Fostering Physician Wellness
Reducing Burnout
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Hospitalist Grand Rounds
Goals & Objectives

- Learn to define & recognize burnout
- Identify common triggers for burnout
- Begin the conversation for mitigating burnout and enhancing physician wellness
“Insanity is doing the same things over and over and expecting a different result”

–Albert Einstein
What contributes to physician’s depression or burnout?
The Burnout Dilemma

- Burnout is **not** a problem to be solved. *It is a dilemma- a never ending balance*
- Our goal is to strive for dynamic equilibrium
- Look for strategies, NOT solutions
What is Burnout?

* The inability to respond to and recover from the energy drain caused by stress
* 3 components:
  * Exhaustion
  * Depersonalization
  * Lack of Efficacy
Traditional Perception of Burnout

Depletion of Energy
The New Understanding of Burnout: The Energy Account

* When your work and larger life stresses *drain* you, it leaves your energy account in a negative balance
The Three Energy Accounts

Physical  Emotional  Spiritual
Common Myths for Reducing Burnout

- I just need to be more efficient
- I just need to take some time off
- I just need a better boss/leader/workplace
- I should find a different job
- I actually know how to recharge when I do have time off
Medical Education

“Conditioning”

Instead - It is okay to:

- The “patient always comes first”
- Don’t show your weaknesses
- Develop into:
  - The workaholic
  - Superhero
  - Emotion Free
  - Lone Ranger
  - Perfectionist
- Sleep, exercise, get rest
- Feel down, struggling, or need a break
- Ask for help
- Feel emotions when taking care of patients
- Delegate to team members
- Not have all the answers
What are the top 3 stressors of your workday?
How would you describe our culture currently?
“We don’t see things as they are, we see them as we are”

–Anais Nin
Don’t Play the Victim

* Blame
* Justify
* Complain

“When you complain, you make yourself a victim. Leave the situation, change the situation, or accept it. All else is madness.”

Eckhart Tolle
The Three Elements

- Autonomy
- Mastery
- Purpose
The Three Elements

**Autonomy**
- Control over: Task, Time, Technique, Team

**Mastery**
- The desire to get better at something that matters
- Growth Mindset (performance goal vs. learning goal)

**Purpose**
- Work towards mastery in the service of some greater objective
- Mayo Clinic Example: Physicians who spent 20% of their time on something that was meaningful to them (research, education, patient care, community service) had 50% reduction in burnout

- Shanafelt et. al. “Career fit and burnout among academic faculty.” Archives of Internal Medicine 2009

“Do something that matters, do it well, and do it in the service of a cause larger than yourself.”
The Venn of Happiness

“Stop Physician Burnout: What to do when working harder isn’t working”
-Dike Drummond
What would you like our culture to be?
"... Two roads diverged in a wood, and I --
I took the one less traveled by,
And that has made all the difference."

~ Robert Frost, "The Road Not Taken"

Which road will we take?
Summary

- Burnout is not a problem to be solved, but a dilemma to be managed
- Strategize on decreasing the drain and making deposits into the three energy accounts: Personal, Emotional & Spiritual
- Consider what *drives* you and how we can achieve autonomy, mastery and purpose