

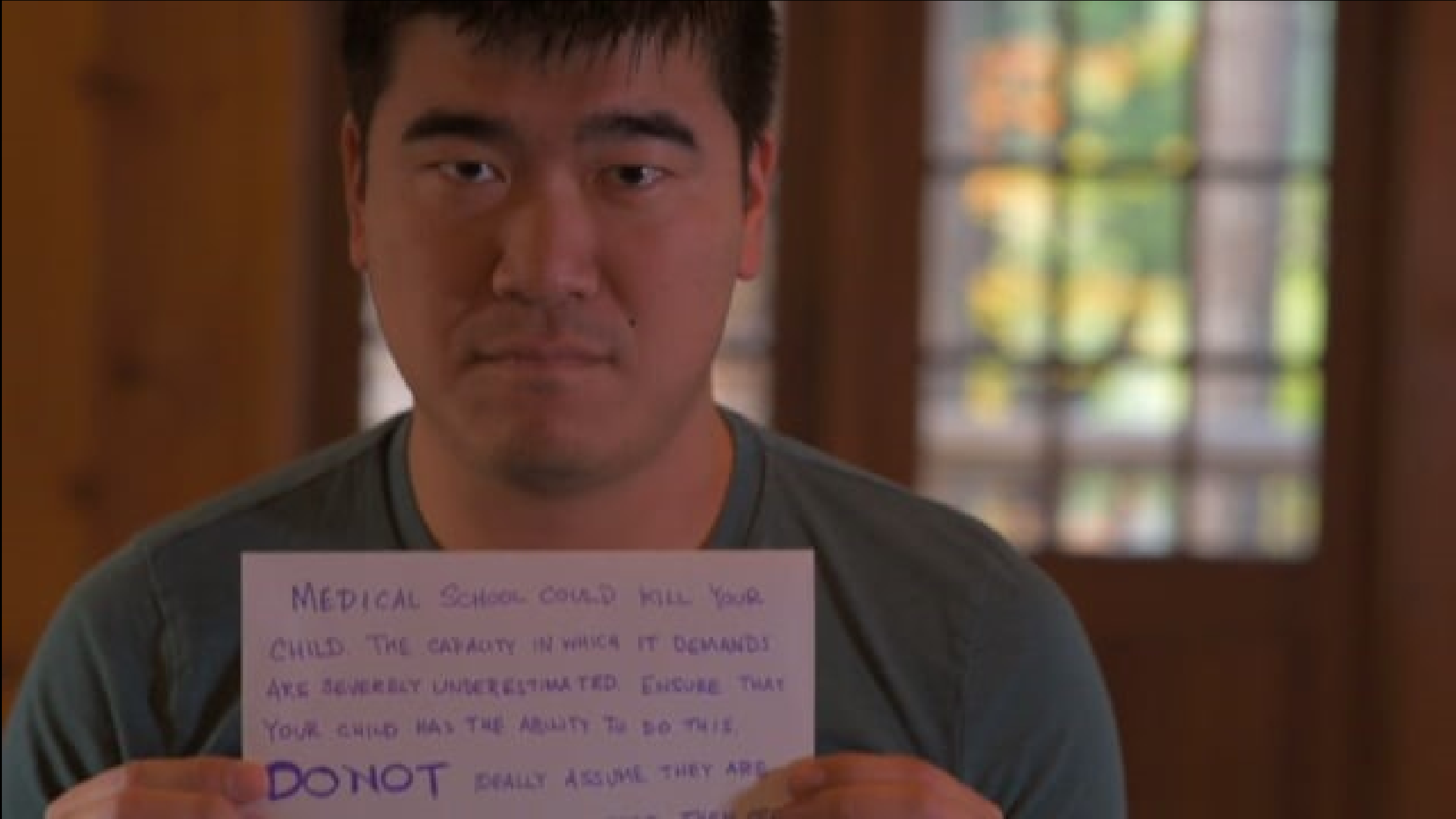


"PHYSICIAN, HEAL THYSELF"

John Marvel, D.O.
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Disclosures:

I have no potential conflicts of interest to disclose regarding treatments/recommendations for this lecture content.

A man with dark hair and a serious expression is holding a white sign in front of his chest. He is wearing a dark green t-shirt. The background is a blurred indoor setting with a window showing greenery outside.

MEDICAL SCHOOL COULD KILL YOUR
CHILD. THE CAPACITY IN WHICH IT DEMANDS
ARE SEVERELY UNDERESTIMATED. ENSURE THAT
YOUR CHILD HAS THE ABILITY TO DO THIS.

DONOT IDEALLY ASSUME THEY ARE

◦ *Video created by Pamela Weibe, M.D.*

◦ *Source: idealmedicalcare.org*

- *“I get angry easily; I dread every shift. I’m frustrated and cynical about patients. I find myself becoming a doctor and person I don’t want to be.”*


- *Emergency Physician*

- *“I’m tired and discouraged. It stresses my marriage. I have a hard time getting out of bed in the morning. I count the days until Friday.”*

- *Psychiatrist*

- *“I often feel despair. I have severe anxiety and PTSD. I have severe self-doubt, and have lost the strong sense of self and values that I once had.”*

- *OB/GYN Physician*



“There’s a saying we have in the emergency room when we witness trauma and death among the innocent:

‘A little piece of my soul died.’

We’re never offered counseling and in the end you get the jaded emergency doctor who struggles to care. My psychologist says it wasn’t just the last girl. It was trauma after trauma after trauma.”

~ Emergency doctor revived after near-suicide

Pandemic of Physician Health

- Why this topic is important
- Why I'm presenting on this topic
- What I want you to take away, for your colleagues and yourself

Objectives:

- 1.) Understand impact of physician burnout
- 2.) Understand Signs/symptoms of burnout in yourself or colleague
- 3.) Understand methods to avoid/treat burnout in yourself or a colleague

Burnout

- Long-term stress reaction:
 - Depersonalization
 - Cynical/negative attitudes toward pts/colleagues
 - Emotional exhaustion
 - Feeling of decreased personal achievement
 - Lack of empathy for patients

West CP, Dyrbye LN, Shanafelt TD. Physician burnout: contributors, consequences and solutions. . *J Intern Med*. 2018;283(6):516–529.
doi: [10.1111/joim.12752](https://doi.org/10.1111/joim.12752)

Effects of Physician Burnout

- Lower patient satisfaction and care quality
- Higher medical error rates and malpractice risk
- Higher physician and staff turnover
- Physician alcohol and drug abuse and addiction
- Physician suicide

Shanafelt TD, West C, Zhao C, et al. Relationship between increased personal well-being and enhanced empathy among internal medicine residents. J Gen Intern Med. 2005;20(7):559–564

State of Affairs: U.S. Medicine 2020-2021

- Medscape Medicine Surveyed 12,000 Physicians in 29 specialties between August 30 - November 5, 2020
- 42% of all physicians reported that they are burned out
- 51% of Critical Care Physicians report they are burned out
- 47% of all physicians claim that Burnout has strong/severe impact on their life
- Compared with pre-pandemic levels, twice as many physicians report that in work and general life, they are, "somewhat or very unhappy"
- 20% of all physicians report severe clinical depression that is long-lasting (not related to a grief event)

Source: 'Death by 1000 Cuts': Medscape National Physician Burnout & Suicide Report 2021

Why Are We Burned Out?

- Too many bureaucratic tasks: 58%
- Too many hours at work: 37% (Never make a mistake, the pt comes first, no weakness)
- Lack of respect from administrators/employers, colleagues or staff: 37%
- Insufficient compensation/reimbursement: 32%
- Lack of autonomy/control: 28%
- Increasing computerization of practice: 28%
- Lack of respect from patients: 17%
- Stress from social distancing/societal issues related to Covid-19: 16%
- Government regulations: 14%
- Stress from treating Covid-19 patients: 8%
- Other: 9%

Source: 'Death by 1000 Cuts': Medscape National Physician Burnout & Suicide Report 2021

Signs of Burnout

- Maslach Burnout Inventory:
 - Exhaustion: Physical and emotional energy very low. "I'm not sure how much longer I can keep going like this."
 - Depersonalization: Cynicism, sarcasm and the need to vent. No emotional energy left for patients or colleagues.
 - Lack of efficacy: Doubt quality and meaning of your work. "What's the use?" Prone to mistakes or near-misses. Lack of attention to detail that was there before. More common in female physicians, who feel generally less respected in Medicine than do men.

Source: Maslach C, Leiter MP. *The Truth About Burnout: How Organizations Cause Personal Stress and What to Do About It*. San Francisco: Jossey-Bass; 1997.

Assessing Burnout

Many tools exist for assessing burnout. Your institution may even have a Wellness Program that uses one.

Many are free and already easy to adopt

Allowing Physicians to self-assess is important. Physicians don't often reach out for help to others.

Easy, online access and advertisement for the website is critical

<https://wellmd.stanford.edu/self-assessment.html>

Burnout

Burnout is a state of mental and physical exhaustion with a wide range of symptoms that is caused by one's professional life. It is not classified as a medical condition. We define clinician burnout as symptoms of work exhaustion and interpersonal disengagement.

Stanford

To what degree have you experienced the following?

During the past two weeks I have felt...

	Not at all	Very Little	Moderately	A lot	Extremely
A sense of dread when I think about work I have to do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically exhausted at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lacking in enthusiasm at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DO **NO** HARM

Exposing the Hippocratic Hoax

A film by Robyn Symon

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FOR EDUCATORS

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A film by Robyn Symon

DO **NO** HARM

Components of Wellness for Physicians

- Professional Fulfillment
- Culture of Wellness in Institution/Workplace
- Efficiency of Practice
- Personal Resilience

Start with Colleague Recognition

- Simple Recognition of Peers
 - By Colleagues
 - By Administration

Are We Really Listening to Physicians?

- EHRs are one of the biggest complaints from physicians. Efficiency and physician-led designs of local IT workflows are lacking in most institutions.
- If you can get your providers satisfied with your EHR, you have eliminated a major contributor to burnout.
- Are there ways to reduce unnecessary bureaucratic tasks for physicians? We sometimes use the brightest and best trained to complete the simplest tasks. Use physicians for what they were trained to do: to think, plan and to treat.
- Does your organization have a robust leadership development program for physicians so that they can effectively self-govern? Giving physicians a voice leads to better quality and a more productive medical staff

A Note to Administrators:

- Physician burnout is hurting your quality, losing your customers and costing you money
- Physicians will work with Administrators when they feel engaged and aligned in all major hospital decisions
- If you don't know how burned out your physicians are, you need to find out
- Strong leadership doesn't take criticism personally, but learns from it to improve/change.
- This is hard work. But it must be done.

Resources:

- 1-800-273-8255 for the National Suicide Prevention Lifeline. You can also text HOME to 741-741 for free, 24-hour support from the Crisis Text Line. If you are a physician in need of free and confidential help, you can call the Physician Support Line, 1-888-409-0401, 7 days a week from 8 am to 1 am EST.

Resources:

- Free AMA Wellness and Burnout Course with CME (9.5 hours):
 - <https://edhub.ama-assn.org/pages/physician-burnout>