Missouri Academy of Family Medicine Scientific Assembly - June 5, 2015

Goals and Objectives

**Goals for Participants**
- Be able to Define and recognize “burnout”
- Discuss how family physicians “burnout” compares to others
- Review how to avoid and reduce the impact of burnout

**Presentation Objectives**
- Review standard definitions of “burnout”
- Review “burnout” surveys and research
- Present therapeutic interventions

**What is “burnout”?**

- No consistent definition
- Not an specific ICD-10 nor DSM-V diagnosis
- “Problems related to life-management difficulty Z73”
- Key features
  - Chronic occupational stress
  - Long-term exhaustion
  - Loss of enthusiasm for work
  - Feelings of cynicism, and
  - Low sense of personal accomplishment
- Present at all times and in all cultures

**Stress vs. Burnout**

<table>
<thead>
<tr>
<th>Stress</th>
<th>Burnout</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over engagement</td>
<td>Disengagement</td>
</tr>
<tr>
<td>Over reactive emotions</td>
<td>Blunted emotions</td>
</tr>
<tr>
<td>Urgency and hyperactivity</td>
<td>Helplessness and hopelessness</td>
</tr>
<tr>
<td>Loss of energy</td>
<td>Loss of motivation, ideals, and hope</td>
</tr>
<tr>
<td>Leads to anxiety disorders</td>
<td>Leads to detachment and depression</td>
</tr>
<tr>
<td>Primary damage is physical</td>
<td>Primary damage is emotional</td>
</tr>
<tr>
<td>May kill you prematurely</td>
<td>May make life seem not worth living</td>
</tr>
</tbody>
</table>

**Burnout Curve**

**How Do Physician’s Compare?**

<table>
<thead>
<tr>
<th>Burnout</th>
<th>Depersonalization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stress</td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td>Few a year</td>
</tr>
<tr>
<td>Few a month</td>
<td>Once a week</td>
</tr>
<tr>
<td>Few per week</td>
<td>Daily</td>
</tr>
<tr>
<td>High Score</td>
<td></td>
</tr>
<tr>
<td>Physicians</td>
<td>Non-Physicians</td>
</tr>
</tbody>
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**Burnout and Satisfaction With Work**

- Life Balance Among US Physicians Relative to the General US Population
How Do Physicians Compare?

Work-Life Satisfaction
Work schedule: enough time for person/family?

Depression and Suicidality
Positive screens for Depression and Suicidality

Burned out Family Physicians
Half of family physicians are burned out—a trend that has been increasing for several years. Affects all ages. Affects personal life, health, and patient care. Linked to financial assets. May start during residency.

Burnout Score

Bureaucracy and Loss of Autonomy

Age and Sex
Past-times and Burnout Comparisons

Vacation helps

Volunteerism is significant

Relationship to personal health and weight

Financial well being and burnout

Religiosity and Attending Services
Maybe a slight political relationship

First marriage and widowed?

What about citizenship?

Intervention Works

Three “R’s”

- Recognize
- Watch for warning signs
- Reverse
- Manage stress
- Seek Support
- Resilience
- Take care of physical and emotional health

Intervention Works
Prevention Tips

- Start day with relaxing ritual
- Adopt healthy eating, exercising and sleeping habits
- Set boundaries
- Take daily break from technology
- Nourish creativity
- Manage stress

Recovery

Slow Down
- Adjusting attitudes not going to solve problem
- Force yourself to slow down
- Take a break
- Cut back on commitments
- Give yourself time to rest, reflecting and heal

Get Support
- Avoid tendency to isolate yourself
- Friends and Family are more important than ever
- Turn to them for support
- Simply sharing feelings can relieve the burden

Re-evaluate Goals and Priorities
- Burnout is sign your life’s not working
- Take time to think about hopes, goals, and dreams
- Are you neglecting something truly important?
- Burnout can be opportunity to rediscover and change course

Resilience

- Importance of staying interested in your work
- Being organized
- Maintain control over work environment
- Keep physically fit
- Taking time off
- Paying attention to personal relationships
- Honoring the work you do

When all else fails ...