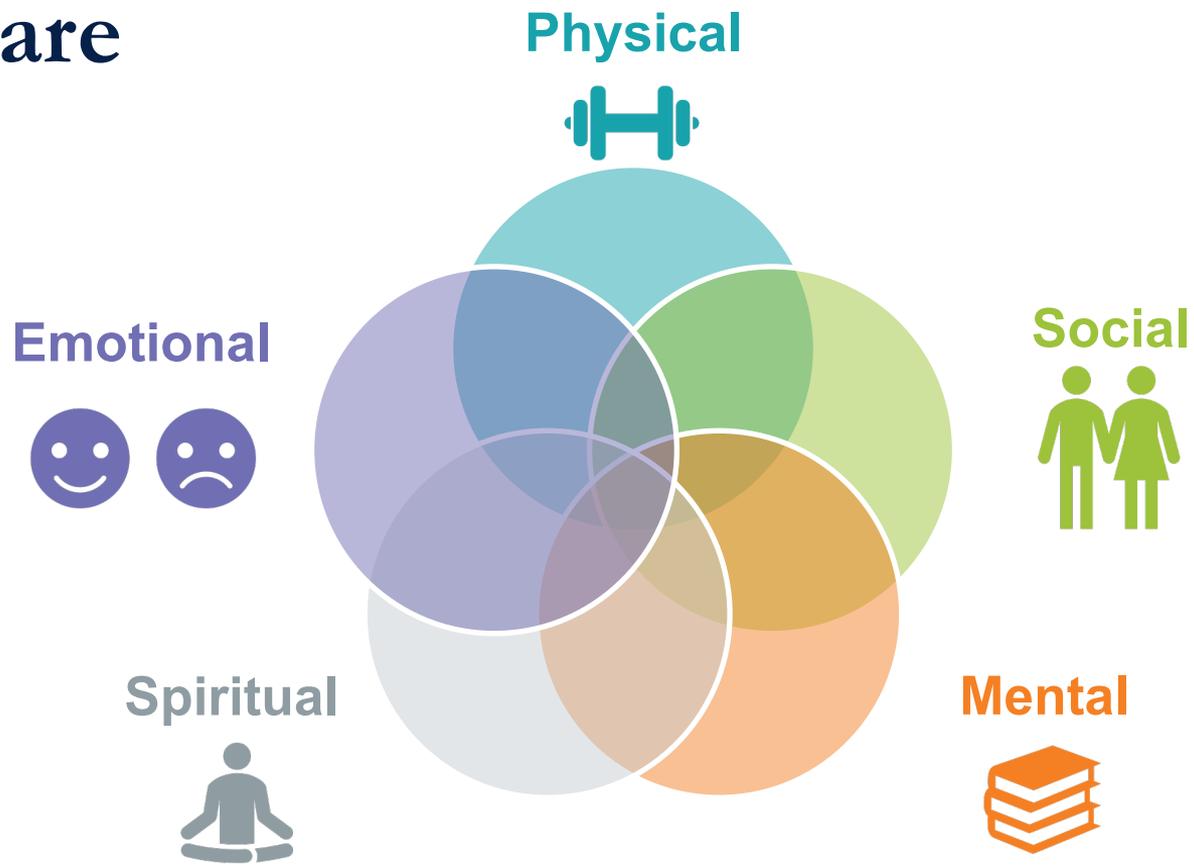
Resiliency Components





Part III: Self-Care

Self-Care



Self-Care Reflections



Physical

- Are you getting adequate sleep?
- Is your diet fueling your body well?
- Are you taking charge of your health?
- Are you getting enough exercise?

Emotional

- Do you have healthy ways to process your emotions?
- Do you incorporate activities into your life that help you feel recharged?

Social

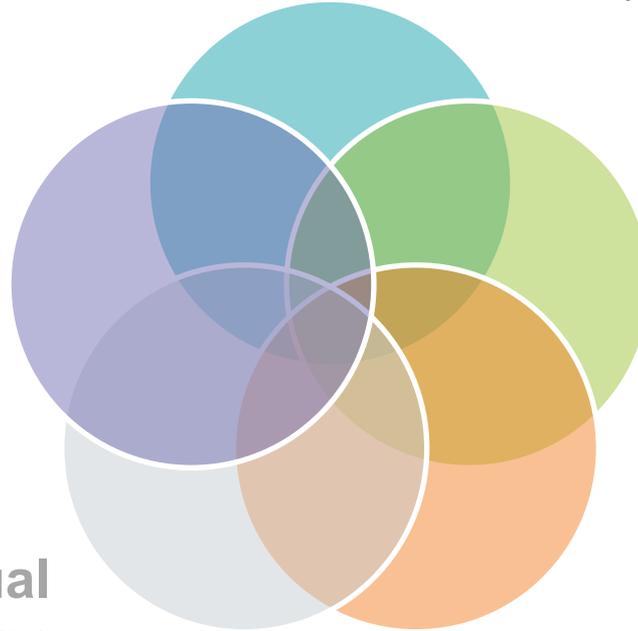
- Are you getting enough face-to-face time with your friends?
- What are you doing to nurture your relationships with friends and family?

Spiritual

- What questions do you ask yourself about your life and experience?
- Are you engaging in spiritual practices that you find fulfilling?

Mental

- Are you making enough time for activities that mentally stimulate you?
- Are you doing proactive things to help you stay mentally healthy?



Flow State

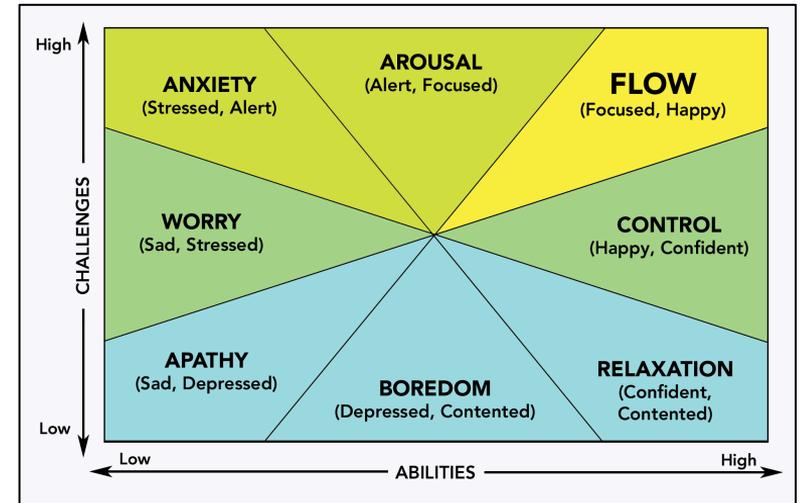
Level of Optimal Experience



- **Flow**

- Intense and focused concentration on what one is doing in the present moment

- People are happiest when they are in "flow"



Application

Suggested Activities



Self-Reflect

- What does it mean for you when you are in "flow?"

Develop your self-care plan.

- Identify one small step that you can incorporate into your life to better care for yourself.
- Schedule time to focus on your needs.

Conclusions

- Self-care activities include **physical, social, mental, spiritual and emotional** domains
- Identification of activities that put you in a "**flow**" state can increase your happiness and well-being
- Taking time to **self-reflect** and identify opportunities to improve your own self-care can activate your own well-being



