
Resiliency in Leadership Thriving Through Challenges

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What is Resiliency in Leadership

- Definition of resiliency:
- 1. the capacity to withstand or to recover quickly from difficulties; toughness
- 2. the ability of a substance or object to spring back into shape; elasticity
- 3. the ability to successfully adapt to stressors, maintaining psychological well-being in the face of adversity

Emergence of Physician Resilience

- Increasing evidence of physician stress
- **Canadian Medical Association**
55 % - family and personal lives suffered
- **Journal of Hippocrates**
(44%) of male physicians satisfied
(26 %) female physicians satisfied



Physician Resilience

What It Means, Why It Matters, and How to Promote It

Epstein, Ronald M. MD; Krasner, Michael S. MD

Resilience and Burnout Among Physicians and the General US Working Population

[Colin P. West, MD, PhD^{1,2}](#); [Liselotte N. Dyrbye, MD, MHPE³](#); [Christine Sinsky, MD⁴](#); [et al](#) [Mickey Trockel, MD, PhD⁵](#); [Michael Tutty, PhD⁴](#); [Laurence Nedelec, PhD⁶](#); [Lindsey E. Carlasare, MBA⁴](#); [Tait D. Shanafelt, MD⁷](#)

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JAMA Netw Open. 2020;3(7):e209385.

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Resilience in medical doctors• a systematic review

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Postgraduate Medical Journal, Volume 95, Issue 1121, March 2019, Pages 140–147, <https://doi.org/10.1136/postgradmedj-2018-136135>

Physician Stress

Change in organizational structure

Loss of clinical autonomy

Third party control

Demanding work

Long hours

Poor ergonomics

Personality and interpersonal problems

Stress Triad

Doubt, guilt, exaggerated sense of responsibility



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graph TD; A[Doubt, guilt, exaggerated sense of responsibility] --> B[Emotional exhaustion, depersonalization, low sense of accomplishment, psychiatric disorders]; B --> C[Physician rates of depression higher than general population]; C --> D[Physician suicide rates are substantially higher compared with the general population]; D --> E[CanFamPhysician.2008May;54(5):722-729];
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Emotional exhaustion, depersonalization, low sense of accomplishment, psychiatric disorders

Physician rates of depression higher than general population

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CanFamPhysician.2008May;54(5):722-729

Role of the Physician Leader

- Culture of well-being
- Adaptability
- Sustainability
- Resiliency – individual and systemic levels
- Mental, emotional professional endurance



Why Resiliency Matters in Leadership

1

Handling
challenges
and setbacks

2

Maintaining
team morale

3

Navigating
change
effectively

Key Traits of Resilient Leaders

Self- awareness

Optimism

Emotional regulation

Effective communication

Problem – solving skills

How Leaders Can Build Resilience

- Embrace challenges as learning opportunities
- Practice mindfulness and stress management
- Cultivate a growth mindset
- Foster supportive networks
- Develop adaptive strategies





Leading with resilience

- Resilience in action
- Decision – making under pressure
- Inspiring and motivating teams
- Leading by example during crises
- Adapting to new circumstances



Example of Resilient Leadership

- Staying calm under pressure
- Reassessing and prioritizing
- Seeking support
- Boosting Morale
- Demonstrating Perseverance

Practical tools for Building Resilience



Journaling and
reflection



Time
management
and
prioritization

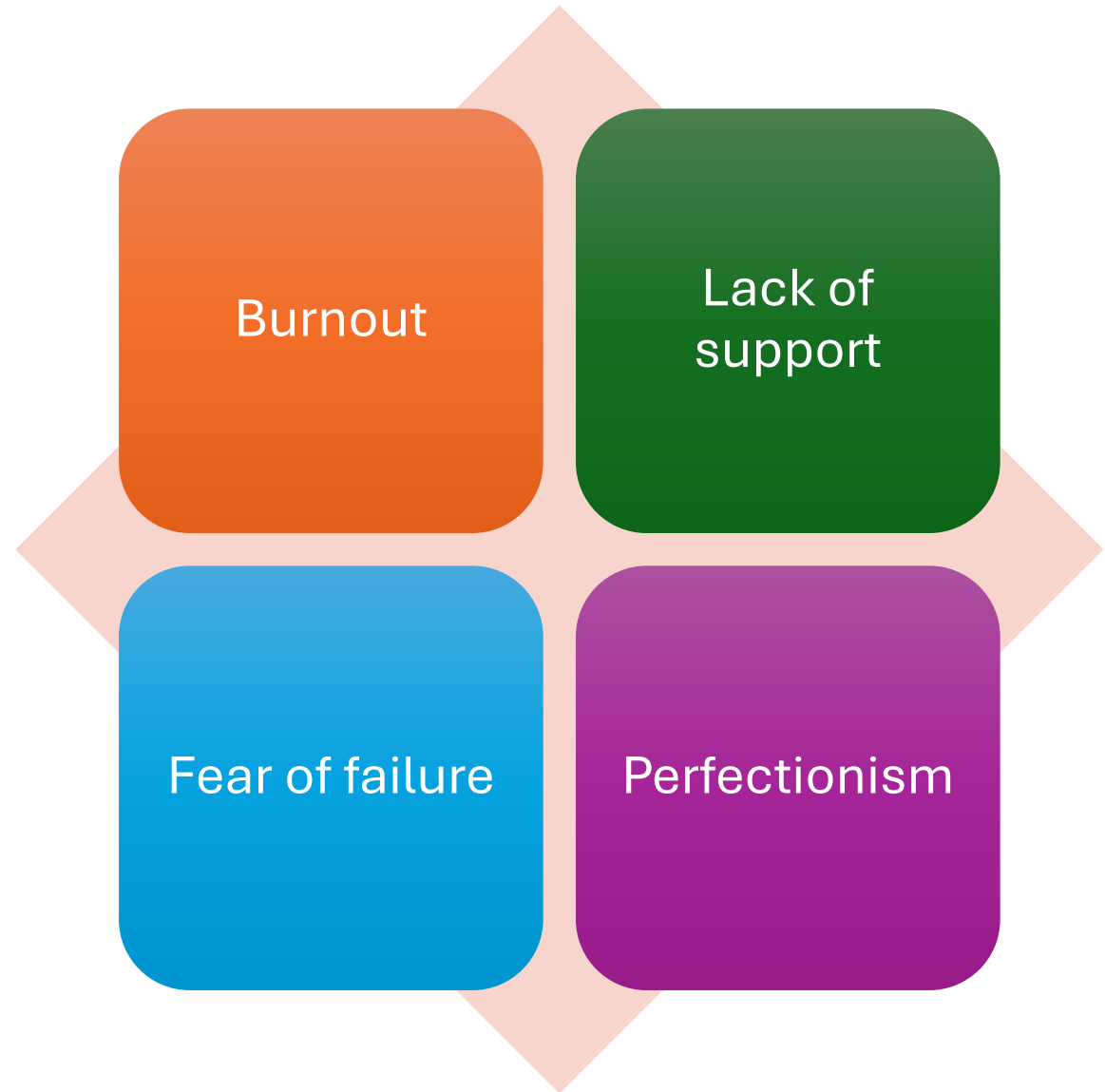


Seeking
mentorship
or coaching



Continuous
learning and
development

Overcoming Obstacles to Resilience



Key Takeaways

- Resilience is essential for effective leadership
- It can be developed and strengthened
- Leads to personal growth and stronger teams



PHYSICIAN WELLNESS AND RESILIENCE

Smith, Andy. **Physician Leadership Journal; Tampa** Vol. 6, Iss. 5, (Sep/Oct 2019): 23-26.

