Surgical Burnout: Respond with Resiliency and Rebut the Root Causes
Understand root causes of burnout and factors important for professional satisfaction

Know recent data regarding surgeon burnout

Feel refreshed, be more mindful
Physician Wellbeing

- Essential for providing high quality care
- Requires physical and emotional health, social support
- Respond to life’s challenges
VI.C. Well-Being

In the current health care environment, residents and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of residency training. Programs and Sponsoring Institutions have the same responsibility to address well-being as they do to ensure other aspects of resident competence.
- Develop/implement programs to prioritize resident (and faculty!!!) well-being
- Encourage self-care, find meaning in work
- Enhance communication and professional relationships
- Identify and treat burnout, substance abuse and other challenges
What is the most challenging aspect of your career?

- Too many bureaucratic tasks
- Too many hours at work
- Increasing computerization of practice (EHR)
- Income not high enough
- Lack of professional fulfillment
<table>
<thead>
<tr>
<th>Cause</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Too many difficult patients</td>
<td>5.3</td>
</tr>
<tr>
<td>Insurance issues</td>
<td>4.7</td>
</tr>
<tr>
<td>Maintenance of certification requirements</td>
<td>4.6</td>
</tr>
<tr>
<td>Lack of professional fulfillment</td>
<td>4.5</td>
</tr>
<tr>
<td>Threat of malpractice</td>
<td>4.1</td>
</tr>
<tr>
<td></td>
<td>4.0</td>
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<td>4.0</td>
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<td>4.0</td>
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<tr>
<td></td>
<td>3.9</td>
</tr>
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<td></td>
<td>3.9</td>
</tr>
</tbody>
</table>
New Epidemic

- Affects 500,000 people
- 54% of a certain work force population, 2x normal controls
- More common than severe MVA
- Medical errors, job turnover, impaired professionalism
- Associated with depression and suicides
There are many origin stories to the term “burnout” but its common usage is credits to American psychiatrist Herbert Freudenberger, in his 1974 paper titled “Staff burn-out”.
PAPERS OF THE 131ST ASA ANNUAL MEETING

Annals of Surgery • Volume 254, Number 4, October 2011

Distress and Career Satisfaction Among 14 Surgical Specialties, Comparing Academic and Private Practice

Charles M. Balsch, MD,* Tait D. Shanafelt, MD,† Jeffrey A. Sloan, PhD,† Danielle K. Gollub, MD, and Julie A. Freischlag, MD*

Burnout and Stress Among US Surgery Residents: Psychological Distress and Resilience


Carter C. Lebaron, MD, Ekaterina V. Guvva, BS, Nancy L. Ascher, MD, PhD, FACS, Patricia O'Sullivan, PharmD, Hobart W. Harris, MD, MPH, FACS, and Eliza T. Green, PhD


Tait D. Shanafelt, MD; Omar Hasam, MBBS, MPH; Lotte N. Dyrbye, MD, MHPE; Christine Sinsky, MD; Daniel Satele, MS; Jeff Sloan, PhD; and Colin P. West, MD, PhD

Distress Among Matriculating Medical Students Relative to the General Population

chantal M.R. Brazeau, MD, Tait D. Shanafelt, MD, Steven J. Durning, MD, PhD, H. Stanford Massie, MD, Anne Eacker, MD, Christine Mootier, MD, Daniel V. Satele, Jeff A. Sloan, PhD, and Liselotte N. Dyrbye, MD

Burnout and Alcohol Abuse/Dependence Among U.S. Medical Students

Eric R. Jackson, Tait D. Shanafelt, MD, Omar Hasan, MBBS, MPH, MS, Daniel V. Satele, and Liselotte N. Dyrbye, MD, MHPE

Academic Medicine, Vol. 91, No. 9 / September 2016
Occupational Stress and Burnout among Surgeons in Fiji

Rajeev Patel\textsuperscript{1}, Peter Huggard\textsuperscript{2} and Annik van Toledo\textsuperscript{3}

\textsuperscript{1}Colonial War Memorial Hospital, Suva, Fiji Islands, \textsuperscript{2}Faculty of Medical and Health Sciences, The University of Auckland, Auckland, New Zealand, \textsuperscript{3}The University of Auckland, Auckland, New Zealand
What is **BURNOUT**

- **Physical and emotional exhaustion**
  - Fatigue
  - Insomnia
  - Forgetfulness
  - Lack of concentration
  - Anxiety
  - Anger
  - Depression
What is **burnout**?

- Physical and emotional exhaustion
- **Cynicism and detachment**
  - Loss of enjoyment
  - Pessimism
  - Isolation
What is burnout?

- Physical and emotional exhaustion
- Cynicism and detachment
- Ineffectiveness and lack of accomplishment

- Apathy/hopelessness
- Irritability
- Poor productivity/performance
<table>
<thead>
<tr>
<th>I enjoy my work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occasionally I am under stress</td>
</tr>
<tr>
<td>I am starting to get burned out</td>
</tr>
<tr>
<td>I have symptoms of burnout</td>
</tr>
<tr>
<td>Help I am completely burned out</td>
</tr>
</tbody>
</table>

**Start the presentation to activate live content**

If you see this message in presentation mode, install the add-in or get help at PollEv.com/app.
Do you feel burned out?

Respond at PollEv.com/stephenyang808

Text STEPHENYANG808 to 37607 once to join, then A, B, C, D, or E

- I enjoy my work: 4%
- Occasionally I am under stress: 47%
- I am starting to get burned out: 30%
- I have symptoms of burnout: 17%
- Help I am completely burned out: 0%
Burnout: A Treat to the Surgical Workforce

- 49% general surgeons are burned out
- 1/3 of PGY-1 surgery residents experience burnout BEFORE starting internship
Physicians who report burnout...

- Write more prescriptions
- Order more tests
- Have less compliant and satisfied patients
- Are less empathetic.

Gunderson, Ann Int Med 2001: 135: 146
Burnout and Stress Among US Surgery Residents: Psychological Distress and Resilience

Carter C Lebares, MD, Ekaterina V Guvva, BS, Nancy L Ascher, MD, PhD, FACS, Patricia S O’Sullivan, EdD, Hobart W Harris, MD, MPH, FACS, Elissa S Epel, PhD

- 69% burnout prevalence
- 53% high stress
- 20% depressive sx (2x age-matched)
- 11% suicidal ideation (3x gen pop)
- 49% alcohol misuse (5x gen pop, 2x practicing surgeons)
Burn out increased from 45% to 54% (odds ratio 1.97)

Career satisfaction dropped 70 to 67% (p = 0.001)

Depression increased 38 to 40% (p 0.04)

Suicide ideation 7% (4% non-physician population); about 1 suicide/day
A

FIGURE 1. Burnout (A) and satisfaction with WLB (B) by specialty 2014 vs 2011. For IA and IB, specialty discipline is shown on the y axis and burnout (A) and satisfaction with WLB (B) are shown on the x axis. For
FIGURE 1. (continued).
Distress Among Matriculating Medical Students Relative to the General Population

Chantal M.L.R. Brazeau, MD, Tait Shanafelt, MD, Steven J. Durning, MD, PhD, F. Stanford Massie, MD, Anne Eacker, MD, Christine Moutier, MD, Daniel V. Satele, Jeff A. Sloan, PhD, and Liselotte N. Dyrbye, MD

- Attitude better than non-medical counterparts when 1st yr, but drops below them during 2nd-3rd yr
- 45% burned out
- 52% screened +ve for depression
- 48% at risk EtOH (2x age-matched controls)
Predictors of burnout among physicians and advanced-practice clinicians in central New York

Figure 1. Distribution of responses on the single-item burnout measure
Resiliency

When you bend with the wind but don’t break in the storm.
Sleep Facts

- Ave adults needs 7-9 hrs/night
- Regular sleep/wake schedule
- Catch up 24-48 hrs post deprivation
- No electronics within 2 hrs of bedtime (no TV in room either!)
- No snooze button
Sleep Reinvent Yourself
You might be a cellphone addict if you check your phone….

- …before getting out of bed in the am (or during the night!)
- …>1 person ahead of you in line
- …at every notification
- …while eating
- …right now lol…
Mindfulness = being in the present
Don’t stew about the past or worry about the future
Meditation: Mindful and Non-judgmental
2 Minute Meditation

When Dogs Meditate...

Inner Pees...
Inner pees...
overworked and overwhelmed
[ the mindfulness alternative ]
Mindful Activities

- Remove apps that kill time
- Limit email/FB/Twitter
- Don’t allow push notifications
- Electronic Sabbath
Physician Burnout: Are We Treating the Symptoms Instead of the Disease?

John J. Squiers, MD, Kevin W. Lobdell, MD, James I. Fann, MD, and J. Michael DiMaio, MD

Baylor Scott & White Research Institute, The Heart Hospital Baylor Plano, Plano, Texas; Department of Surgery, Baylor University Medical Center, Dallas, Texas; Sanger Heart and Vascular Institute, Carolinas HealthCare System, Charlotte, North Carolina; Department of Cardiothoracic Surgery, Stanford University, Stanford, California; and Department of Cardiothoracic Surgery, The Heart Hospital Baylor Plano, Plano, Texas

We believe that one important mismatch is obvious to most practicing physicians—the increasing demands of medical bureaucracy that is at odds with and distracts from their primary passions of medical practice (eg, patient care, research, and teaching).
Wellness Solutions

Preventive Care

Financial Health

Mindset and behavior adaptability

Emotional Health

Nutrition

Fitness
40-70% of surgeons experience some level of burnout

Depression, mental fatigue, alcohol abuse higher than age-matched groups

Unknown specific for CT surgeons, likely in same range

Stress/burnout exist in most healthcare workers and centers, and is not improving
A productive enjoyable life as a busy surgeon takes planning, thought and energy – it just doesn’t happen

- Prioritize sleep/minimize distractions
- Mindfulness exercises can help deal with stress and develop resiliency
- Do activities outside of the OR with non-medical friends
Conclusions

- Given the impact on patient safety & satisfaction, hospitals, leadership and professional organizations should address burnout.
- Continue to address contributing factors in the practice environment.
- Apply proven interventions addressing the root cause of burnout in all healthcare workers.
Resources

Accreditation Council for Graduate Medical Education

Surgeon Well-Being

AMAZ | STEPS forward

Preventing Physician Burnout

MAYO CLINIC

Lyndra P. Daniel Center for Humanities in Medicine

Humanities in Medicine for the Physician

healthy AT HOPKINS
Thank you!

syang@jhmi.edu