

GP PLUS – Evolved lessons now we have completed group 3

12 sessions of 3 hours were held between Dec 18 and May 19
8 GPs attended sessions and 2 facilitators shared the delivery of sessions

FRAMEWORK FOR SESSIONS

A basic but flexible plan was drawn up from topics covered in previous sessions from which the group could choose:

<i>TOPIC AREAS</i>	<i>Debrief</i>	<i>Experiences</i> <i>Angst</i> <i>Isolation</i> <i>Partnership/assistant / locums</i>
	<i>Support</i>	<i>Small groups</i> <i>Preventing burn-out, safe house project</i> <i>Outside interests/ organisations</i> <i>Psychological models – learning styles, Myers Briggs, NLP, TA,</i> <i>Appraisals</i> <i>Learning</i> <i>more interesting - sharing articles, books,</i> <i>new ideas – nutrition, exercise, neuro- endocrine</i>
	<i>Challenges</i>	<i>Grey area</i> <i>Difficult situations – errors, complaints, conflict</i> <i>Expectations – NHS/ politicians, public, team, self</i> <i>Ethics</i>
	<i>Work</i>	<i>Intensity</i> <i>Culture</i> <i>Portfolio</i> <i>Good v bad practice</i> <i>Saying no, more of what you like, less of what you don't like</i>
	<i>Future</i>	<i>Advice to young GP</i> <i>Advice to self</i> <i>Making changes</i> <i>Sustainable, enjoyable</i> <i>Competent</i> <i>Part-time v full-time,</i> <i>Single place v multiple places work</i>

GUEST SPEAKERS

4 outside 'experts':

Myers Briggs
Error, fault, negligence
Understanding stress
Wellbeing- nutritional medicine, healthy lifestyles

TOPICS COVERED IN SESSIONS

Ground rules agreed

1. ABOUT SELF
What are your interests outside of medicine?
Your circumstances?
What are your expectations of the course?
One thing you have enjoyed but is not available now?
2. STRESS
Email overload – effects (stress, tired), strategies
3-fold increase investigations over last 20 years
Stress in the workplace- causes, signs, sharing
Burnout – 2x error rate, 4x rate unprofessional
Stress/response graph,
Victim/persecutor/ rescuer
Autonomic response
Loneliness/ professional isolation
3. ERROR
Error, fault, negligence
Black box thinking/ Human factors
Cognitive errors
4. VALUES
'Good doctor' v 'bad doctor' (subjective)
GMC guidelines on being a good doctor (objective)
Ethical frameworks (how do 'white lies' fit?)
NHS = free at the point of service (group unable to find another!)
Uncertain about any other core values
*IKEA Togetherness, Caring for people and planet, Cost-consciousness,
Renew and improve, Simplicity, Different with a meaning
Give and take responsibility, Lead by example*
5. SURVIVAL
Workplace survival (New Scientist 3212, evidence based)
Care of self: Food, exercise, lifestyle, regain control
Mindfulness
Assertiveness (key topic for 2 sessions)
Adjusting to change Letting go, moving on, support ('Let it be' 1970)
Shock, denial, anger, guilt, low mood, acceptance
Reduce sensory overload gardening, music, exercise, crafts, social
Prioritise Timetable, task management
Boundaries don't over commit/ Say no
separate 'shoulds' and 'musts'
Relationships – professional, patient, social media
Emotional
Work/life
6. SKILLS
Negative pressures Reflect/ deflect/ transmute (e.g. humour)
Micro-skills in consultations
Improved communications
Quality improvement
Handling challenging consultations (10 challenging patient examples)
Effective locum essential locum info of practice prior to session
arrive early to sort out IT
7. OPPORTUNITY
Partnership v salaried v locum
Portfolio (appraiser, hospital sessions, FP, teaching, committees, expedition)
8. BOOK REVIEW
Being mortal Atul Gawande
The Citadel- AJ Cronin
House of God Samuel Shem
Falling upward Richard Rohr
Health and healing Andrew Fergusson
This is going to hurt Andrew Kay
Chimp paradox Steve Peters

Fast and slow thinking	Daniel Kahneman
Proust was a neuroscientist	Jonah Lehrer
Tools of Titans	Timothy Ferriss
Tribe of Mentors	Timothy Ferris
7 habits of highly successful people	Stephen R. Covey

9. SUPPORT

GP Health Service

Somerset safe house (LMC)

10. GROUP

How small groups operate effectively:

Mechanisms and dynamics.

Group size, rules, variable attendance.

Different personalities contribute different amounts but everyone should have the opportunity to give something.

Environment is important – comfortable, focussed, personal space.

Facilitator needs to be able to see everyone.

What is the role of the group?

Exploring different types personality – small doses can be positive but excessive amounts can be destructive.

Some groups task driven, others not.

Consider group size, structure organisation, the history of the group.

Process of Forming/ Storming/Norming

Important features are warmth and support and ability to participate.

11. ADVICE TO YOUNG GP

Advice to young GPs

- Set your boundaries - professional
- Decide how many days want to work +type of work
- Work/life balance – avoid over-commitment. Where does medicine sit as part of your life – what role - regular holidays as example of practical advice, maintain outside interests for when medicine isn't everything, separate emails
- Consider all negative aspects of job before accepting
- Recognise what needs doing now
- Work with people you get on with
- Be yourself – don't try and please everyone, understand what you want and like
- Understand why you want to do medicine make sure it isn't replacing something you are looking for in your personal life
- No one is indispensable – other people will do the job
- Be prepared to take time off when ill – avoid presenteeism
- Be good enough and don't be too hard on yourself
- All jobs become repetitive – find something to maintain interest
- Consider what happens if things are not going well – communication structures, clinical support, needs active encouragement. F2F
- Things change – may need to consider walking away is not always a bad thing – when you have a saboteur?
- Must have supportive environment
- Educational/ social / professional opportunities are important