

# Burnout and Physicians

Penny Ziegler, M.D.

Medical Director

PRN



# What Is Burnout?

- Not a diagnosable DSM 5 psychiatric disorder
- Recognized in ICD-10 as a “state of vital exhaustion,” under problems in life management [Z73.0]
- Extensive research base
  - Maslach Burnout Inventory (MBI) used to measure and quantify
    - Emotional exhaustion
    - Cynicism
    - Inefficiency
  - Shown to impact physical health, work performance, relationships

# How Is Burnout Identified?

- Overwhelming physical and emotional exhaustion
- Feelings of cynicism and detachment
- Sense of ineffectiveness and lack of accomplishment
- Over-identification
- Irritability and hypervigilance
- Sleep problems
- Social withdrawal
- Professional and personal boundary violations
- Poor judgment
- Perfectionism, rigidity
- Questioning the meaning of life

**THERE'S NOT ENOUGH COFFEE  
IN THE WORLD**



**TO GET ME TO RISE AND SHINE**

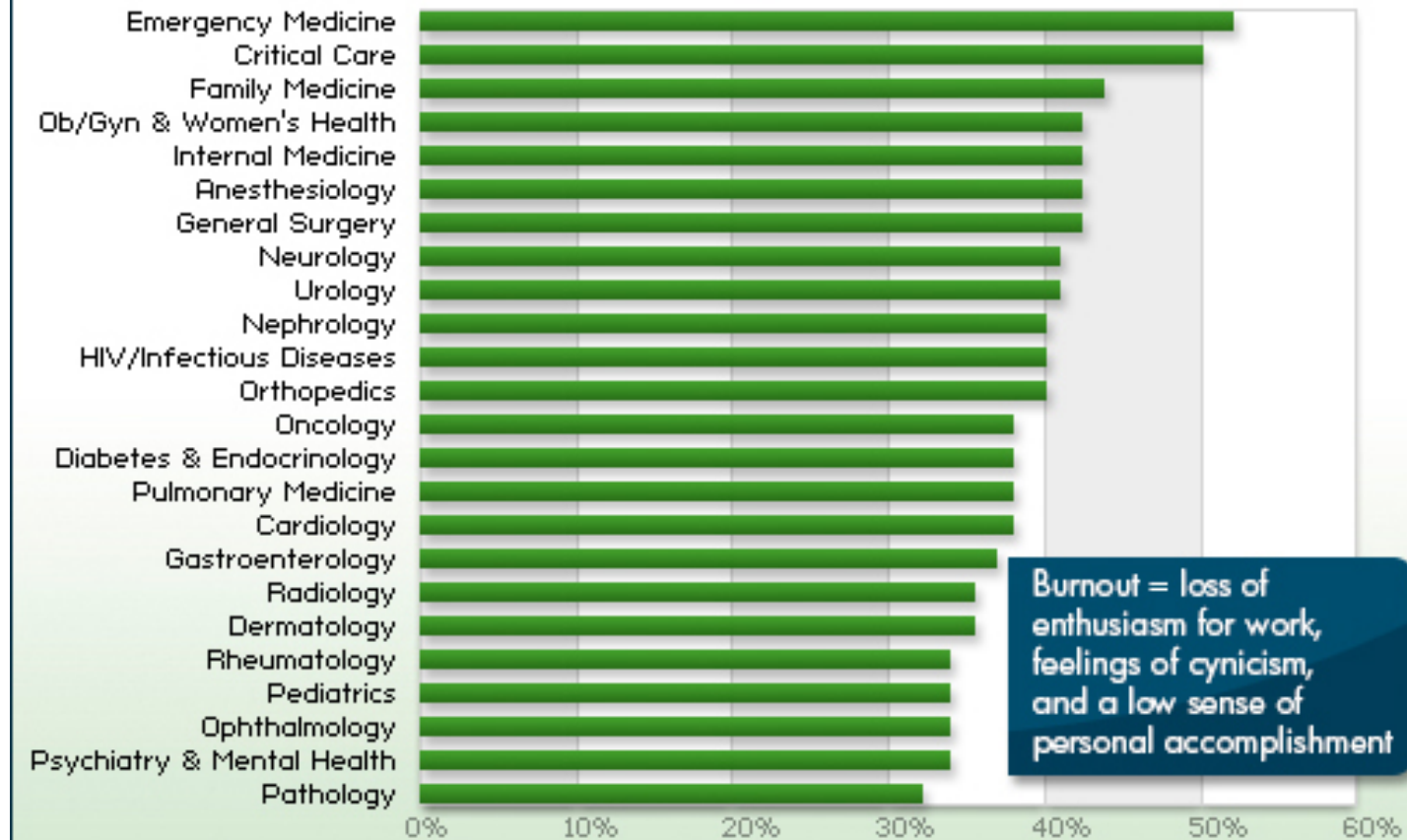
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# How are Physicians Impacted?

- 37.9% of US physicians had high emotional exhaustion ( no emotional response to positive stimuli)
- 29.4% had high depersonalization (cynical patient detachment)
- 12.4% low sense of personal accomplishment (low self-esteem, worthlessness)
- In aggregate, 45.8 of US physicians are burned-out!
  - Shanafelt TD, Boone S, Tan L, *et al.* 2012 Arch Intern Med.

## What Percentage of Physicians Are "Burned Out?"



Shanafelt TD, Boone S, Tan L, *et al*, 2012

# Are Physicians More Vulnerable?

- Changing external realities of medical practice today
  - Decreasing autonomy and control over work environment
  - Increasing time pressures
  - Demands of new technology
- Internal vulnerabilities common among physicians
  - Perfectionistic
  - Unrealistic expectations of self and others
  - Conscientious, scrupulous and inflexible
  - Reluctant to delegate work to others
  - Reluctant to ask for help



**I have CDO**

**it's like OCD**

**but all the letters are in alphabetical order**

**AS THEY SHOULD BE**



# Association of Burnout and Impairment

- 2012 study of surgeons shows highly statistically significant association of burnout with impairing conditions

- Alcohol abuse
- Alcohol dependence
- Suicidal ideation
- Depression

Oreskovich, Kaups, Balch *et al.* 2012 Arch Surg.

- Large Mayo Clinic study of U.S. physicians of various specialties

- Burnout- 45.8 % met criteria for current burnout
- Depression- 37.8% met criteria in lifetime (6.4% in preceding 12 months)

Shanafelt, Boone, Tan *et al.* 2012 Arch Intern Med.

# Physician Burnout: A Potential Threat to Successful Healthcare Reform

Dyrby and Shanafelt. 2011 JAMA

- Burnout stems from work-related stress.
- Evidence suggests that excessive workloads, subsequent difficulty balancing personal and professional life, and deterioration in work control, autonomy, and meaning in work contribute to burnout in physicians.
- Some aspects of healthcare reform are likely to exacerbate many of these stressors, and thus may have the unintended consequence of increasing physician burnout.

# Can Prevention of Burnout Prevent Physician Impairment?

- High prevalence of burnout in physicians as a whole with over-representation in some specialties
- Physicians with burnout more likely to abuse substances, become depressed and suicidal, make medical errors and be markedly dissatisfied with both their professional and personal lives
- Burnout is easily recognizable
- Burnout is reversible
- Burnout is treatable
- Identifying and treating burnout can decrease the risks of depression, suicide, substance abuse, medical errors and personal and professional losses

# Approaches to Burnout in Physicians

- Prevention- Dike Drummond, M.D., [www.thehappyemd.com](http://www.thehappyemd.com)
  - “Decrease the Drain”
    - Identify the things you hate and do less of them
    - Identify the things you love and do more of them
    - Give yourself permission to change your work environment
    - Install an “off-switch”
  - “Make Deposits”
    - Eat better, find fun exercise options, meditate
    - Spend quality time on relationships you enjoy
- Treatment
  - Support groups
  - Weekend conferences on wellness, self-care, finding meaning
  - Mindfulness training
  - Psychotherapy