

Mental skills training for hospital physicians: to maintain or improve work ability

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Who am I?

Education

- MSc. of Human Movement Sciences
- Completed a 2 year postmaster program to become Applied Sport Psychologist



Currently

Sport and Performance Psychologist at Team MP (co-owner)

- Athletes and teams of variety of sports
- Business settings (insurance companies, banking, air traffic controllers, National Police)



Finishing PhD research at Coronal Institute of Occupational Health

- Developing a job-specific WHS for hospital physicians and medical residents



Warming up



What do they have in common?

(elite) Athletes



Air traffic controllers

Hospital
physicians



Police & Ambulance



Performance requirements

Technical abilities

Passing, controlling the ball, shooting etc.



Mental abilities

What?

Physical abilities

Strength, agility endurance, etc.

Tactical abilities

Positioning, decision-making etc.



Mentally 'weak' or 'strong'

In pairs, discuss:

What behaviour would you label as mentally strong or mentally weak?

Just 2 movies to help you....



Mental toughness

- Coping with mistakes
- Keep fighting in lost position
- Coping with pressure
- Continuing when fatigued
- Coping with humiliation by coach/tutor or colleague
- Fear of failure



Observations in behaviour

- Tasks not performed as normal, wrong actions, actions too early or too late, no action
- Trying even harder, not normal bodily reactions
- Not normal locomotion, change of routine, not reaching normal skill level, needing more time to recover
- Work-functioning instrument (Boezeman, Nieuwenhuijsen & Sluiter, 2015)



4 Key characteristics of optimal performance (Williams et al, 2010)

Concentration

Directing attention to task relevant aspects and ignoring irrelevant aspects

Arousal control

Reducing tension or anxiety at pressure moments / Psyching up against 'easy' opponents

Motivation

What goals do you reach for? Improving yourself or showing your talent? To excel or not to fail?

Self-confidence

Do you believe that you are able to acquire the skills to reach your goals?



Football as a high demand job

Psychological job demands:

Pressure (public, media, coach)
Quality of output (coping with failure or setback)
Aggression etc....



Psychological requirements:

Concentration
Having a positive attitude
Attaining optimal arousal
Motivation
Achieving appropriate motivation
Arousal
Being focused on the task
Etc.
Self-confidence

Psychological health complaints:

Stress / Burnout
Lack of pleasure
Depression



Police as a high demand job

Psychological job demands:

Pressure (public, media, chief)
Quality of output (coping with failure or setback)
Aggression etc....

Psychological requirements:

Concentration
Having a positive attitude
Attaining optimal arousal
Motivation
Achieving appropriate motivation
Arousal
Being focused on the task
Etc.
Self-confidence



Psychological health complaints:

Stress / Burnout
Lack of pleasure
Depression



Being a physician as a high demand job

Psychological job demands:

Pressure (public, media, 'boss')
Quality of output (coping with failure or setback)
Aggression etc....



Psychological requirements:

Concentration
Having a positive attitude
Attaining optimal arousal
Motivation
Achieving appropriate motivation
Arousal
Being focused on the task
Etc.
Self-confidence

Psychological health complaints:

Stress / Burnout
Lack of pleasure
Depression



Mental Skills

These 5 aspects can be influenced by training mental skills (Jackson et al., 2000; Williams, 2010):

- Arousal control
- Attention control
- Positive self-talk (thought control)
- Visualisation (imagery)
- Goal setting



A small preview

Attention control

Imagery

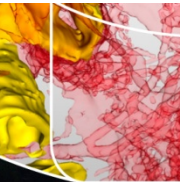
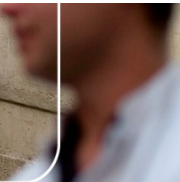
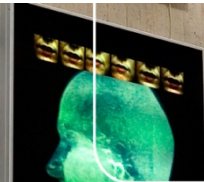
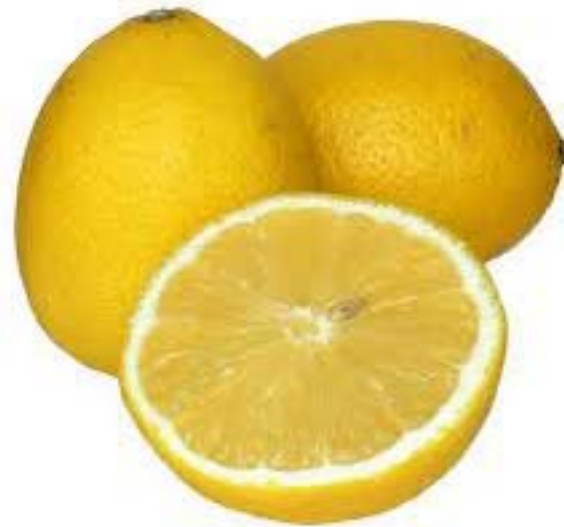
Goal setting



Attention control



Imagery



Goal setting



Mental skills & Work ability

Mental skills training aims to improve:

1. Working in optimal zone of performance

- Concentration
- Gives energy
- Improves performance (affecting quality of care and securing patient safety)
- Increases feelings of self-confidence
- Reduces feelings of stress, etc.



Mental skills & Work ability

Mental skills training aims to improve:

1. Working in optimal zone of performance

1. Psychological resilience

High resilience associated with lower prevalence of burnout, symptoms of anxiety and depression (McGarry et al., 2013)

Following the biopsychosocial model, an occupational stressor is a stressor when it is perceived like one.



Previous experience

2012-2016

Dutch National Police:

30.000 police officers

3 day training (theory
and practice)

Another
30.000 to be
expected....



Background

Optie: Navy Seals

Vanaf min 12:00

