



Introduction to Burnout and Wellness

Learning Objectives

- Be able to define burnout and describe its negative consequences
- Identify factors contributing to burnout and identify screening tools
- Identify ways to address and prevent burnout
- Describe website/screening tools to assess mental health functioning
- Know how to obtain help😊

Burnout

- Characterized by exhaustion, cynicism, and reduced effectiveness
- Majority of physicians report burnout across all specialties
- Residency is an especially challenging time with increased rates of stress and depression





54%

of doctors
say they are
burned out.¹



88%

of doctors
are moderately
to severely stressed.²



59%

of doctors
wouldn't recommend
a career in medicine
to their children.³

1. Mayo Clinic 2014.

2. VITAL WorkLife & Cejka Search Physician Stress and Burnout Survey 2015.

3. Jackson Healthcare; 2013 Physician Outlook and Practice Trends.

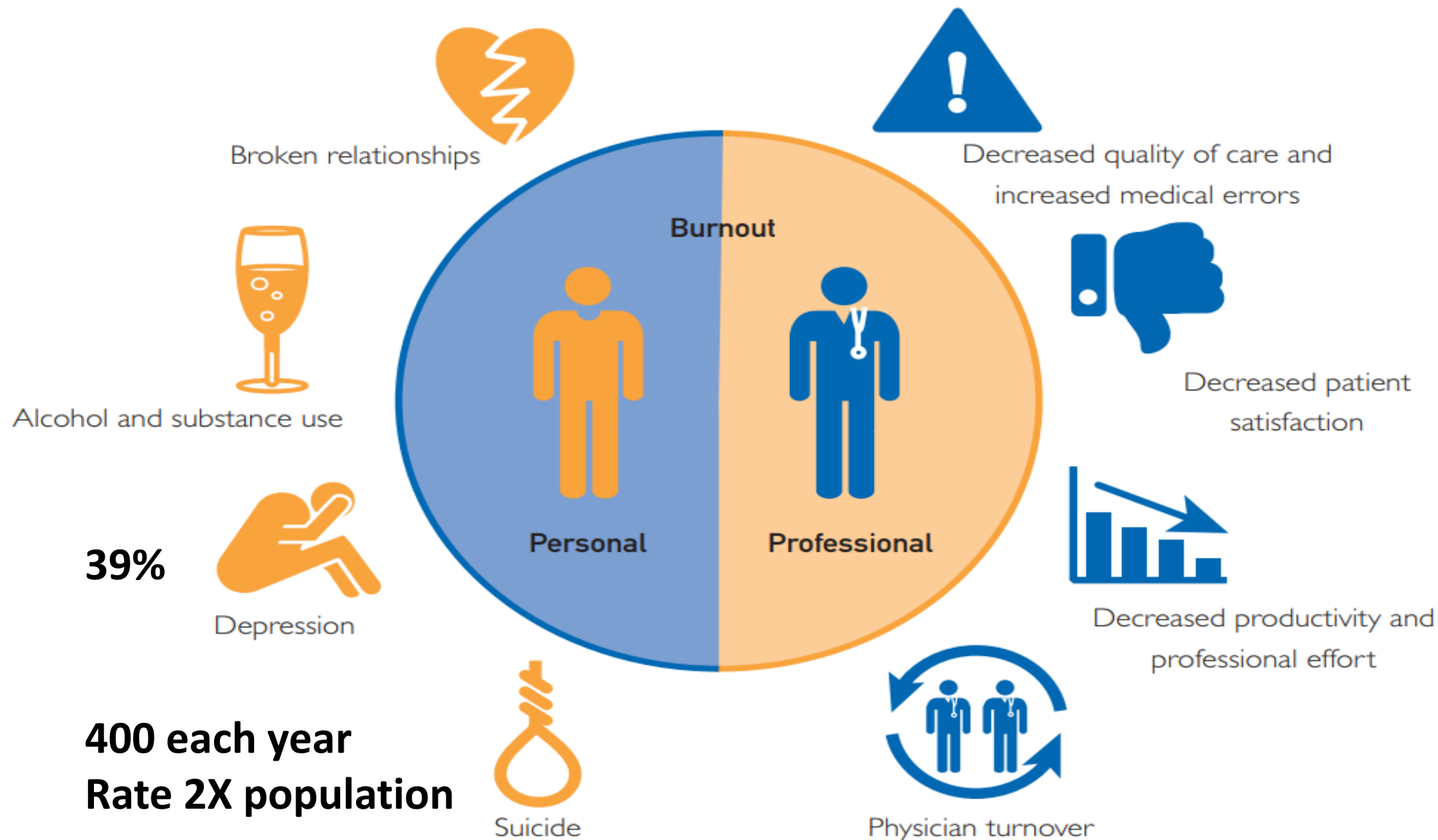


FIGURE 1. Personal and professional repercussions of physician burnout.

WHY?

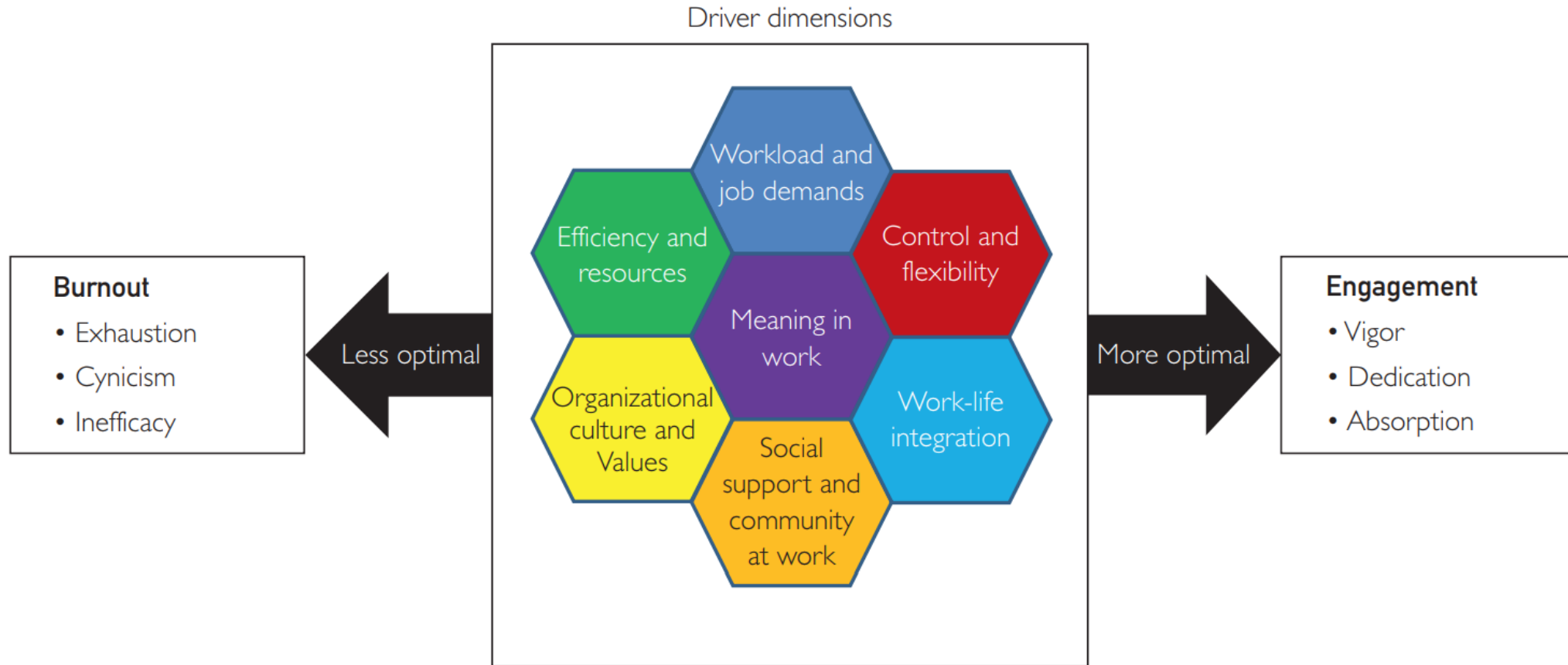


FIGURE 2. Key drivers of burnout and engagement in physicians.



Identify and Assess Burnout

Screen for Burnout:

- [Mini Z survey](#)
- **Proqol**

http://www.proqol.org/uploads/ProQOL_5_English_Self-Score_3-2012.pdf

Screen for Burnout: Take the Mini Z burnout survey:



Mini Z survey

1 Your experience with burnout

2 Tell us about yourself

3 See your results

For questions 1-10, please choose the answer that best describes your experience.

All fields required unless otherwise noted.

1. Overall, I am satisfied with my current job:

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
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2. I feel a great deal of stress because of my job:

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
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3. Using your own definition of “burnout,” please select one of the answers below:

- ☐ I enjoy my work. I have no symptoms of burnout.

Burnout Prevention

*Educational Model from
American Medical Association:*

[Preventing Physician
Burnhttps://edhub.ama-
assn.org/steps-
forward/module/2702509out](https://edhub.ama-assn.org/steps-forward/module/2702509out)





Respond to Burnout by:

- Reducing sources of stress
- Intervening with programs and policies that support professional well-being
- Preventing burnout



Learn how to **adapt**
to and **bounce back**
from the stress of
the clinical
environment.





PRACTICE BENEFITS

- Less staff turnover
- Reduce costs to recruit and replace burned out physicians
- Increase patient satisfaction
- Fewer medical errors
- Improve work environment
- Less need for disciplinary action

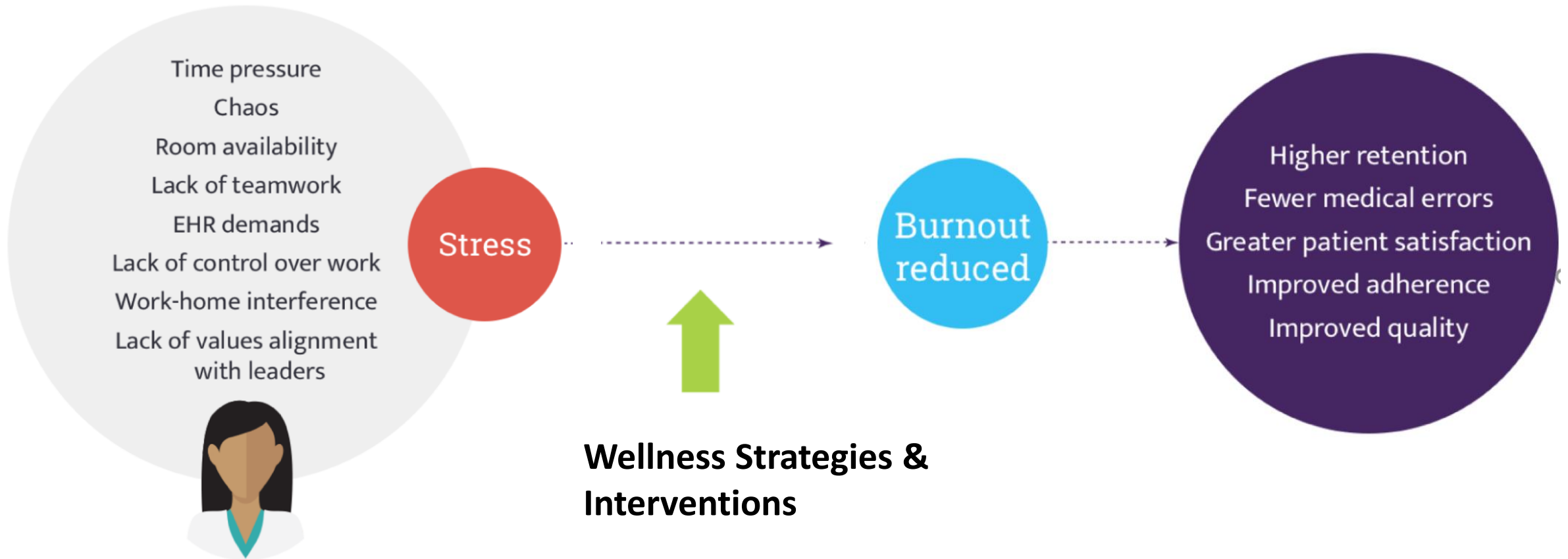


INDIVIDUAL BENEFITS

- Reduce burnout and identify signs of burnout early
- Increase compassion and empathy
- Reconnect with the joy and purpose of practice
- Improve physical and mental health

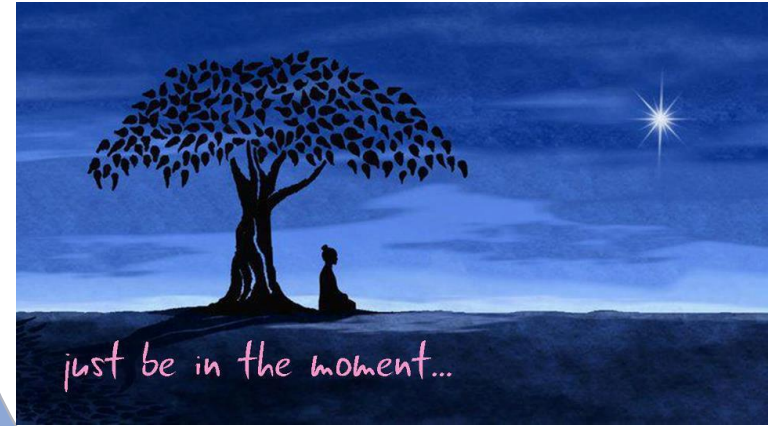
Benefit from physician resiliency

Conceptual Model of Quality Improvement to prevent physician stress, burnout, turnover



Action steps to manage physician stress

1. Put yourself on your own schedule
2. Take stock of your desires, feelings and actions that may be contributing to stress or burnout
3. Identify and prioritize your values and compare them to how you spend your time
4. Write your individual mission statement
5. Start a gratitude journal
6. Take a mindfulness class
7. Consider the legacy you want to leave behind
8. Learn to manage your time and finances



Action steps to manage physician stress continued

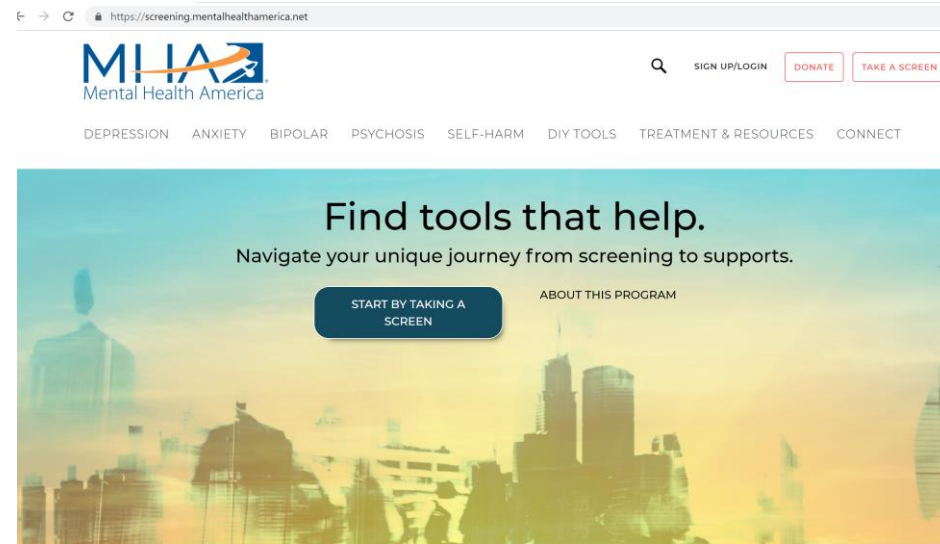
1. Volunteer
2. Learn something new
3. Write down inspiring patient stories
4. Develop your spiritual practice
5. Connect with local resources
6. Don't forget to have fun
7. Consider a support group
8. Enlist your peers to provide support
9. Seek professional help



Assessing Mental Health

Mental Health America: [online screening program](#) aimed at providing *free, confidential, anonymous*, and validated screening tools to help individuals understand & learn more about their mental health.

Through mid-2017, more than 2.5 million screens were completed, with up to 3,000 screenings being taken per day.



Screening Tools



- The [Depression Test](#) is for individuals who are feeling overwhelming sadness.
- The [Eating Disorder Test](#) can help explore eating related concerns that have an impact on your physical health and overall well-being.
- The [Anxiety Test](#) is for people who feel that worry and fear are affecting their ability to function day-to-day.
- The [Addiction Test](#) (Alcohol and substance use test) will help determine if your use of alcohol or drugs is an area to address.
- The [Bipolar Test](#) is for individuals who have mood swings - or unusual or extreme shifts in mood and energy.
- The [Youth Test](#) is for young people (age 11-17) who are concerned that their emotions, attention, or behaviors might be signs of a problem.
- The [PTSD \(Post Traumatic Stress Disorder\) Test](#) is for those who are bothered by a traumatic life event.
- The [Parent Test](#) is for parents of young people to determine if their child's emotions, attention, or behaviors might be signs of a problem.
- The [Psychosis Test](#) is for young people (age 12-35) who feel like their brain is playing tricks on them (seeing, hearing or believing things that don't seem real or quite right).
- The [Work Health Survey](#) is a screen to explore how healthy or unhealthy your work environment is. It is in testing phase and every screen taken helps us better understand mental health in the workplace.

For additional burnout resources, frequently asked questions and implementation support, visit AMA: www.stepsforward.org

How can we protect the health of the people who protect our own?



National Academy of Medicine

Action Collaborative on
Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing

 @theNAMedicine

Help at UMMC:

Employee Assistance Program (EAP)

419 W Redwood Street, Suite 560

667-214-1555

Resilience in Stressful Events (RISE)

- Assist with “second victim” situations
- On-call clinician
- Voluntary, Pressure-free, opportunity to talk
- Explanation of normal responses to stress
- Coping strategy discussion
- Connection with social supports
- Follow-up, linkage, referral information
- Pager #12602

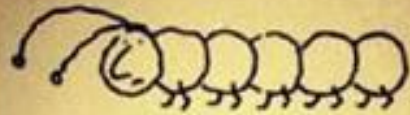


National Suicide Prevention Lifeline

We can all help prevent suicide. The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals.



1-800-273-8255



TODAY



TOMORROW

Don't lose hope.

(You never know what
tomorrow will bring.)