

Burnout:

What is it and how do
we prevent it?

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Session Objectives

Define

burnout and discuss the rates of burnout in Ob-Gyn providers

Discuss

the signs and symptoms of burnout

Discuss

potential complications of burnout

Discuss

potential prevention and treatment strategies for those at risk for burnout

What is Burnout?



Source

Burnout - WHO definition

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.

Characterized by:

- Feelings of energy depletion or exhaustion
- Increased mental distance from one's job or feelings of negativism or cynicism related to one's job
- Reduced efficacy

Burnout - Common Definition

State of emotional, mental and often physical exhaustion brought on by prolonged or repeated stress and overwork.

Often caused by problems at work but can also appear in different areas of life such as:

- Parenting
- Caretaking
- Romantic relationships

35-54%

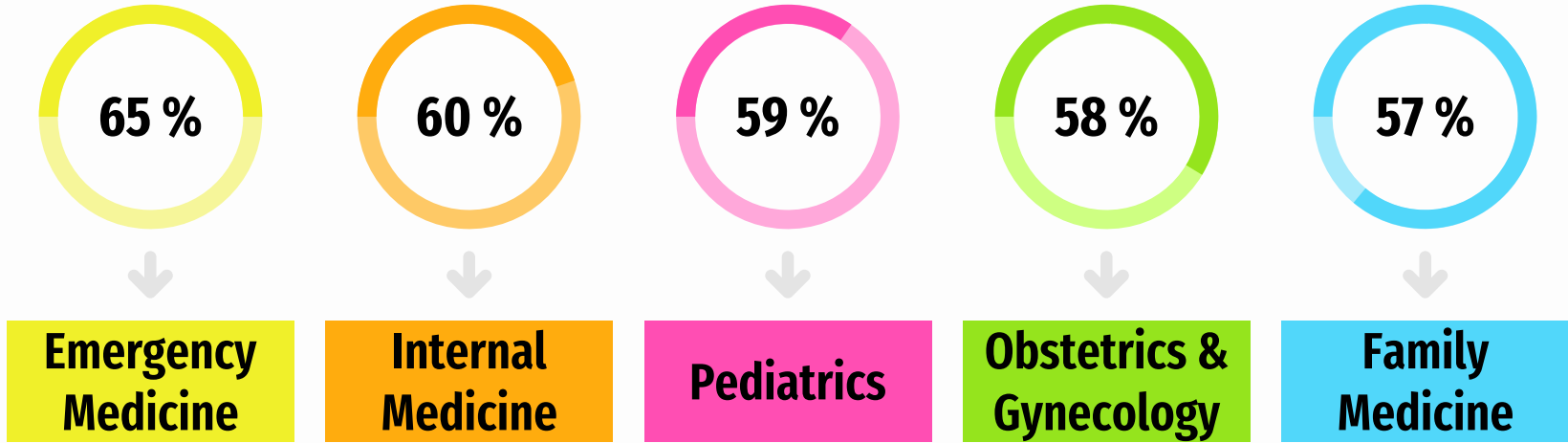
Of physician and nurses experienced burnout prior to the COVID-19 pandemic according to the National Academy of Medicine

45-60%

Of medical students and residents report symptoms of burnout

**Which specialty in
medicine has the highest
rate of burnout?**

Burnout - By specialty



Systemic Consequences of Burnout

Harmful consequences for patient care and safety including:

- Decreased time spent between provider and patient
- Increased medical errors and hospital-acquired infections among patients
- Staffing shortages

Burnout related turnover costs:

- \$9 billion for nurses
- \$2.6 to \$6.3 billion for physicians

Moral Distress

Closely associated with burnout

Health workers know the best health care decision to make but feel helpless and unable to act due to limited resources or circumstances beyond their control

Sustained moral distress can lead to moral injury

Signs and Symptoms of Burnout

a little burned out but doing my best



Signs and Symptoms of Burnout

Burnout involves mental, physical and emotional signs

Mental Symptoms of Burnout

- Lack of interest or motivation
- Forgetfulness
- Hopelessness
- Dreading work
- Lack of interest or motivation
- Decreased sense of accomplishment
- Uncontrollable procrastination
- Feeling incapable of coping with new challenges

Physical Symptoms of Burnout

- Exhaustion
- Chronic stress
- Inconsistent sleep habits
- Sudden, frequent health problems
- Appetite changes

Emotional Symptoms of Burnout

- Anxiety or depression
- Irritability or anger at work
- Cynicism at work
- Chronic stress
- Suddenly and intensely disliking your job
- Feelings of hopelessness at work
- Feeling like you should isolate yourself from others

What causes burnout?

Little to no control over your workload

Little to no recognition of a job well done

Unclear job expectations

Unreasonable or overly demanding job expectations

High-pressure work environments

Too much work—specifically when it leads to less time to do the things you enjoy outside of work

Who is affected by burnout the most?

Health workers of color – more likely to report inadequate personal protective equipment and have been nearly twice as likely as white colleagues to test positive for COVID-19

Immigrant health workers – more than a third of health workers who die in the first year of the pandemic were born outside the United States.

Female health workers – report higher rates of burnout, depression, anxiety, insomnia, and occupational distress before and during the pandemic

Complications of Burnout

Complications of Burnout

Insomnia

Sadness, anger or irritability

Alcohol or substance misuse

Heart disease

High blood pressure

Type 2 Diabetes

Vulnerability to illnesses

Suicide

Prevention and Treatment



What Health Systems Should Do

- Protect the health, safety, and well-being of all health workers
- Eliminate punitive policies for seeking mental health and substance use care
- Reduce administrative and other workplace burdens to help health workers make time for what matters
- Transform organizational cultures to prioritize health worker well-being and show all health workers they are valued
- Recognize social connection and community as a core value of the health care system
- Invest in public health and our public health workforce

Preventing Burnout

- Early recognition of burnout and related risks
- Cultivate ability to self-reflect
- Complete a periodic assessment and realignment of goals, skills, and work passions
- Exercise regularly
- Eat a well-balanced, healthy diet
- Get enough sleep
- Include daily enjoyable “timeouts”
- Build up your professional and personal support system

Build up resilience

What is resilience?

Ability to grow and thrive in the face of challenges and bounce back from adversity

Myths & Facts about Resilience (University of Pennsylvania)

Myth	Fact
Resilient people never show emotion.	Resilient people learn to regulate emotion.
It's about me, me, me.	Resilience is about individuals and relationships.
I must handle everything by myself.	Asking for help is a resilient strategy.
I must always act quickly.	Resilient people know when to slow down.
It's about superhuman feats bouncing back.	Resilience is about bouncing back.
I always have to be fully composed.	Resilience doesn't always look pretty.
You either have it or you don't.	Everyone can develop it.
Resilience is a destination.	Resilience is a process.

How do become more resilient?

Increase self-awareness

Increase self-regulation

Become more optimistic

Become more mentally agile

Increase your strength of character

Increase connections

Burnout Treatment

Contact a mental health professional – or start with your PCP and get into counseling and coaching

Multimodal treatments:

- Journaling
- Meditation
- Practicing gratitude
- Exercising
- Healthy diet and sleep schedule
- Practicing gratitude

Set boundaries and speak up for yourself

Sources

Addressing Health Worker Burnout

CALE Learning Enhancement - Eastern Washington University - Preventing Burnout