

RLI Kickstart Your Career Workshop

Battling Burnout

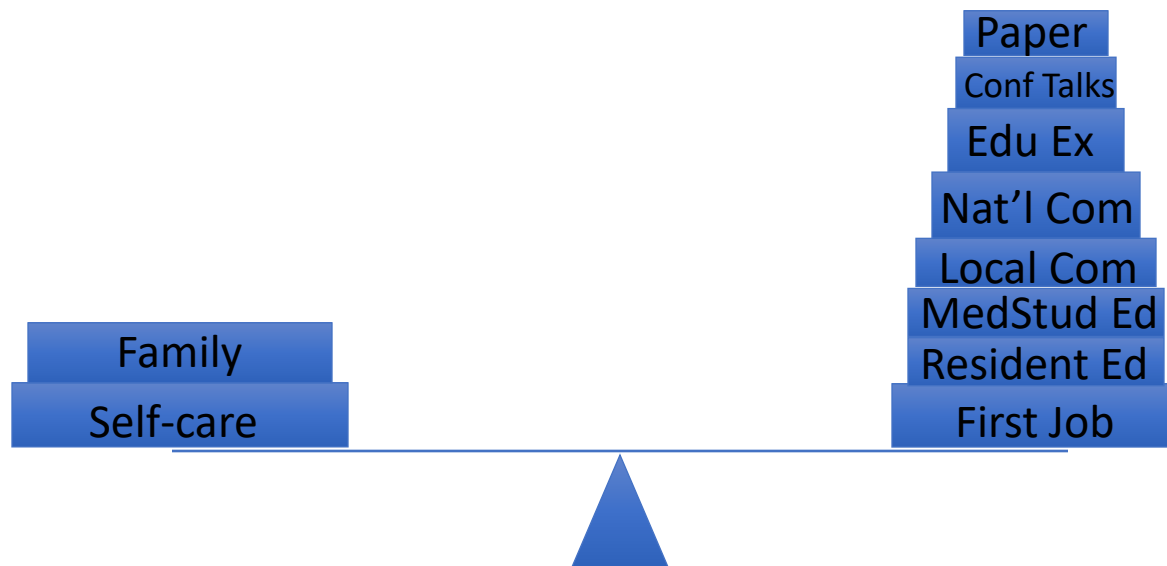
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Staff Radiologist, Radiology & Imaging, Inc.



I have no disclosures relevant to this talk.

A junior faculty tale.....

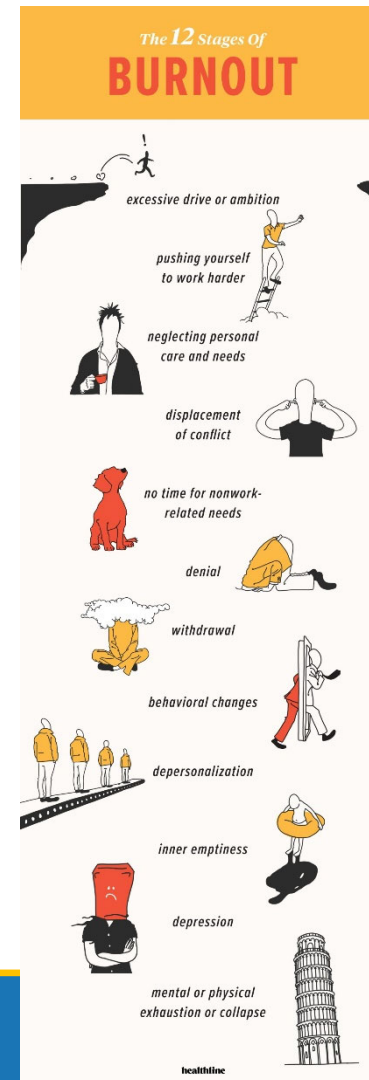




<https://www.whatnext.com/blog/posts/12-signs-of-caregiver-burnout>

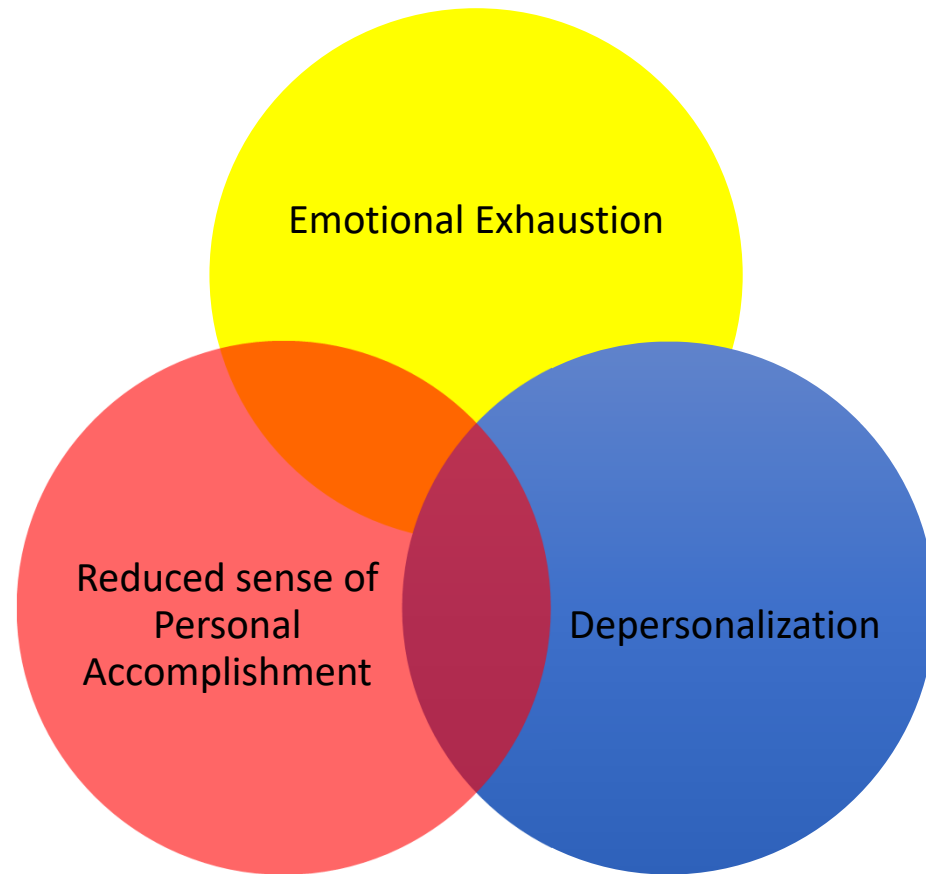
What is Burnout?

- Term coined by psychologist Herbert Freudenberger in 1974
- Expanded on further by Christina Maslach





<https://espyr.com/burned-out-from-working-from-home-heres-how-to-fix-it/>



How common is it in Medicine?

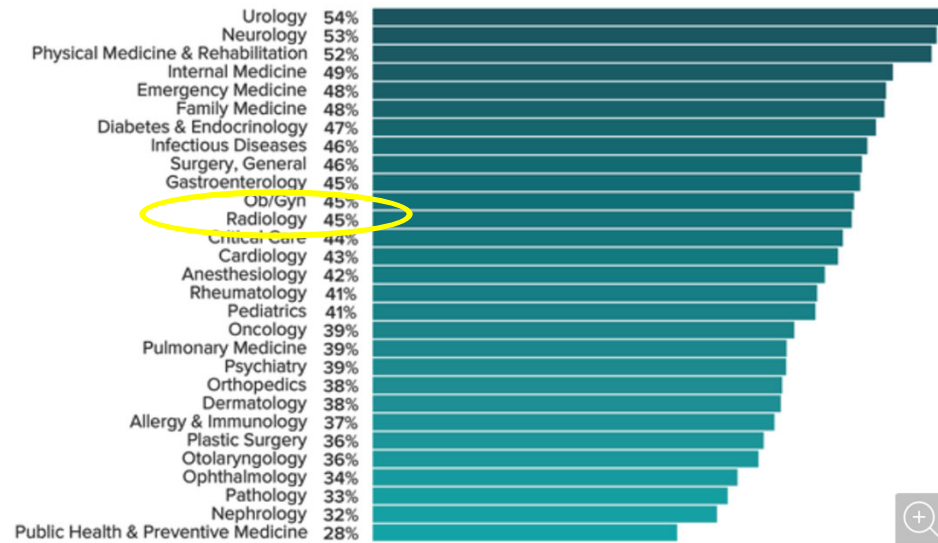
- Medscape's 2019 survey of >15,000 physicians
 - 44% burnout
 - 11% colloquially depressed
 - 4% clinically depressed



<https://www.worktolive.info/blog/bid/357306/the-7-signs-of-burnout>

Medscape National Physician Burnout, Depression & Suicide Report 2019

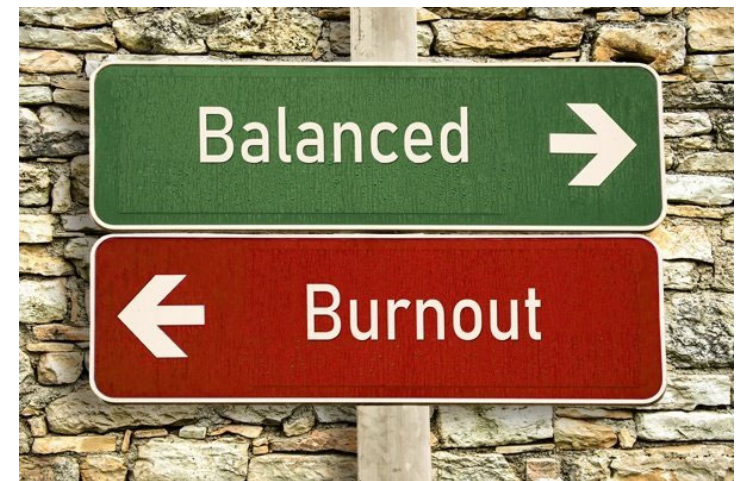
Which Physicians Are Most Burned Out?



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Burnout is everywhere

- Practice size
- Geography
- Practice type



<https://spiritualearth.com/stress-no-rest-burnout/>

Risk Factors—Healthcare Organizations & Systems

- Excessive workload
- Inefficient work processes
- Clerical burdens
- Work-home conflicts
- Lack of input/control
- Organizational support/leadership culture



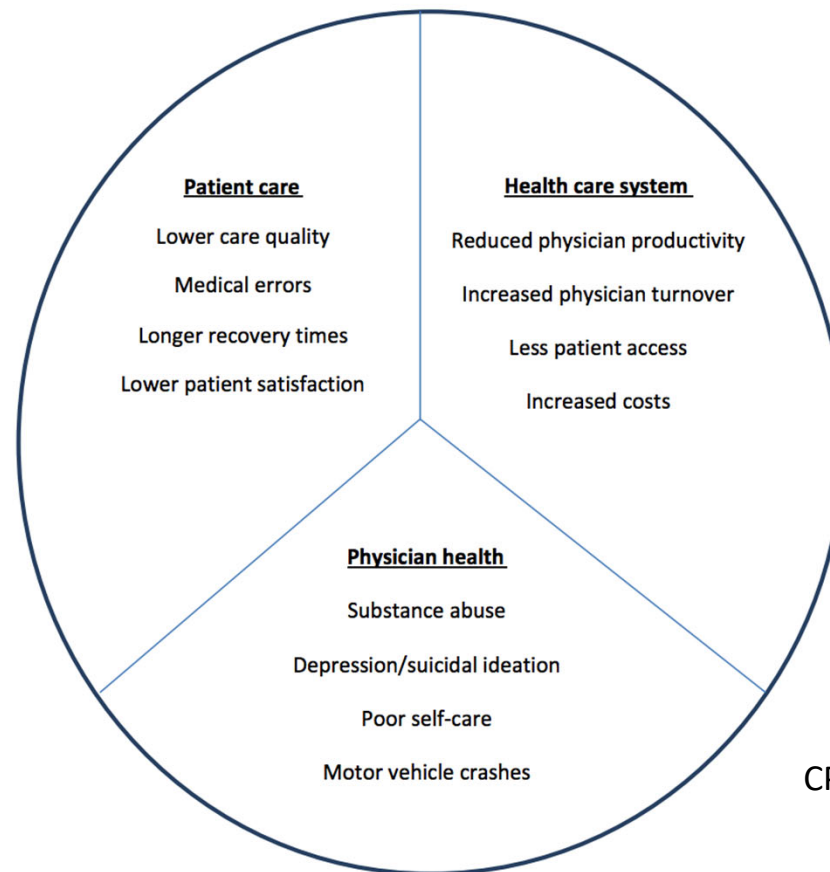
Risk Factors— Individual level factors

- Sex
- Age
- Family
- Personality & Interpersonal skills
- Sense of calling



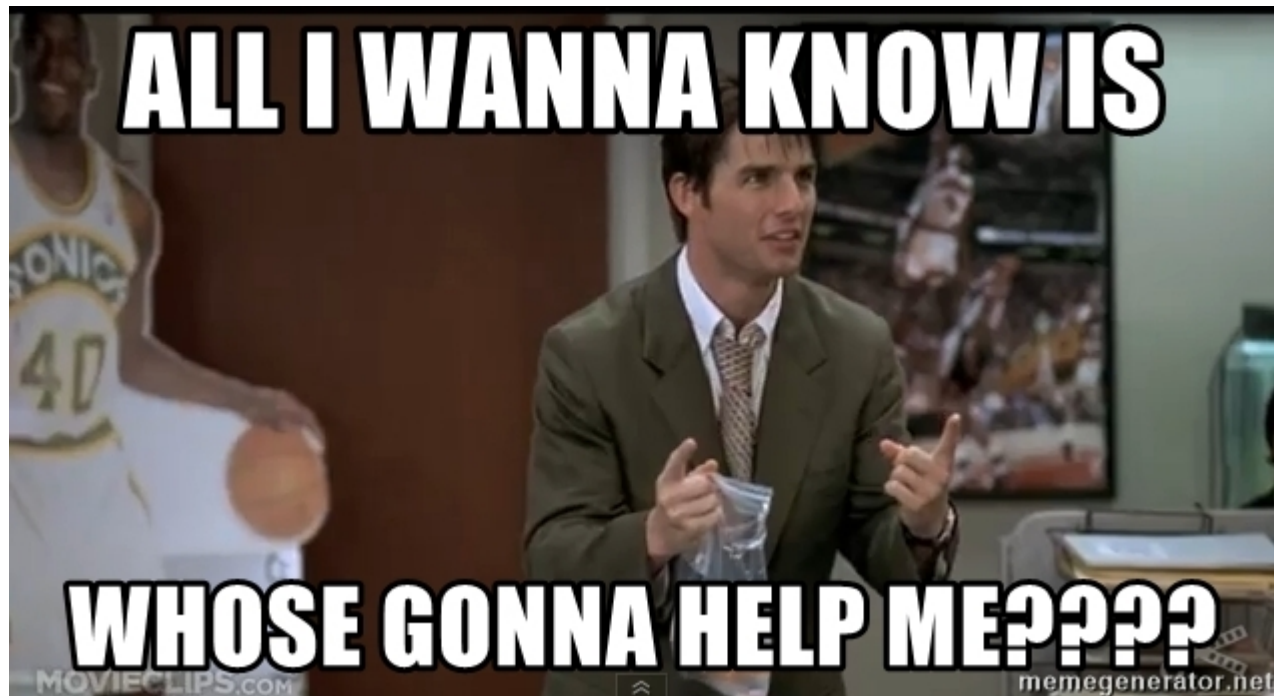
<http://travel.cnn.com/8-signs-youve-got-travellers-burnout-226569/>

Why is this so important?



CP West, LN Dyrbye & TD Shanafelt

Fig. 1 *Consequences of physician burnout.*



Individual

- Mindfulness
- Stress management training
- Communication skills training
- Exercise programs
- Self-care efforts
- Small group programs → promote community, connectedness & meaning

Health System

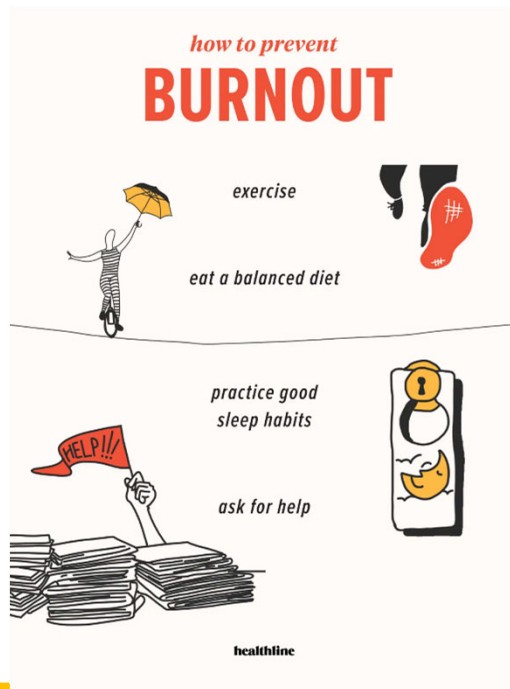
- Reducing work hours
- Changes to promote efficiency & satisfaction
- Support & advocacy for peer support and community

ACR Well-Being Program



- Well-Being Index (WBI) survey tool
- Toolkit of radiologist-specific, high impact articles and resources
- Well-being support guides
- ACGME aligned curriculum
- Collection of resources specific to combatting Covid-19

Wellness... Prevention is better than Treatment



- Meditation/Mindfulness
- Medical care
- Time with Family & Friends

Considerations for Work...

- Work remotely when possible
- Part-time or reduced hours
- Patient Encounters
- Collaboration with Clinicians
- Continued Personal Growth through Mentorship Relationship



“Rest is not the the opposite of hard, fulfilling work---it’s the FUEL for it.”

- Jo Saxton

Conclusions

- “And”
- There is no rush
- Prevention is easier than Treatment
- You are not alone

References

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