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 Coronel 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, Nieuwenhuijzen & 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:
Having a positive attitude
Achieving optimal levels of:
- Concentration
- Quality of output (coping with failure or setback)
- Attaining optimal arousal
- Achieving appropriate motivation
- Being focused on the task
- 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:
Having a positive attitude
Achieving optimal levels of concentration
Attaining optimal arousal
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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:
- Having a positive attitude
- Achieving optimal arousal
- Attaining appropriate motivation
- Being focused on the task
- Self-confidence

Psychological health complaints:
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Coronel Institute
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)
Background

Optie: Navy Seals

Vanaf min 12:00