

Professionalism

Burnout...

Why is it important to teach about burnout in medical education? Why is it relevant?

Well... burnout is a work related syndrome that affects all of us and it negatively impacts the very reason we become doctors...i.e. to give quality care to patients.

It is also very prevalent among our students and leads to cynicism.

- Burnout in attending physicians and residents leads them to role-model cynical attitudes and poor self-care practices to students

Three components:

- Exhaustion: first reaction to the stress of job demands or major change
- Cynicism: minimize involvement at work and give up on ideals
- Ineffectiveness: growing sense of inadequacy.

Why Does Burnout Occur???

According to Christine Maslach,

“Burnout is always more likely when there is a mismatch between the nature of the job and the nature of the person who does the job”

- We feel overloaded
- We lack control over what we do
- We are not adequately rewarded for our work
- We're experiencing a breakdown in community
- We aren't treated fairly
- We're dealing with conflicting values

Other contributors:

- Technology
- More time spent on administrative drudgery
- Multitasking
- Busy home lives make it difficult to find relief outside of the workplace
- Economic stagnation - salaries vs. purchasing power

Outcomes:

- Poor quality work
- Low morale
- Absenteeism
- Turnover
- Health issues
- Depression
- Family problems

What Do I Do About It?

1. Prevention is easier than treatment
2. Building engagement is the best prevention
3. Organizational interventions are better than individual interventions

PREVENTION

- Start each day with a relaxing ritual
- Adopt healthy eating, exercise, sleep habits
- Set boundaries
- Take a break from technology – daily
- Nourish your creative side
- Learn to manage stress
- Ask for help

RECOVERY

- Slow down
- Get Support
- Reevaluate goals and priorities
- Reflect often

*Know what matters to you
Change what you can change*

When did you feel most inspired in your life?
Least?

What things in your life seem to influence your morale and motivation?

Ask yourself and your students these questions often.