Wellness
Wellness$^{1,2}$

- Complex and multifaceted nature of physicians' physical, mental, and emotional health and wellbeing
- Goes beyond merely the absence of distress and includes being challenged, thriving, and achieving success in various aspects of personal and professional life

Challenges to Physician Wellness

External/Environmental

• Workload and fatigue
• Being involved with others’ suffering, fear, illness, and death
• Difficult interactions with patients, families, and other medical personnel
• Restricted autonomy

Challenges to Physician Wellness\(^1\)

Internal/Individual

- Doctors often rely on denial and avoidance as coping strategies
- Physician personality traits (eg perfectionism, workaholism, type A personalities)

Challenges to Physician Wellness

Cultural

• Medical profession has poor record for giving mutual support and feedback
• Conspiracy of silence
• Stigma associated with seeking help

Burnout
Burnout

- Burnout is a psychological syndrome of
  - Emotional exhaustion
  - Depersonalization
  - Reduced sense of personal accomplishment

- Maslach Burnout Inventory

Maslach G et al. 1996
Compassion Fatigue

- Caregiver’s reduced capacity or interest in bearing the suffering of others.
- Also called Secondary or Vicarious Traumatization
- Can involve re-experiencing traumatic events, numbing/avoidance, persistent arousal.
- Function of bearing witness to the suffering of others.

Figley CR.. 2002.
Physician Burnout

- More likely to have symptoms of burnout compared to general population.
- More likely to be dissatisfied with work-life balance.
Medical Student Burnout

- Approximately 50% of students experience burnout and 10% experience suicidal ideation during medical school.
- Burnout seems to be associated with increased likelihood of subsequent suicidal ideation.

Medical Student Burnout\textsuperscript{15}

- Study of 336 1\textsuperscript{st}-3\textsuperscript{rd} year medical students
- 55\% had high burnout range

Resident Burnout²

- Study of 115 University of Washington Internal Medicine Residents.
- 76% met criteria for burnout.
- Burnout associated with self-reported suboptimal patient care experience.

Resident Burnout

- 123 Pediatric Residents.
- 20% depression rate. 74% burnout rate.

Early Career Physician Burnout

• Depression and SI most common during medical school.
• Burnout highest during residency
• Early Career (EC) physicians had 51.4% burnout rate.

Dyrbe et al. 2014
Early Career Physician Burnout

- Low satisfaction with overall career choice
- Highest frequency of work-home conflict
- Highest rates of depersonalization

Dyrbye et al, 2013
Nursing Burnout\textsuperscript{19}

- Questionnaire to 10,000+ nurses
- MBI Emotional Exhaustion subscale
- Burnout Rates
  - Inpatient – 34%.
  - Nursing Home – 28%.
  - Home Health – 24%

Neff, 2011.
Oncology Nursing Burnout

- PROQUOL.
  - Burnout, Compassion Fatigue, Compassion Satisfaction
- 153 RNs, radiology technicians, MAs.
- 33% (outpatient)-44% (inpatient) burnout rate.
- 35-37% compassion fatigue rate.

Burnout in Palliative Care

- E-mail survey of AAHPM members. 1056 responses. MBI.
- 60% of pc physicians had high EE, 24% high DP
- High EE or DP greater among non-physicians 66% vs 60%
- Only 42% reported good work-life balance
- Risks: younger, non-physicians, more than 50-hr work week, fewer colleagues, weekends.

Kamal, 2015
Burnout Causes\textsuperscript{10,11}

- Excess workload
- Inefficiency
- Loss of autonomy
  - Lack of control over work environment.
- Lack of meaning in work.
  - Time on tasks inconsistent with career goals. High levels of work-home interference

Negative Consequences of Poor Physician Wellness/Burnout$^{1,2}$

- Excessive job stress, burnout, and dissatisfaction are closely related to job and career turnover.
- Reduced workplace productivity
- Link between burnout and quality of patient care/patient safety.

Where are You?
Self Care

• Stress Relief
• Stress Reduction
• Stress Resilience
Personal Self Care

• Prioritizing close relationships
• Healthy lifestyle: sleep, exercise, diet, vacations.
• Recreational activities and hobbies.
• Mindfulness and meditation.
• Spiritual development.

Sanchez-Reilley. 2014
Personal Self Care

• Self Awareness
  – Greater job engagement
  – Compassion satisfaction
  – Enhanced self-care
  – Improved patient care and satisfaction.

Sanchez-Reilley. 2014
Self Care Strategies
Professional: Individual

• Appraise and regulate six areas of work life
• Create network of peers and coworkers. Avoid depersonalization.
• Engagement with organizational activities congruent with your work and interests
• Increased self-awareness, share feelings and responsibilities, set limits to avoid overload
• Practice reflective writing

Sanchez-Reilley. 2014
Self Care Strategies
Professional: Team Based

• Practice meaning-based coping by sharing personal and professional sources of meaning and incorporating into daily practice.
• Improve skills related to empathy for others.
• Utilize formalized structures, policies, and procedures to provide guidance with complex of difficult cases.
• Improve communication and management skills by seeking additional training

Mindfulness
Mindfulness$^{12,13,14}$

- Decreased Burnout
- Increased Empathy
- Decreased Stress/Anxiety
- Increased Meaning and Engagement at Work

Psychosocial Interventions in Palliative Care

• Review was unable to make conclusive recommendations.
• Studies evaluating support groups, stress reduction program, meaning-centered intervention, cognitive-behavioral intervention, music therapy, art therapy.
• Small studies, not methodologically strong.
• Need better studies, better interventions.

Hill RC, 2016
Self Care Plan

• Stress Relief
  • 1.
  • 2.

• Stress Reduction
  • 1.
  • 2.

• Stress Resilience
  • 1.
  • 2.