

Burnout

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Key points

Burnout is common among physicians and is considered an occupational hazard that significantly impact patient care

Up to 60% of all physicians report having experienced burnout at some point in their career

Burnout is dynamic and changes depending on duration and degree of work related stress

Burnout can start as early as medical school but appears to be most significant in mid-career

Primary health care is considered one of specialties carrying greatest risk

Treatment and prevention of burnout involve well balanced approach to physical and mental health

Burnout definition

Burnout is defined as a loss of emotional, mental and physical energy caused by continued job related stress

It results from ongoing unrelenting work stress without adequate time away from work duties for rest and recreation

It is strongly related to number of hours worked per week, experiencing recent work or home conflict and how that conflict was addressed and resolved

Maslach Burnout Inventory (MBI)

Burnout among physicians can be measured using the Maslach Burnout Inventory (MBI)

The MBI has three aspects to evaluate each domain of burnout:

1. Emotional exhaustion:

Depletion of emotional energy, feeling tired ,no pleasure & nothing left to give

2. Depersonalization:

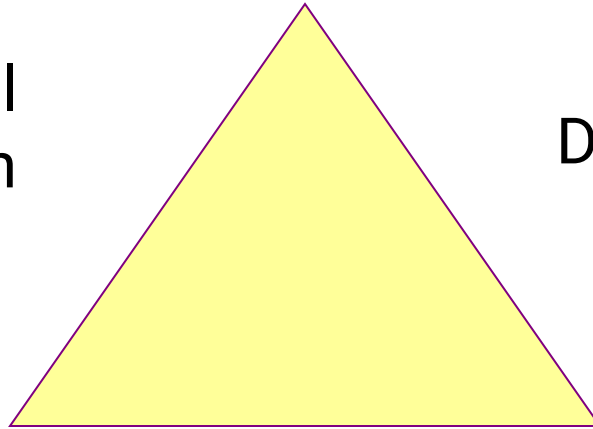
The loss of concern for the people with whom one is working (working like a robot)

3. Lack of personal accomplishment : measures feelings of competence and successful achievement in one's work. This sense of personal accomplishment emphasizes effectiveness and success in having a beneficial impact on people.

Maslach's triad of burnout

Emotional
exhaustion

Depersonalisation



Reduced accomplishment

MBI (cont,)

A high degree of burnout is one in which a respondent has high scores in emotional exhaustion & depersonalization subscales and a low score on the personal accomplishment subscale

Questions in the inventory ??

Questions in the inventory

- 1) I feel emotionally drained from my work
- 2) I feel used up at the end of the day
- 3) I feel tired when I get up in the morning and have to face another day at work
- 4) I can easily understand how clients feel about things
- 5) I feel I treat some clients as if they were impersonal objects.
- 6) Working with people all day is a real strain for me
- 7) I deal effectively with the problems of clients
- 8) I feel burned out from my work
- 9) I feel I am positively influencing other peoples' lives through my work
- 10) I have become more callous toward people since I took this job
- 11) I worry that this job is hardening me emotionally

MBI questions (cont,)

- 12) I feel very energetic
- 13) I feel frustrated by my job
- 14) I feel I am working too hard on my job
- 15) I don't really care what happens to some clients
- 16) Working with people directly puts too much stress on me
- 17) I can easily create a relaxed atmosphere with clients
- 18) I feel exhilarated after working closely with clients
- 19) I have accomplished many worthwhile things in this job
- 20) I feel like I am at the end of my tether

**“I Feel Like I’m at the End of my
Tether”**



Burnout causes & risk factors

1. Continued unabated work stress & long work hours
2. Difficulty resolving home & work conflicts
3. Poor relationships with colleagues
4. Low self esteem & feeling inadequate
5. Poor coping skills for stress (smoking , alcohol abuse, drug abuse, avoidance)

Burnout causes & risk factors (cont,)

- 6. Lack of time for self care
- 7. Feeling no enough to complete work tasks
- 8. Regret of specialty choice
- 9. Rapidly advancing electronic health records
- 10. Highly driven “workaholic” perfectionist personality
- 11. Complex & challenging patients

Please Answer This!

“My Work Schedule Leaves Me Enough
Time For My Personal/Family life “

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

Burnout impact

Evidence suggests that burnout negatively affects quality of patient care because physician attrition causes **disruption of continuity of care & lower empathy** toward patients which ends in **lower patient satisfaction**

Once burnout is present **absenteeism increases**, **medical errors** occur & overall **job satisfaction** decreases

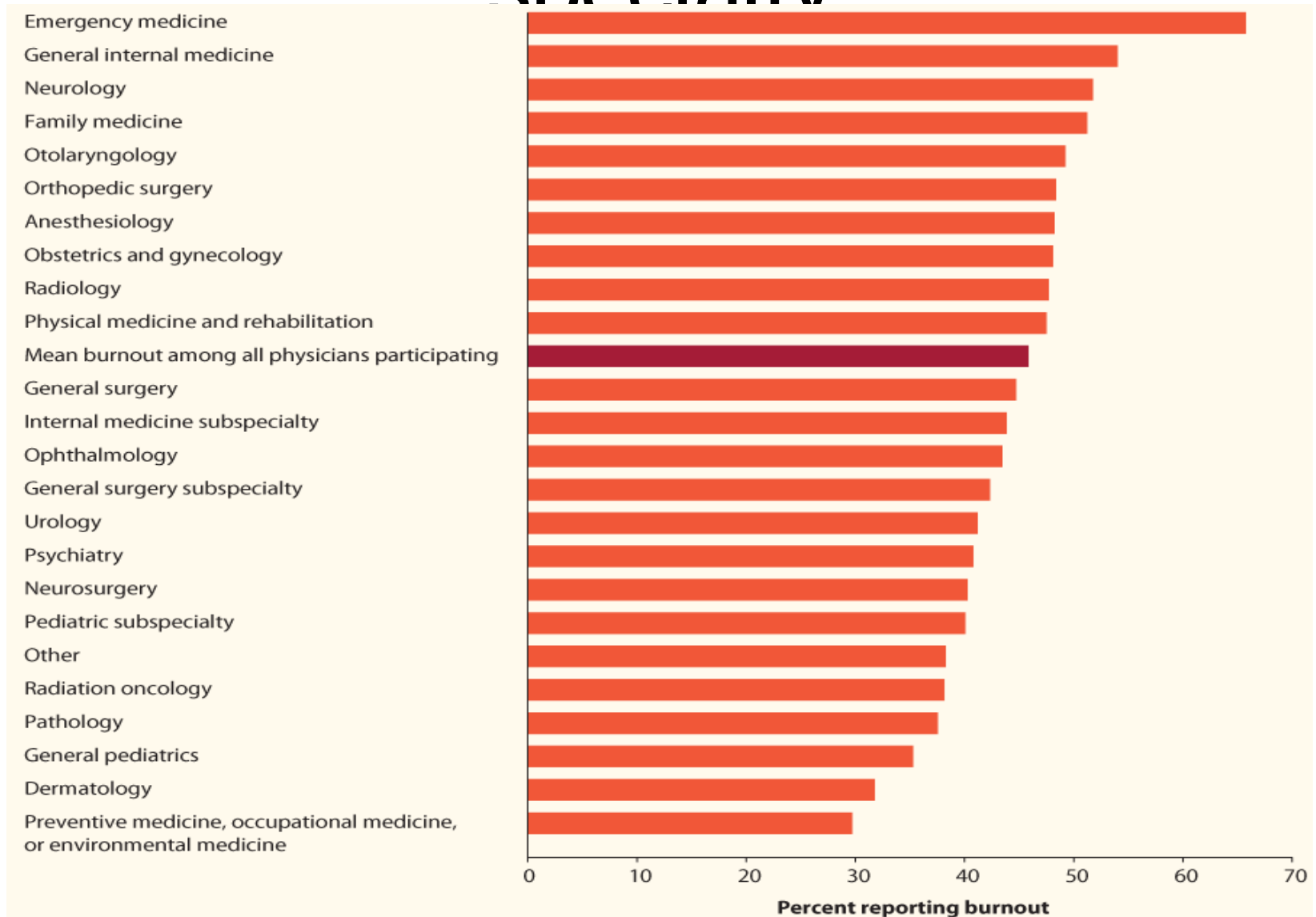
Burnout impact (cont,)

Research shows that there is an increased risk of cardiovascular disease, including metabolic syndrome, hypertension & overall poor health, among chronically stressed mid-career physicians

The extreme end of burnout spectrum includes **substance abuse , depression , anxiety & suicidal ideation**

Among medical students suicidal ideation is nearly double that of the general population

Prevalence of burnout by specialty



Burnout protection

- 1) Have a healthy temperament & sense of humor
- 2) Being self aware , reflective & attuned to personal care
- 3) Having meaningful core values
- 4) Having an optimistic philosophy of life & work
- 5) Having a non-judgmental & forgiving attitude
- 6) Being compassionate & accepting self and others

Burnout protection (cont,)

7. Having healthy boundaries and knowing when to say **NO** or step away
8. Maintaining life & work balance with regular restorative time away from work
9. Having supportive & caring friends, family & colleagues
10. Maintaining healthy balanced life style
healthy diet, regular exercise & attention to mind-body connection

A roadmap to health and wellness

The true healer knows that health can only be achieved by promoting a balance of body, emotions, mind, and spirit...first in oneself and then in one's patients

HOWARD SILVERMAN

Health & wellness

In general ,the first rule of health is to remove the obstacles to healing

From this perspective the centre of disease control & prevention (**CDC**) has identified four modifiable health risk behaviors **tobacco use, lack of physical exercise, poor nutrition & obesity** that are responsible for most of the unnecessary illness, suffering and early death

Positive change in these modifiable health risk behaviors is at the root of preventing the unnecessary suffering

One representative study

showed the profound benefits of healthy lifestyle behaviors found that by getting 3.5 hours of exercise per week, eating a healthy diet, not smoking, and having a body mass index (BMI) of less than 30 kg/m² reduced the risk of myocardial infarction (MI) by 81%, stroke by 50%, type 2 diabetes by 93%, and cancer by 36% over nearly 8 years. Adhering to all four of these health factors reduced overall risk of death and serious disease by 78%

AVOID UNNECESSARY SUFFERING

- ✓ Increase physical activity.
- ✓ Eat healthier foods.
- ✓ Avoid tobacco.
- ✓ Consume no alcohol.
- ✓ **Acknowledge and address stress and the mind-body connection**

For example, the INTERHEART study, which was a study of risk factors for first MI in more than 24,000 adults from 52 countries, found that psychosocial stress was the second most significant risk factor for acute MI, behind smoking, but above hypertension and obesity

Mind-body connection

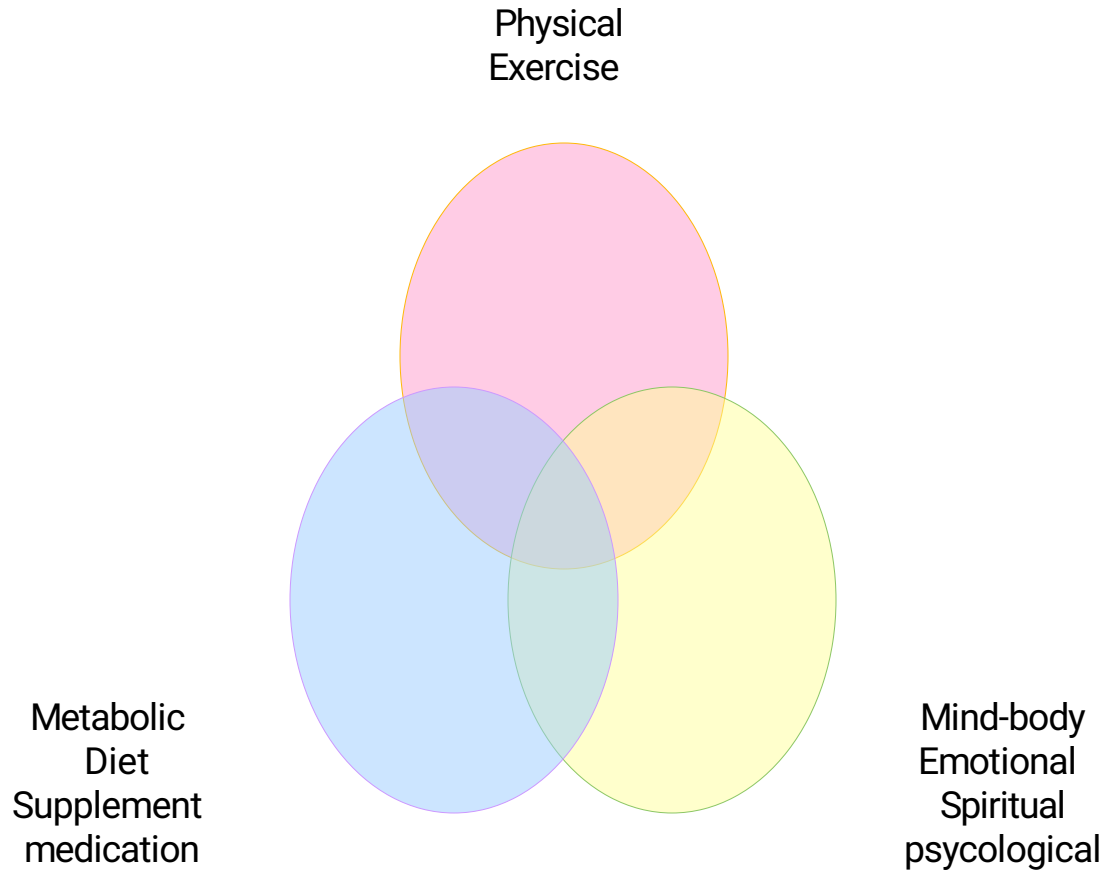
There are three main pillars to prevention and health:

(1) what we put into the body (e.g., nutrition, medications, supplements, vitamins)

(2) how we move the body (e.g., exercise, manual therapies)

(3) how we perceive the world (e.g., mind-body connection)

State of health ,balance & wellbeing



Mind-body connection

Mind-body awareness and practice, which are those things that address subjective areas such as emotions, meaning and purpose, and connection with others, may be the least recognized but most essential aspect of good health.

The practice of mindfulness is a fundamental dimension of the mind-body connection that addresses every aspect of health.

Mindfulness

Mindfulness is....

”....paying attention in a particular way on purpose, in the present moment, non-judgementally....”

It is considered a form of **awareness training** that enables one to attend to aspects of experience in a nonjudgmental, nonreactive way, which in turn helps cultivate clear thinking, making correct decisions, better understanding the patient and oneself, and relieving suffering

Mindfulness (cont,)

Mindfulness...

includes the capacity for lowering one's own reactivity to challenging experiences; the ability to notice, observe, and experience bodily sensations, thoughts, and feelings even though they may be unpleasant; acting with awareness and attention (not being on autopilot); and focusing on experience, not on the labels or judgments applied to them. Through guided meditation skills

AWARNESS TRAINING !??

Recent research in neuroscience shows that we have the power to influence our brains.

When we think certain thoughts, it strengthens those neural circuits.

The brain is like a muscle that we can build through practicing skills.

Breath-Focus Meditation

Trains the mind to settle and focus in the present moment.
Connects mind with body.

Find a comfortable position either lying down on your back, in a chair, or on a cushion on the floor. Spine should be erect but not rigid.

Scan through the body and release unnecessary tension.

Bring attention to the body with an attitude of friendly curiosity.

Tune into the sensations of your body breathing and focus your attention on the feel of the breath coming in and out.

When your mind wanders, notice, and gently guide attention back to the breath (over and over again).

Practice for 5-30 minutes daily for lasting positive results.

Regular practice

Create 'Mindful Pauses' throughout your day.

Take 1-5 minutes to practice slowing down, feeling the body, breathing more fully, letting go of thoughts, and returning to the present moment with gratitude and acceptance.

Set aside 5-30 minutes a day for meditation, yoga, art, or another mindful activity you enjoy.

Surround yourself with support. Get books, phone apps to learn more and keep you motivated in the practice.

Take a mind-body class

3-steps practice in your practice

1. **Pause:** stop, take a breath, drop in, notice this moment
2. **Presence:** noticing thoughts, body sensations, and emotions without reactivity
3. **Proceed:** mindfully responding to whatever needs attention in this moment

Strategies to reduce burnout

Physical

Energy out: release tension and over stimulation in the body
Examples: Movement, exercise, physical activity.

Energy in: increase energy when physically depleted.
Examples: Rest, sleep, food & water

Psychological

Energy out: actively seeking answers and resolving confusion.
Examples: Analysis, problem-solving, research, learning.

Energy in: taking in peace and equanimity, letting go of mental clutter and chatter.
Examples: Meditation, silence, stillness & mental rest

Strategies to reduce burnout (cont,)

Emotional

Energy out: get it out.

Examples: Emotional expression such as talking with a counselor, “shouting” technique.

Energy in: receiving emotional Support and care.

Examples: Love, laughter, kindness, positive touch

Spiritual

Examples: Cultivating connection with loved ones, being in nature, recognizing and expressing love, offering service and kindness to others, practicing prayer or meditation, experiencing joy and pursuing an experience of being alive

