

Identify

Self-assess to see if you are experiencing stress in one of these areas:



Physical

- Sleep Disturbance
- Fatigue
- Headaches



Emotional

- Irritability
- Anxiety
- Guilt



Cognitive

- Difficulty Concentrating
- Forgetfulness
- Racing Thoughts



Behavioral

- Impulsivity
- Withdrawal/Isolation
- Avoiding Responsibilities

Initiate

Reach out to your colleagues one-on-one or in small informal groups.

Where & When

Team or break room, call room, before/after meetings, via text, phone or Zoom

Group Leaders: Consider dedicating time at your team meetings to check in

How

Ask open-ended questions to initiate meaningful conversation:

“What has been the most difficult thing for you lately?”

“How has it been for you walking through these past few weeks, months, etc.?”

“You seem to be handling the situation well. Is my perception accurate?”

Share your own stressors to normalize difficulties and allow for honest sharing.

“Recently, [insert here] has been really hard for me lately. How has that been for you?”



Common Work and Non-Work-Related Stressors

1. Fear of contracting COVID-19 and/or giving to family/being incapacitated
2. Witnessing patient suffering and/or death
3. Caring for patients who cannot have visitors and consulting with their families
4. Scarce resources and moral injury
5. Societal pressure to model proper pandemic response as health care practitioners
6. Balancing social distancing and the need for interpersonal contact
7. Loneliness and social isolation
8. Political divisiveness
9. Loss of trust in the institutions and individuals tasked with pandemic response
10. Living in a time of exposed racism and witnessing disparities among lower income and non-white communities
11. No end to the pandemic in sight and grief of life pre-pandemic

Intervene Take action to make change or get help.

- If you are struggling, you are not alone. Find a trusted peer and/or professional for help.
- If your colleague is struggling: Initiate conversation and direct to facility-based resources.



Helpful Actions

- Actively listen and rephrase what they are saying
- Validate and legitimize their emotions “It’s okay to not be okay.”
- Share what’s helped you in the past
- Ask what’s worked for them in the past
- Share available resources and offer to accompany a colleague to a program, meeting, etc.
- Commit to check in again

Our Local Resources:

If you suspect someone is in immediate danger, get help right away.

Suicide and Crisis Lifeline (988)

24-7, free and confidential support for people in distress, prevention and crisis resources for you and your loved ones, and best practices for professionals.

Physician Support Helpline (1-888-409-0141)

Psychiatrists helping US physician colleagues and medical students navigate the many intersections of personal and professional lives. Free and confidential, no appointment necessary.



Interventions and Resources