



Overview of Physician Services Faculty Staff Assistance Program (FSAP)

FSAP provides a variety of free and confidential services designed to support the health and emotional well-being of Emory resident/fellow and faculty physicians. It is recognized that physicians encounter unique challenges as they navigate both their professional and personal lives. FSAP Physician Services, which are provided by licensed mental health professionals, are designed to meet the unique needs of these medical professionals.

Coaching Services

Coaching provides an opportunity for a comprehensive assessment followed by a focus on skills enhancement to yield more effective outcomes in the work environment. Some of the areas of focus are delineated below.

- Work-life integration
- Cultural transitions (e.g. onboarding, work culture, cultural competency)
- Communication skills enhancement
- Anger/Frustration management
- Conflict management skills
- Professional skills enhancement (e.g., time management, stress management, leadership effectiveness)
- Navigating complex healthcare systems
- Strategies for responding to workplace and team dynamics

Behavioral Mental Health (BMH) Services

In the BMH core service area, personal and behavioral concerns (e.g., burnout, stress, anxiety, depression, substance abuse, etc.) are addressed that may impact the physician's overall health and well-being. These services include:

- Comprehensive clinical assessments
- Short-term individual and couples therapy
- Family and parental consultations
- The provision of external treatment referrals
- 24 hour on-call services
- Fitness for duty screenings
- Coordination of Georgia Physicians Health Program (PHP) referrals and monitoring

Leadership Consultations

These consultations assist leaders with determining what approaches may be implemented to address behavioral health and interpersonal concerns that have been manifested by resident/fellow and faculty physicians. These concerns may have an impact on the physician's interactions with colleagues, patient care, as well as their emotional well-being. These services are specified below.

- Consultations with Graduate Medical Education (GME) Program Directors to assist with resident/fellow concerns and referrals to FSAP.
- Consultations with School of Medicine (SOM) physician leaders to assist with faculty, fitness for duty concerns, and organizational issues, as well as referrals to FSAP.

Education and Outreach (E&O)

The E&O core service area strives to enhance prevention by offering a myriad of workshops and customized programs that will build skills and strategies for overall well-being. Some of these offerings are listed below.

- FSAP Physician Services Overviews
- Listening and debriefing sessions (e.g., following traumatic events)
- Workshops for Departments and Emory Faculty Physicians in the following areas:
 - Burnout Prevention
 - Emotional intelligence
 - Self and Team Care
 - Enhancing Resilience
 - Mindfulness meditation practices
 - Managing ongoing COVID-19 concerns and chronic COVID health challenges
 - Professionalism in the workplace

Targeted Interventions

FSAP also provides targeted interventions in the following areas.

- Specialized Preventive Services for Emory Residents and Fellows
 - Workshops for Residency Programs and House Staff
 - Burnout Prevention
 - Sleep Hygiene
 - Time Management
 - Conflict Management
 - Stress Management
 - Change Management
 - Listening and Debriefing Sessions for House Staff
 - First-year resident Well-being Check-ins
 - Confidential Online Assessments
- Specialized Preventive Service for Emory Faculty Physicians
 - Well-being Check-ins
 - Confidential Online Assessments
- Coaching for managing disruptive behavior
- Team Dynamics for departments and units that include the following:
 - Mediation and facilitated discussion services
 - Executive coaching
 - Team process groups
 - Referral coordination with internal Emory departments (e.g., Learning and Organizational Development, the Office of Diversity, Equity and Inclusion, etc.)

Contact FSAP @ 404-727-WELL (9355)

efsap@emory.edu

www.fsap.emory.edu