



Tips on Achieving Work Life Balance

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I have no actual or potential conflict
of interest to this presentation.

I have nothing to disclose.

Objectives

1. Recognize the symptoms of burnout
2. Discuss the causes
3. Discuss solutions



Children are not
a distraction
from more
important work.
They are the
most important
work.

- C.S. Lewis



So...what's the problem???





Let's Take a Quiz

On a blank sheet of paper:

- | | |
|----|-----|
| 1. | 7. |
| 2. | 8. |
| 3. | 9. |
| 4. | 10. |
| 5. | 11. |
| 6. | 12. |

Answer the questions as follows:

0 Never

1 Seldom

2 Sometimes

3 Often

4 Always

1. Works constantly, takes little or no time for family and friends, and/or when home, isn't engaged with family members. Seems isolated. Disinterested in social engagement and/or interaction.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

2. Problems in personal relationships, serious issues with coworkers, feels misunderstood and/or underappreciated.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

3. Lack of compassion and patience for coworkers, patients and family members, overreaction to minor frustrations, prone to angry outbursts.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

4. Dreads going to work, discusses work in negative terms or not at all, expresses frustration over workload and/or health records, self-isolating from co-workers, lack of enthusiasm for new patients and/or procedures.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

Source: AMA Alliance Guide to Physician Burnout and How to Effect Change / www.amaalliance.org/physician-burnout

5. Loss of self-esteem, questions training and skill, disproportionately affected by patients' suffering or loss of life, frustrated about lack of control over professional and/or personal issues, feels trapped.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

6. Chronic psychological, emotional or physical fatigue, insomnia, extreme exhaustion at the end of a day, lack of physical and/or emotional energy, increased stress level.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

7. Lack of concentration and/or attentiveness.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

8. Increased or new use of alcohol and/or drugs, and/or decreased use of healthy coping mechanisms.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

9. No longer engages in activities that increase health and wellbeing, such as working out, walking, outdoor activities, relaxation, etc.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

10. Talk of giving up medicine and/or retiring early, wishing he or she had chosen another career, concern about not making a difference, increased cynicism.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

11. No longer looks forward to planning and/or taking vacations, time off and/or outside-of-medicine activities.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

12. Loss of interest in family, financial, and/or retirement planning.

0 - Never 1 - Seldom 2 - Sometimes 3 - Often 4 - Always

Add up your score

Green Light (0-12 points or 0-25%) - The physician is likely not suffering from burnout and is probably happy with his or her professional and personal life.

Yellow Light (13-24 points or 27-50%) – The physician should seek out information on methods of self-care and engage in more activities to increase personal wellbeing, such as getting more sleep and exercise and engaging in non-medical activities which bring him or her pleasure, especially family activities.

Red Light (25-36 points or 52-75%) - The physician should seek assistance from a personal physician or trusted mental health professional, from a local or state medical society, health system, or the state's Physician Health Program.

Flashing Red Light (37-48 points or 77-100%) – The physician may be in need of immediate professional intervention from a personal physician or trusted mental health professional, from a local or state medical society, health system, or the state's Physician Health Program.

Source: AMA Alliance Guide to Physician Burnout and How to Effect Change / www.amaalliance.org/physician-burnout



54%
of doctors
say they are
burned out.¹



88%
of doctors
are moderately
to severely stressed.²



59%
of doctors
wouldn't recommend
a career in medicine
to their children.³

1. Mayo Clinic 2014.

2. VITAL WorkLife & Cejka Search Physician Stress and Burnout Survey 2015.

3. Jackson Healthcare; 2013 Physician Outlook and Practice Trends.

WHAT IS BURNOUT?

Burnout can be thought of as the antithesis of wellness and a constellation of symptoms primarily due to workplace stressors over time in the following domains:

1

Emotional exhaustion

2

Depersonalization

3

Diminished sense of accomplishment

4

Reduced satisfaction with work and the work environment

There are a number of negative consequences associated with burnout related to job performance:

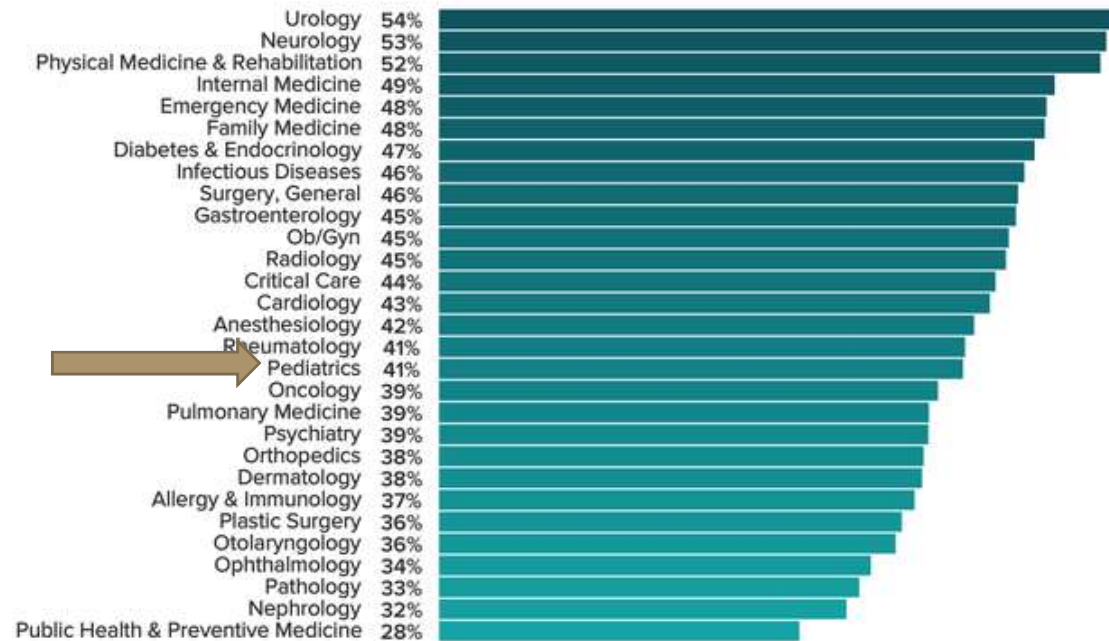
- Elevated levels of job dissatisfaction
- Increased job turnover
- Increased medical errors
- Negative attitudes toward patients
- Patient dissatisfaction
- Lack of energy and motivation

On a personal level, burnout is associated with:

- Failed relationships and relationship challenges
- Depression
- Anxiety
- Substance abuse
- Suicidal ideation

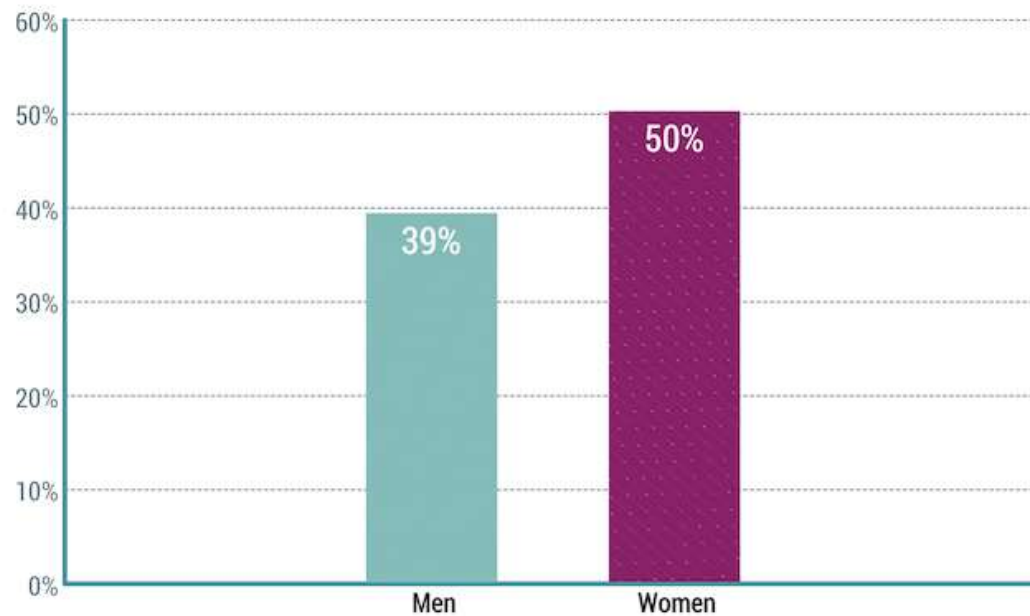
From Panagioti M, et al⁶; McCafferty H, et al.⁷

Which Physicians Are Most Burned Out?



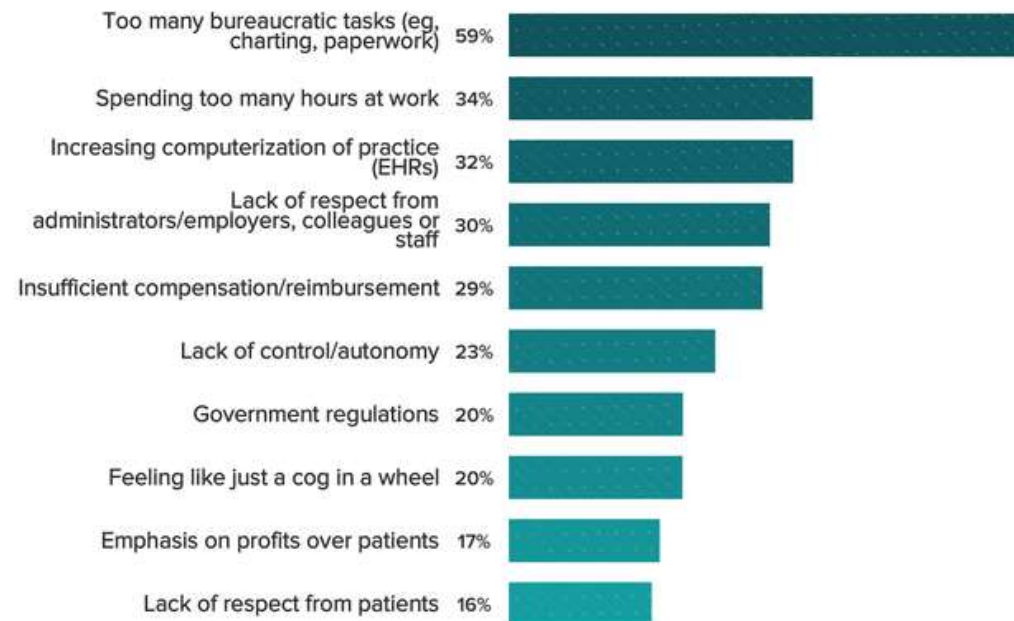
Source: Medscape National Physician Burnout, Depression & Suicide Report 2019

Are Male or Female Physicians More Burned Out?



Source: Medscape National Physician Burnout, Depression & Suicide Report 2019

What Contributes Most to Your Burnout?



Source: Medscape National Physician Burnout, Depression & Suicide Report 2019

It is a sobering fact that an estimated 300 to 400 physicians in the United States commit suicide annually.

Women physicians are at highest risk, with an estimated relative risk ratio of 2.7 for suicide in relation to the general female population.

Schernhammer, et al, Suicide rates among physicians: a quantitative and gender assessment (meta-analysis). AM J Psychiatry 2004 Dec; 161 (12)

Solutions



Physical Activity/
Healthy Nutrition



Restorative sleep



Supportive
relationships



Stress management

McClafferty et al, Physician Health and Wellness, Pediatrics; October 2014, volume 134, issue 4



Physical activity for adults

- at least 150 minutes (2 hours and 30 minutes) a week of moderate-intensity
- **(Example: walk for 30 minutes 5 days a week)**
- or 75 minutes (1 hour and 15 minutes) a week of vigorous-intensity aerobic activity, or an equivalence combination of moderate- and vigorous-intensity aerobic activity
- **(Example: jog/run for 20 minutes 3-4 days a week)**



Healthy Nutrition/ Based on 2,000 Calories a Day

Fruits 2 cups: Focus on whole fruits

Vegetables 2 1/2 cups: include dark green, red, and orange choices.

Grains 6 ounces: Make half your grains whole grains

Protein 5 1/2 ounces: poultry, lean meats, seafood, eggs, beans, nuts

Dairy 3 cups: Choose low-fat or fat-free milk or yogurt

*** Limit Sodium to 2,300 mg/day. Saturated fat to 22 grams/day. • Added sugars to 50 grams/day

Coffee: up to 3-5 cups (8 oz each), or 400 mg/day





Restorative Sleep

-
- The National Sleep Foundation recommends 7-9 hours of sleep for adults
 - **Stick to a sleep schedule, even on weekends.**
 - **Practice a relaxing bedtime ritual.**
 - **Exercise daily.**
 - **Evaluate your bedroom to ensure ideal temperature, sound and light.**
 - **Sleep on a comfortable mattress and pillows.**
 - **Beware of hidden sleep stealers, like alcohol and caffeine.**
 - **Turn off electronics before bed.**



Supportive Relationships

- A **supportive relationship** is a **relationship** which brings mutual benefit to both parties helping them to cope with the tough times and maximize the good times.



Stress management

Reduce amount of time charting: utilize medical assistants, scribes, ancillary staff

Reduce hours at work

Reduce debt

Make time for interests and hobbies

In multivariable modeling, excellent/very good health, having support from physician colleagues, and adequate resources for patient care were all found to be associated with a lower prevalence of burnout and a higher likelihood of work–life balance and career and life satisfaction.

Stramer AJ, Frinter M, Freed G, Work–Life Balance, Burnout, and Satisfaction of Early Career Pediatricians, Pediatrics April 2016, volume 137, issue 4

Work Life Balance

Step 1

Recognize the symptoms of burnout

Step 2

Eat well, exercise, and get some rest

Step 3

Enjoy the beach!!!



Questions
