

# Better Together: A Novel Web-Based Group Coaching Program to decrease Burnout in Female-Identifying Trainees in Medicine

Adrienne Mann, MD, Pari Shah, MSW, LCSW, Tyra Fainstad, MD

## BACKGROUND

- Compared to age-matched peers, residents are more likely to experience burnout.
- Female trainees are particularly vulnerable with consequences affecting professional development.
- Professional life coaching supports physician well being, resilience, & burnout, but relies on substantial faculty development and coordination
- We created **Better Together Physician Coaching (BT)**- a 6-month, web-based, positive psychology coaching program for women residents at the University of Colorado (CU) with the primary aim to decrease burnout and improve wellbeing.

## METHOD/INTERVENTION

- Prospective RCT of BT vs. control
- 101 women-identifying CU residents
- Pre-survey (all participants): validated tools to assess burnout, self-compassion, imposter syndrome and moral injury.
- Intervention: 6 month access to BT website, videos, worksheets, unlimited written coaching, and 2 live coaching calls per week by certified life coaches from Jan-July 2021.
- Interviews of intervention participants will be completed for a qualitative analysis.
- Post-survey in July for all participants
- Control group will be offered coaching after data collection (July-Dec 2021).

## COACHING METHOD



## RESULTS

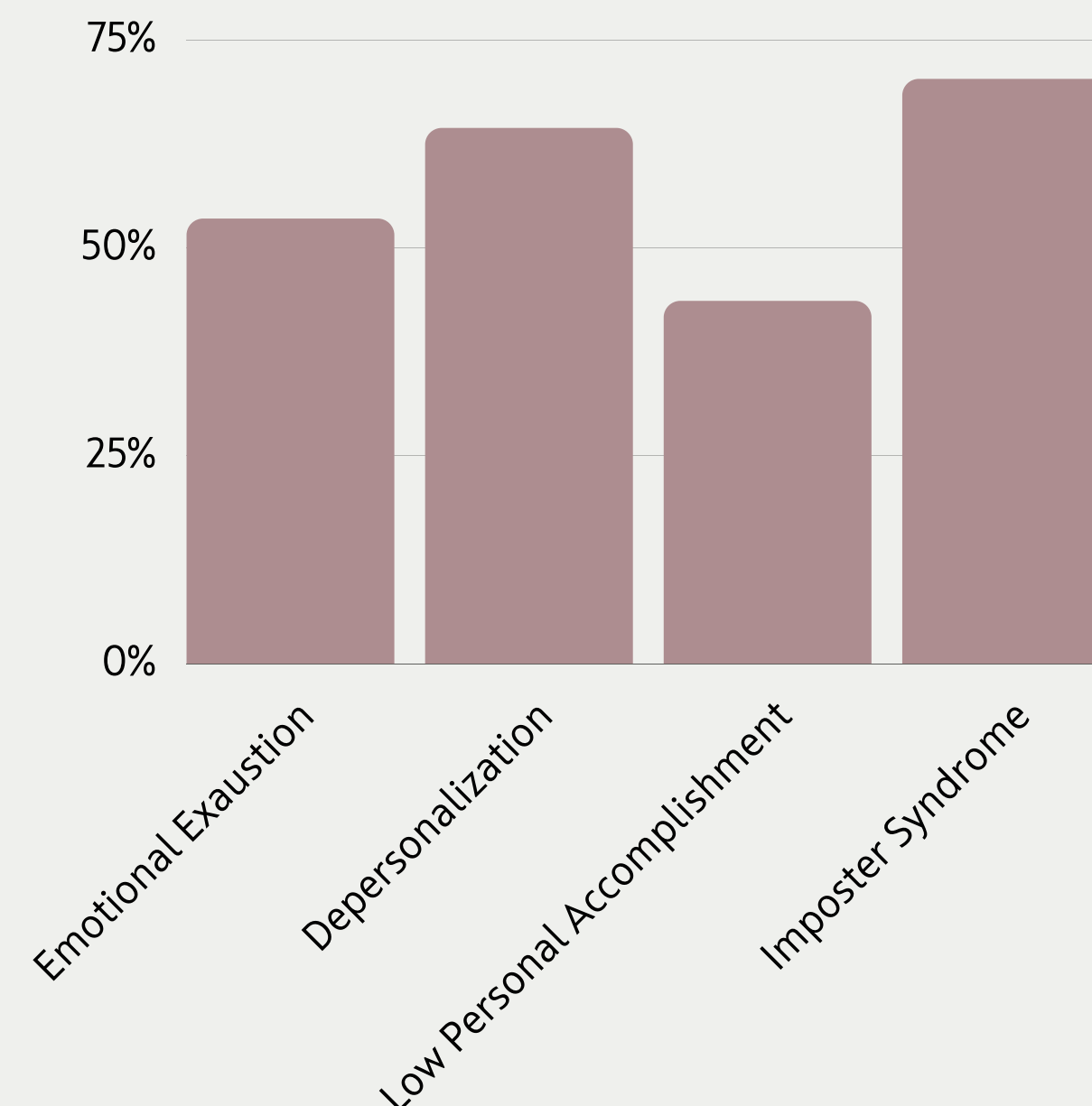
101 PARTICIPANTS.

PRE-SURVEY RESULTS SHOW:

- BURNOUT
- LOW SELF-COMPASSION
- HIGH IMPOSTER SYNDROME
- MODERATE MORAL INJURY.

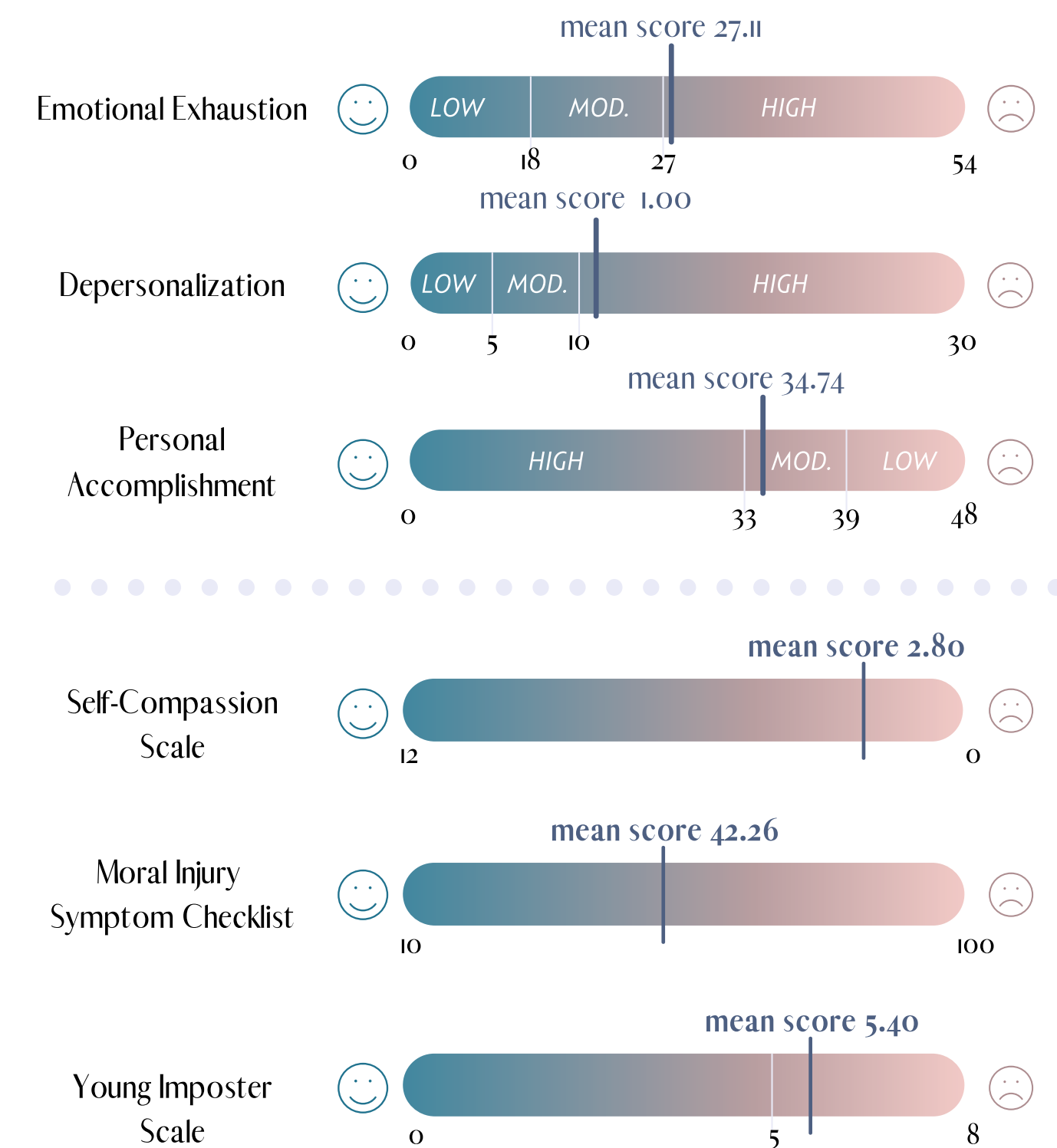


Participants with High Scoring Results (%)



## RESULTS CONT.

Maslach Burnout Inventory



## DISCUSSION

- Most CU women residents scored poorly in wellbeing indices.
- Better Together may positively affect participant wellbeing.
- Our online, asynchronous delivery mitigates time and faculty training of traditional in-person coaching.
- This is a pilot of a sustainable model supporting resident wellbeing.