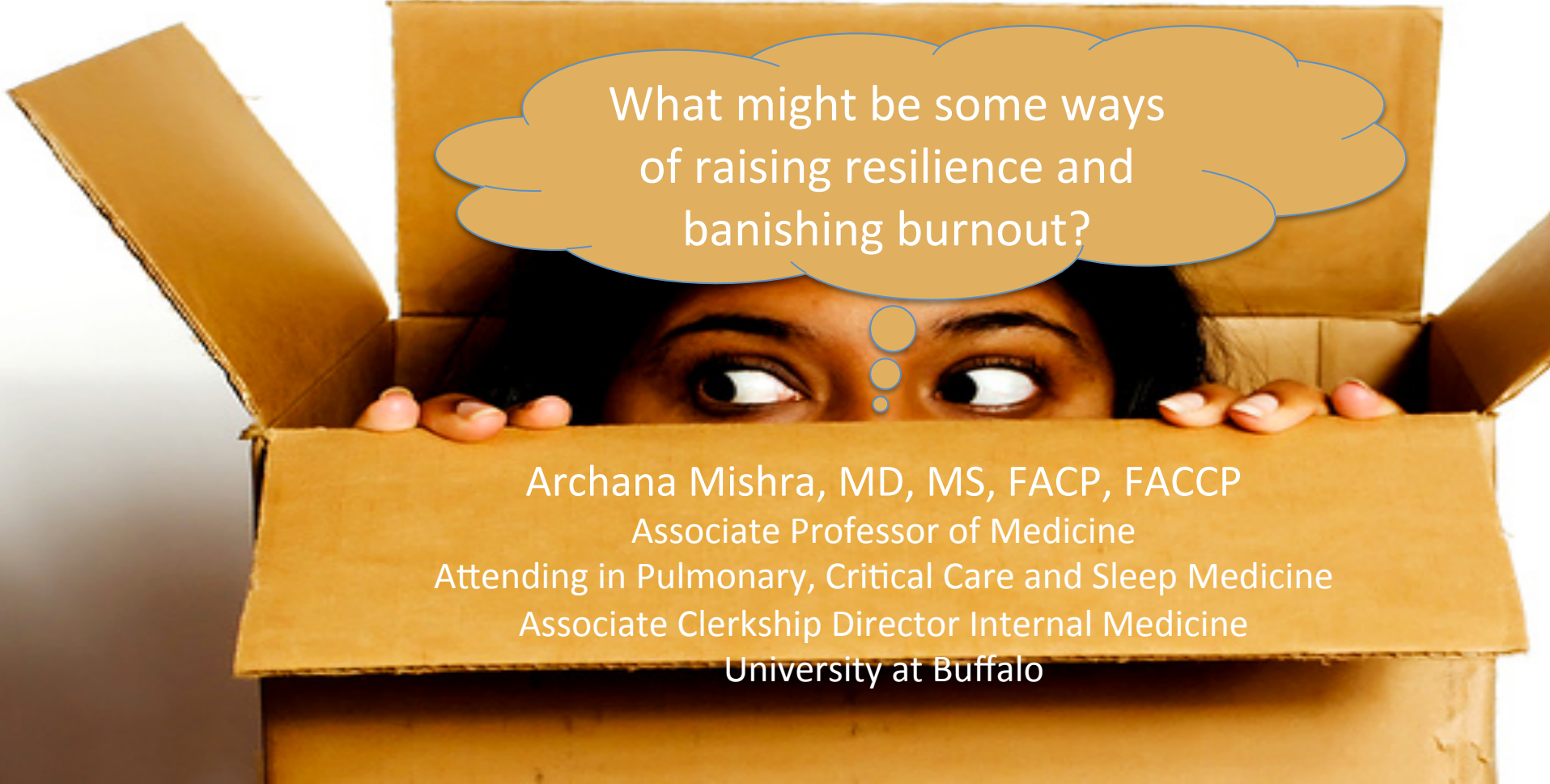


Preventing and Identifying Trainee Burnout



What might be some ways
of raising resilience and
banishing burnout?

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Associate Professor of Medicine
Attending in Pulmonary, Critical Care and Sleep Medicine
Associate Clerkship Director Internal Medicine
University at Buffalo



What is Burnout?

Emotional, (Physical and Spiritual) Exhaustion

Depersonalization

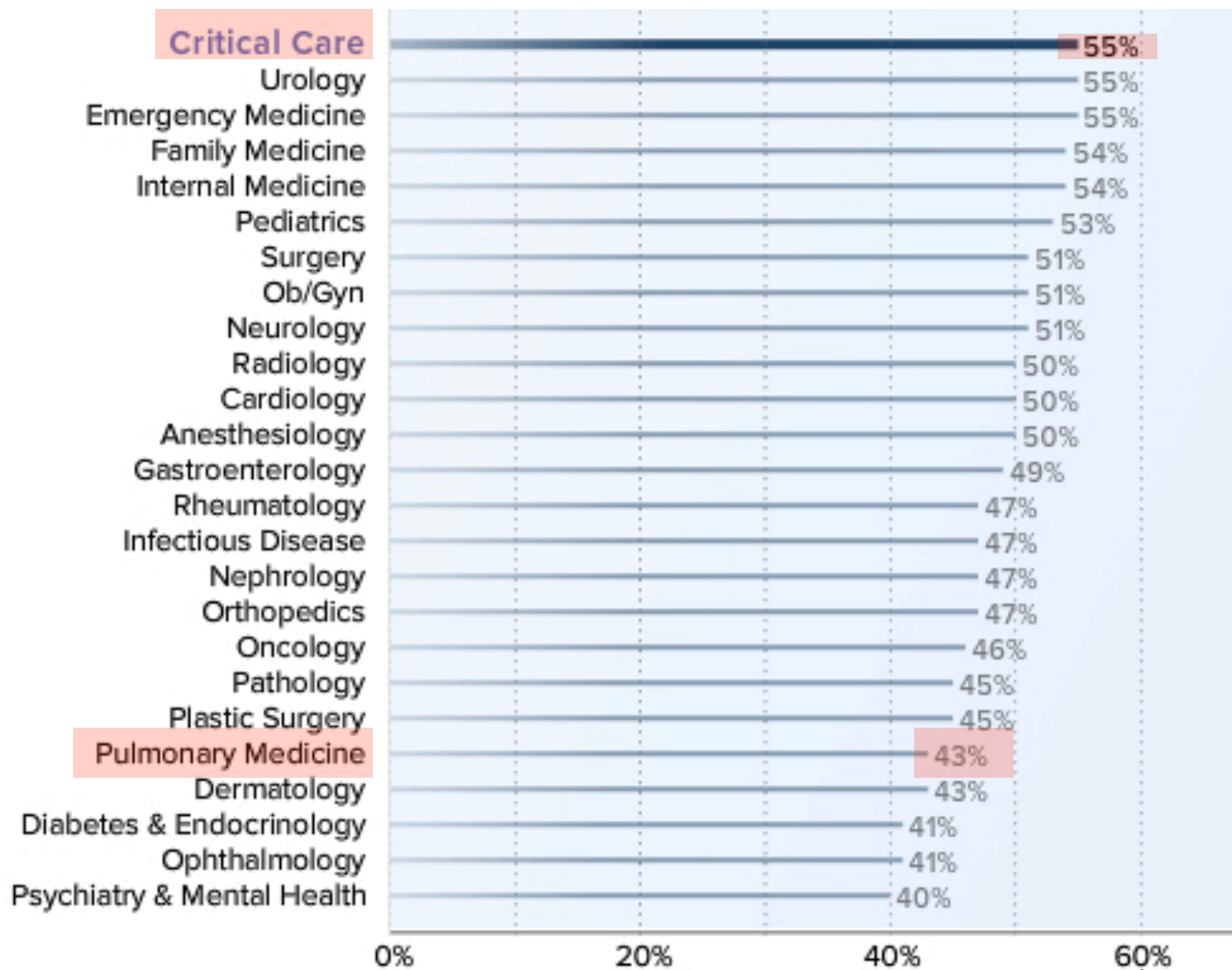
Low Personal and Professional Accomplishment

Work-related mental distress in individuals characterized by feelings of exhaustion, cynicism, and ineffectiveness.

Measured using the Maslach Burnout Inventory

“... an erosion of the soul caused by a deterioration of one’s values, dignity, spirit and will.”

What Percent of Physicians Reported Burnout in 2016?



Consequences of Burnout

- Reduced patient satisfaction
- Decreased quality of care
- Increased rates of medical errors
- Higher malpractice rate
- Higher rates of health care associated infections
- Higher 30-day mortality rates.

- Increased rates of stress
- Increased addiction and depression
- Increased suicidal thoughts
- Decreased professionalism, and well-being
- Frequent disruptive behavior
- Post Traumatic Stress Disorder
- increased rates of job turnover
- Decreased physician productivity on measures such as hours worked, patients seen, and presenteeism.

We like to think finding the right career is like finding our “perfect match”.



I  MEDICINE



Why is it that 6 in 10 physicians would quit if they could, based on a survey of 13 575 physicians across the nation?


BURN

Why is it happening?

- Stressful environment in the ICU
- High patient morbidity and mortality
- Challenging daily work routines
- Long training/working hours
- Encounters with traumatic and ethical issues
- Breakdown of community
- Value conflict
- Unfairness

- ❖ Inadequate support system
- ❖ Sleep deprivation
- ❖ Electronic Medical Record
- ❖ Conflicts with colleagues
- ❖ Insufficient reward
- ❖ Lack of control

OUT



An Official Critical Care Societies
Collaborative Statement-
**Burnout Syndrome in Critical Care
Health-care Professionals:
A Call for Action.**

Moss M, Good VS, Gozal D, Kleinpell R, Sessler CN.

Chest. 2016 Jul;150(1):17-26.

Am J Crit Care July 2016 vol. 25 no. 4 368-376

Am J Respir Crit Care Med. 2016 Jul 1;194(1):106-13.

Crit Care Med. 2016 Jul;44(7):1414-21.



Individual and Organizational Strategies Work to Prevent and Reduce Physician Burnout!

Life
is good

Interventions to prevent and reduce physician burnout: a systematic review and meta-analysis. West CP, Dyrbye LN, Erwin PJ, Shanafelt TD. The Lancet, September 28, 2016

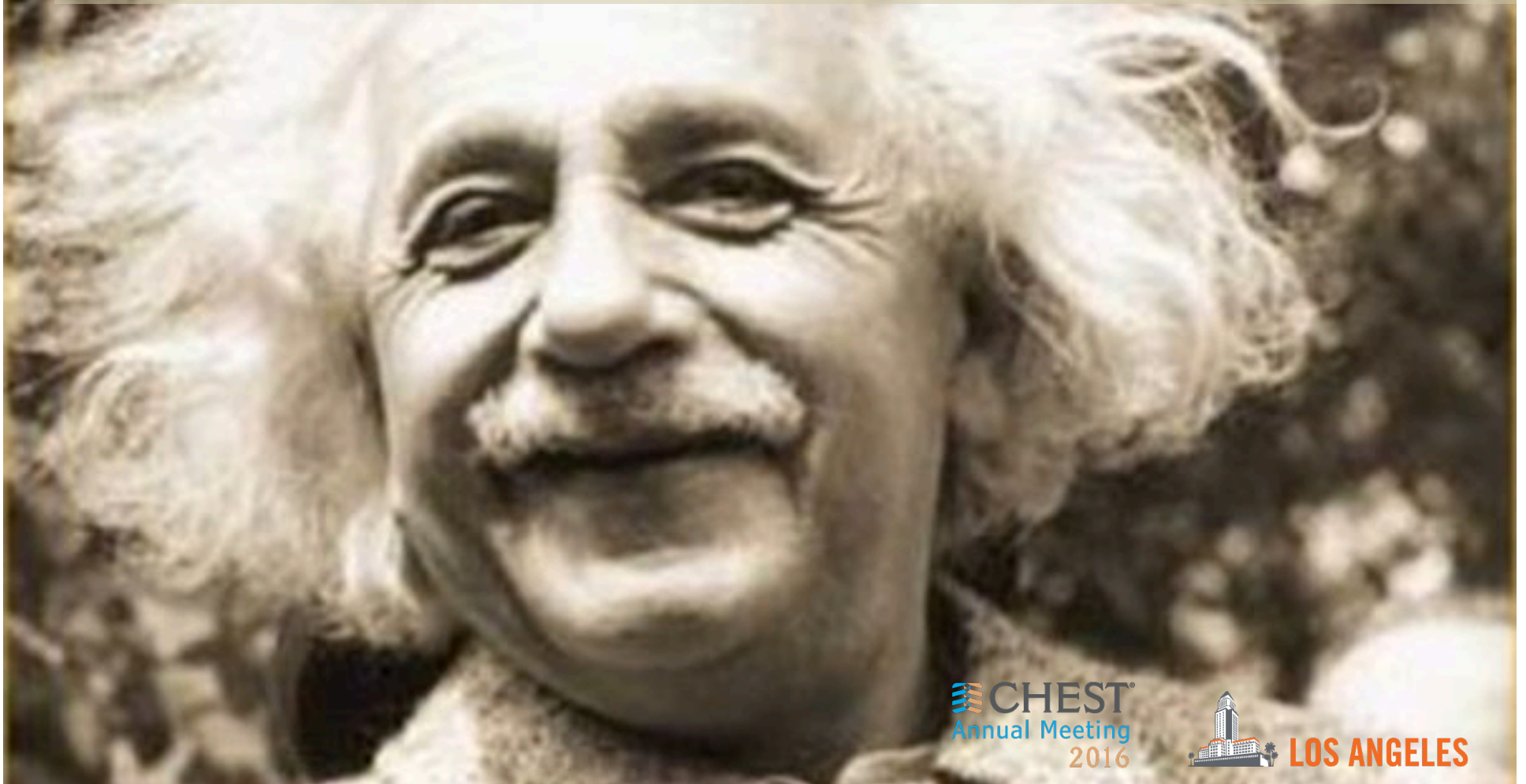
A young child with a joyful expression, looking upwards. Their face is decorated with a rainbow-colored band across the forehead and a red mohawk on top of their head. Their hands are raised, with fingers spread, and are covered in vibrant, multi-colored paint (red, yellow, green, blue). The background is a bright, out-of-focus scene with red and white diagonal stripes, suggesting a festive or outdoor event.

What was the most fun you've ever
had in your life?

Do you remember being totally lost in
the experience and enjoying it at the
highest level?

Creativity is Intelligence having fun!

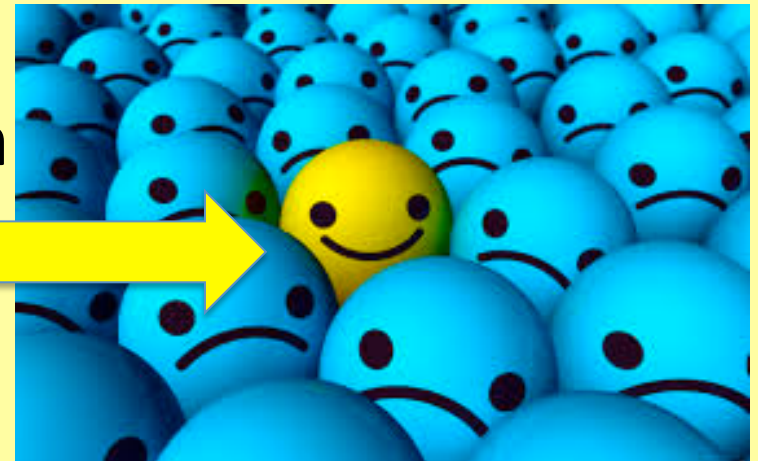
Now remember a time at work that you connected with your purpose and experienced a similar level of exhilaration...



Are you ready to have that experience again?

- Then be open to and in the look out for a similar experience
- Write down your intention to have a meaningful encounter after this conference today and each day after this
- Say it aloud, feel what it felt like and watch what a difference it makes in your day
- As simple as that!
- You can make that shift from

Surviving to Thriving!



Appreciative Inquiry - Simply Put...

If we continue to search for problems, we will continue to find problems



If we look for what is best and learn from it, we can magnify and multiply our success

To feel the difference, let's try this exercise.

- First, think of something in your personal or professional life that you don't like, don't want, and want to get rid of.
- Close your eyes and focus on that "problem."
- Imagine what might happen if you don't or can't solve it.
- Then note how you feel—emotionally and physically.

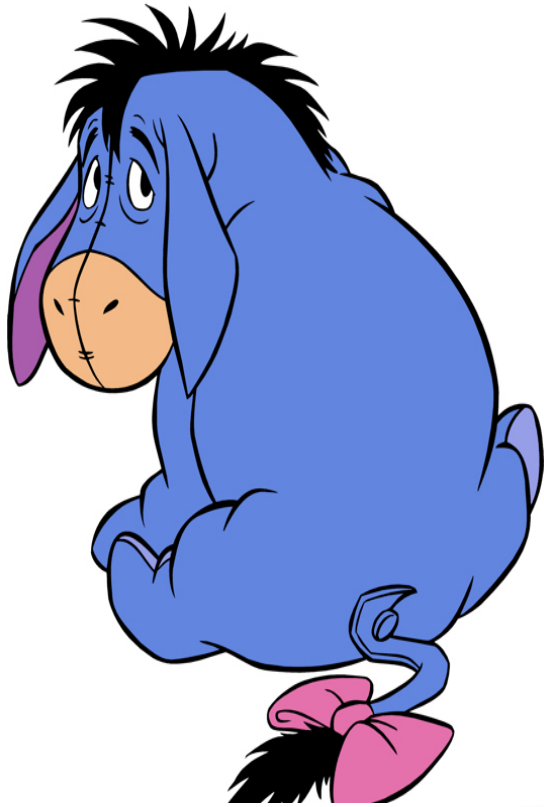


Now..

- Shift your focus to a result you'd love to create, but haven't yet.
- For now, imagine that creating it is possible, and you already have brought it into your life.
- How do you feel, emotionally and physically?
- Was there a physical and emotional difference when you shifted focus?

In which mood would you prefer to spend your days—and your life?

Focus on Problem Solving?



Focus on Appreciatively Creating?



There Is A Battle Of Two Wolves Inside Us All



One is evil. It is anger, jealousy, greed, resentment, lies, inferiority and ego.

The other is good. It is joy, peace, love, hope, humility, kindness, empathy and truth.

Which Wolf wins? The one you feed!



Mentorship

“When we seek to bring out the best in others, we somehow bring out the best in ourselves”

William Arthur Ward

PULL

helping someone solve their own problem

NON-DIRECTIVE

LISTENING TO UNDERSTAND

REFLECTING

PARAPHRASING

SUMMARISING

ASKING QUESTIONS THAT RAISE AWARENESS

MAKING SUGGESTIONS

GIVING FEEDBACK

OFFERING GUIDANCE

GIVING ADVICE

INSTRUCTING

TELLING

PUSH

solving someone's problem for them

DIRECTIVE

CHEST
Annual Meeting
2016



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**You cannot get what
you want until you
know what you
want!**

The real voyage of discovery consists
not in seeking new lands, but in
seeing with new eyes.' - Marcel Proust

Reactive Problem Solving to Proactive Awareness



Don't be a victim. Be a creator—the architect of your own future. **It's more fun!**

The Balancing Act

- **Balance:** Equilibrium, mental and emotional steadiness
- **Survival:** To remain alive and continue to function
- **Resilience:** The ability to adjust to change
- **Sustainable:** Using a resource without depleting it
- **Thrive:** To prosper and progress toward a goal
- **Karoshi:** Death by overwork



LOS ANGELES

 **CHEST**
Annual Meeting
2016

When you find yourself multitasking:

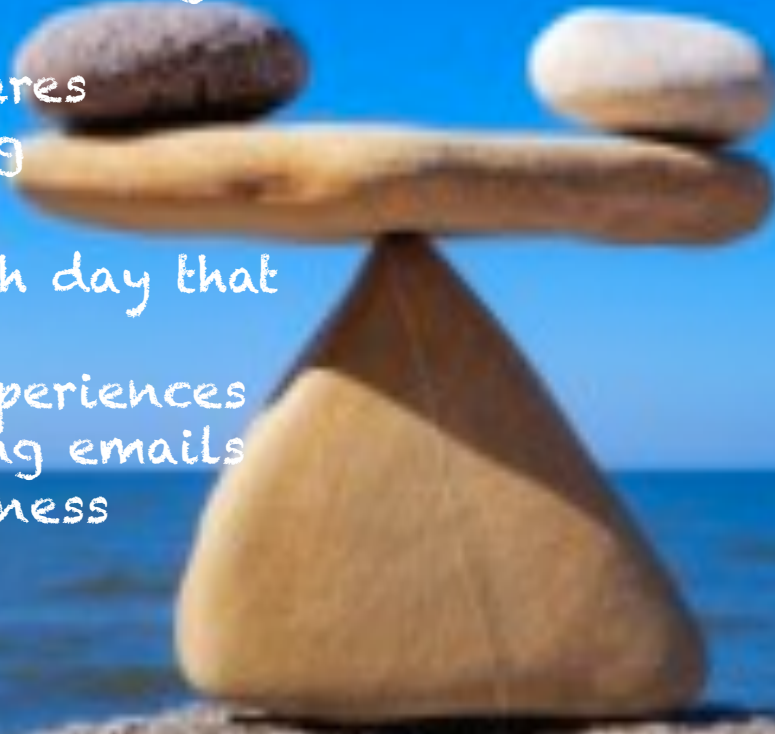
Breathe

Focus on one activity

**Be present
Be Mindful!**

Individual endeavors:

- Meditation: the more you practice, the better you get at being present in the moment , non-judgmentally, as if your life depends on it
- Time Management
- Assertiveness training
- Be Self Aware of your knowledge, skills and emotional limitations
- Work Life Balance measures
- Stress Reduction Training
- Self Care measures
- Relaxation Techniques
- Look for new things each day that you are grateful for
- Journal your positive experiences
- Send out strength spotting emails
- Do random acts of kindness



Collaborative Efforts

- Create a supportive environment
- Team Based Interventions
- Set goals and measure progress
- Inspire engagement and wellness
- Consider mindfulness practices
- Initiate discussions to raise resilience
- Incorporate suggestions to improve the work flow
- Appreciative Inquiry can lead to changes in culture

Clinician Educators, researchers, professional societies, patient advocacy groups, friends and family, funding agencies, and policy makers need to collaborate #StopICUBurnout



- ✧ *Have fun*
- ✧ *Live with vision and purpose*
- ✧ *Be self aware. Adopt a Growth Mindset*
- ✧ *Be a strength spotter and unleash your own strength*
- ✧ *Don't rush through Life. Breathe. Be Present and Mindful*
- ✧ *Know your Big Rocks!*
- ✧ *Make time for people and activities that matter to you.*
- ✧ *Don't fight to get rid of the things you don't like. Instead, focus on what you truly do want—and take action to bring it into being*
- ✧ *Don't be afraid to ask for help, or give it to others who ask for yours.*

BE THE CHANGE
YOU WISH TO SEE
IN THE WORLD

Gandhi-Ji
08-428-6365 ROSE.COM

Are YOU Ready to
Raise Resilience,
Encourage Engagement
and Banish Burnout?



Plusses, Issues, New Thinking (PINT)



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2016

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