

Physician Burnout 2024

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Objectives

- At the conclusion of this activity, learners will be able to:
 - Define burnout among pediatricians
 - Identify interventions to help mitigate burnout on an individual level
 - Apply strategies to help reduce physician burnout on a systemic level

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Case Presentation

“What About Me?”

FDR is a late midcareer physician who, like many, has lived his entire life in Louisiana. He is the product of an upper middle class family. His father (and his confidant) was a prodigious saver who advocated for a career in medicine for his son primarily because of the financial benefits. He recently lost his father.

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CASE PRESENTATION (CONT'D)...

This is a universally liked physician. He is well respected and is perennially ranked as one of Louisiana's best pediatricians. He is very upbeat and seemingly full of energy. The looks are deceiving.

Throughout his career, He has been in multiple employment models. He sees encroachment on the doctor patient relationship and administrative pressures increasing and compensation decreasing.

He feels the administrative approach to physicians is “divide and conquer.” Another analogy is the mushroom management approach.

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CASE PRESENTATION (CONT'D)...

When asked if burned out, “I am burned out ! I’d leave tomorrow!” Although he plans on working twenty more years, he feels like he’s losing his life and will leave in a feeble state.

What are his coping strategies? “None.” He travels minimally, gambles some, and has increased his ethanol consumption. After getting home at 7 pm, he stays up late at night to see his family and have some awake time at home.

He used to enjoy this. Now, when he gets to work, he just wants to go home.

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What is Physician Burnout?

Along-term stress reaction to occupational stressors manifested by:

Emotional Exhaustion

Depersonalization (i.e. lack of empathy or negative attitudes towards patients)

Feeling of decreased personal achievement

American Medical Association, February 16, 2023

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Warning Signs..

“SCARY Sunday”

“Bare-Minimum Monday”

Kathleen M Young, PHD, MPH

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And the classic response when one asks how someone is doing...

I am **FINE** !

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Why does it matter?

- Forty-Seven Percent of all Physicians in the US are over 55 years of age
- The predicted physician shortage in the US by 2030: 130,000
- It is estimated that 100,000 physicians will leave the workforce in 2024....

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EVEN WORSE :

At least one Physician a day in the United States dies by Suicide:

Approximately 400 a year!

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INCIDENCE of PHYSICIAN BURNOUT:

- 68 Percent of ALL Physicians
- 49 – 59 percent of Pediatricians

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BY THE WAY...

Physicians underreport
their symptoms!

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CAUSES of PHYSICIAN BURNOUT:

20 percent individual factors

80 percent Systemic stressors

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Specifically:

Administrative Burdens (paperwork and regulations) 36%

Electronic Health Records 16%

Lack of Autonomy 6%

Overwhelmed by patient needs 7%

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OTHER CAUSES:

Financial?

Covid?

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Contributors to Pediatrician Burnout :

Isolation

“Perceived” lack of respect from other
specialties



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Who is most affected by physician Burnout ?

Early career physicians

Female physicians



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Who is least affected?

Late Career Physicians

Physicians from underrepresented populations in medicine

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What are some approaches to physician burnout ?

1 Individual level

2 Systemic level

3 Governance Level



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Individual Level

Tools

Bring Energy

“Be a fountain not a drain”– Jim
Macdonald MD Columbus, Ohio
LPW Scholar 2022



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Join



FOLLOW OUR OWN ADVICE !



Eat a healthy diet



Exercise



Sleep an Adequate Amount (7 hours is optimal for cognitive function)

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More Tools ...

Mindfulness



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“ JOMO”-- Catherine Pippas MD LPW faculty

- Joy
- Of
- Missing
- Out

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20/80 RULE

make sure at least
20% of work-related activities
bring enjoyment (less than 20%
places an individual at high risk
for burnout)

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Another tool...

Gratitude :

“ 3 Good Things ”

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What about coaching as a resource for physician burnout?

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COACHING?



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Dr Brene Brown



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What about resilience ?



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Most wellness
scholars **hate**
the word !!

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Spectrum of Well being:

Burnout--- Surviving---Fair---Good---
Great

Resilience takes an affected individual
only to the next highest level of function.

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The Goal
should
always be
great!



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Systemic Changes

Start the dialogue about burnout with hospital leaders

- A. Elevator speech
- B. Determine who the influencers are – they may not be obvious or in superior positions
- C. Educate about effects of burnout on the specific institution
- D. “Buddy Up” begin a dialogue with a peer weekly or even monthly by text or phone to discuss positives or challenges they may be facing

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Governance Level

- LSBME
- Joint Commission
- Federal government
- Dr Lorna Green Health Care Provider Protection Act

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More Resources

National Suicide Hotline 988

Physician Support Line 888-409-0141

Staffed by psychiatrists from 8am-1 am seven days a week

Free and confidential for physicians and medical students

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Summary

Physician burnout is an epidemic in the United States that affects the entire healthcare system

The approaches will be multifaceted and multitiered

Getting assistance with burnout is a sign of strength not weakness

We as physicians can initiate change and we owe this to our younger physicians and medical students to combat this problem

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References

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Medscape Physician Burnout Survey

The Happy MD

AMA Morning Rounds July 21, 2024

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MOC Question 1

The incidence of burnout among Pediatricians in the United States is approximately :

- A 27 percent
- B 39 percent
- C 50 percent
- D 71 percent
- E All of us at this lecture

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MOC QUESTION NUMBER 2

Which is the most common cause of physician burnout?

- A Bureaucratic Tasks
- B Personal Issues
- C Covid 19
- D The political party in power

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MOC QUESTION NUMBER 3

To successfully mitigate the effects of physician burnout, changes will need to take place on :

- A The Personal Level
- B The Systemic Level
- C The Governance Level
- D All of the above!

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