

Preventing Physician Burnout and Promoting Wellness

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Overview

- Definitions
- Epidemiology
- Assessment Tools
- Resources

Definitions

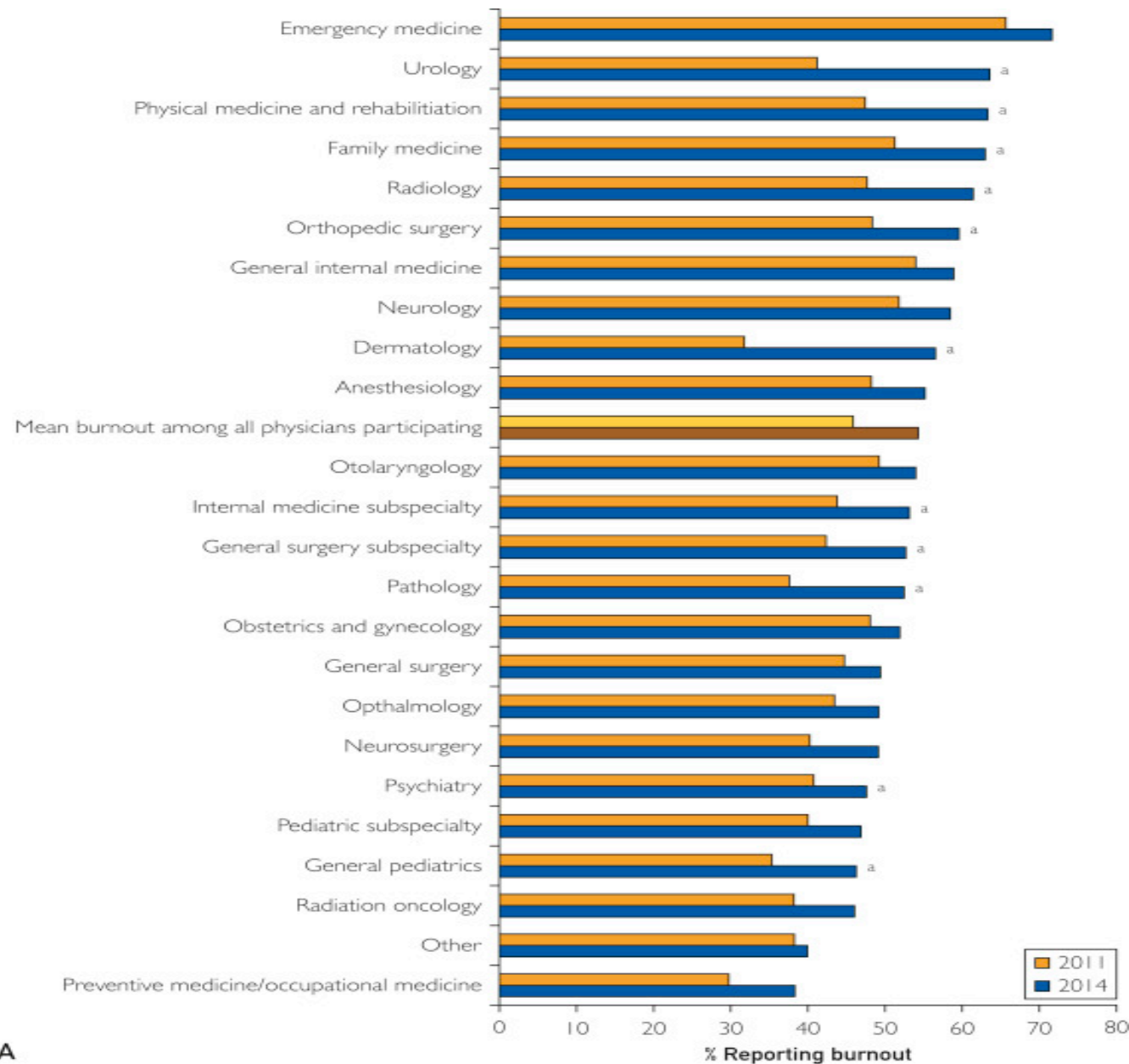
- Burnout: a long-term stress reaction characterized by
 - Depersonalization
 - including cynical or negative attitudes toward patients
 - A feeling of decreased personal achievement
 - Physical and emotional exhaustion
 - Not able to recover during non-working hours
- Wellness: Consists of multi-dimensional aspects that in combination lead to optimal levels of health and emotional and social functioning
 - Nutrition
 - Fitness
 - Emotional Health
 - Preventative Care
 - Financial Health
 - Mindset and Behavior Adaptability

Epidemiology

- In 2016, 55% of female physicians expressed feelings of burnout, while 46% of male physicians expressed feelings of burnout.
- Compared to 61% of the general population, only 35% of physicians were satisfied with their work-life balance.



Changes in Burnout and Satisfaction With Work-Life Balance in Physicians and the General US Working Population Between 2011 and 2014



Suicide

- 300-400 physicians die by suicide each year.
 - This is equivalent to losing 2-3 graduating medical school classes every year
- Physicians who took their lives were less likely to be receiving mental health treatment compared with non-physicians
- Rate of suicide
 - Male physicians: 1.41 times higher than the general male population.
 - Female physicians: 2.27 times greater than the general female population.



Contributing Factors to Physician Burnout

- Lack of control over work conditions
- Time pressure
- Chaotic workplaces
- Lack of alignment of values (around mission, purpose and compensation) between providers and their leaders

Barriers to Physician Wellness

- Physicians are less likely to seek medical care and more likely to engage in self-treatment.
- Physicians underutilize mental health services.
- Hallway Medicine or the “VIP Syndrome”
 - Providing care to a physician-patient in a social and/or work situation
 - Skipping routine parts of care and only seeing a physician-patient for acute issues.
 - Ceding medical judgement to the physician-patient

Tools To Assess Physician Burnout

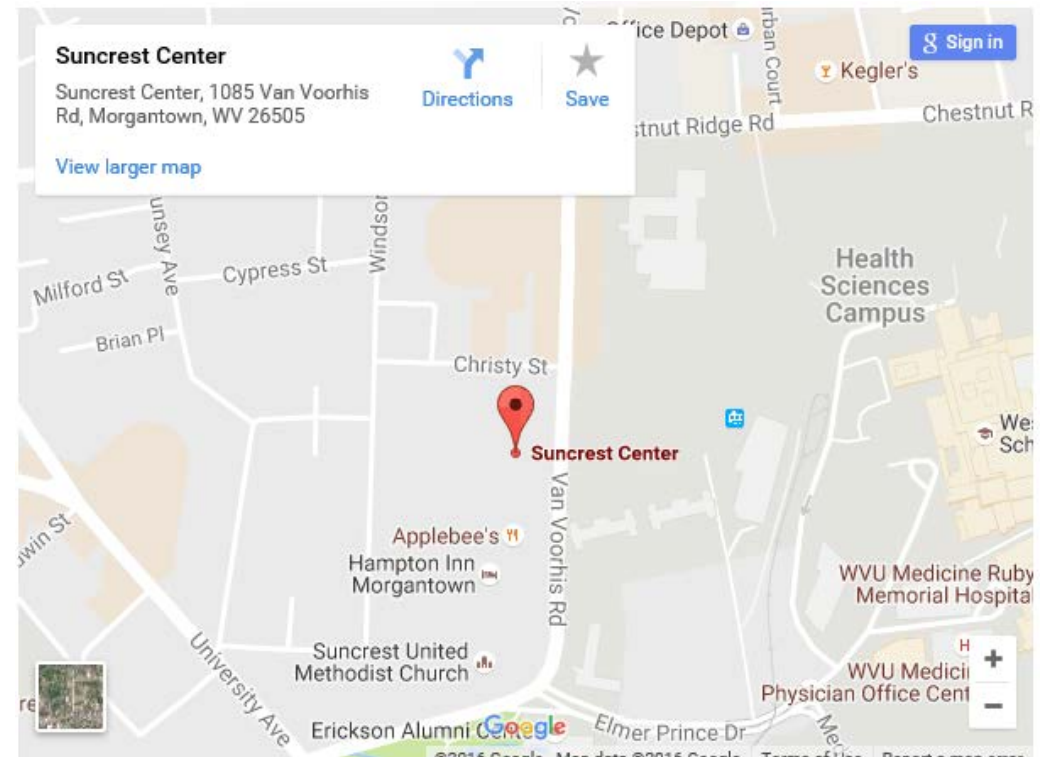
- PHQ-9 Based Survey
 - Available on SOLE; Anonymous Participation; Tallied score with chart
 - <https://sole.hsc.wvu.edu/Survey/2284/ResponsesPublic/SurveyIntro?Guid=dc32aa5a-6625-49e7-bbc8-8fff1aa7b88c>
- Mini-Z Burnout Survey
 - Compares your results to other physicians with similar demographics
 - Free through the AMA website
 - <https://www.stepsforward.org/modules/physician-burnout-survey>
- Maslach Burnout Inventory
 - Cost: \$15.00 for individual report
 - <http://www.mindgarden.com/117-maslach-burnout-inventory>

Resources

- WVU Faculty and Staff Assistance Program
 - Professional staff who can help you address:
 - Relationship issues
 - Getting along with co-workers
 - Problems with alcohol, drugs, gambling, or other addictions
 - Anxiety/Depression
 - Mental Illness
 - Coping with loss of a loved one
 - Balancing work and life
 - Burnout

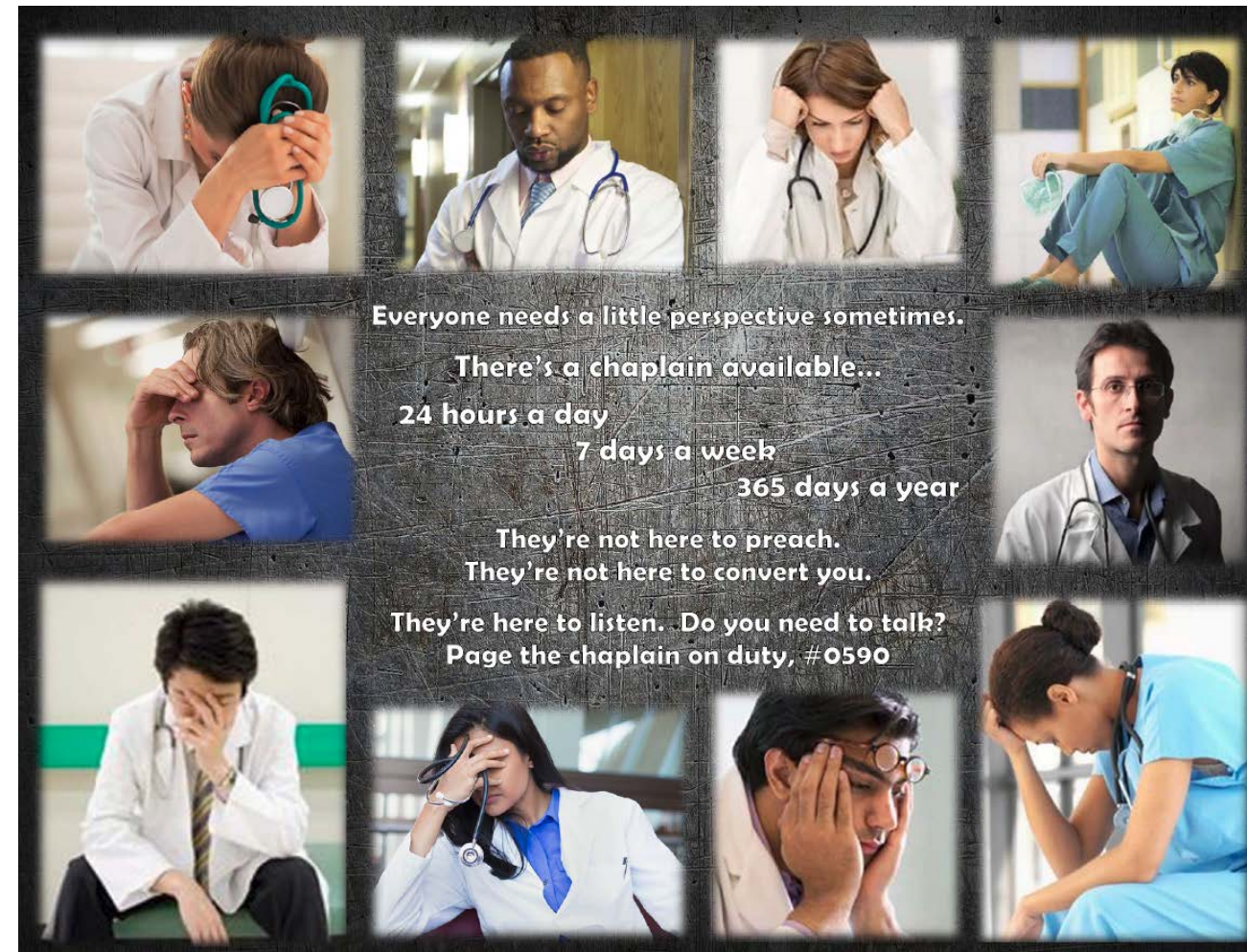
Resources

- WVU Faculty and Staff Assistance Program
 - Available to all faculty, staff, and residents and their dependents.
 - Cost is FREE
 - Confidential
 - Phone: 304-293-5590
 - Location:
 - 1085 Van Voorhis Road
 - Suncrest Center Suite 218
 - Morgantown WV 26505



Resources

- Hospital Chaplain
 - Available to residents and faculty
 - Page #0590



Resources

- The Wellness Center

- <http://wvumedicine.org/thewellnesscenter/>
- Open to all employees of WVU Medicine
- Various programs targeting
 - Exercise
 - Stress management
 - Nutrition
 - Screenings



Resources

- The Happy MD website
 - <https://www.thehappy.md.com/>
 - Blogs
 - Coaching
 - Smart Phone App



Make the Difference: Preventing Medical Trainee Suicide

- <https://www.youtube.com/watch?v=I9GRxF9qEBA>



The End

- Please proceed to the exam