

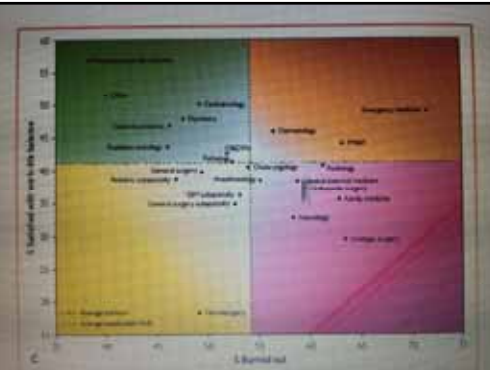
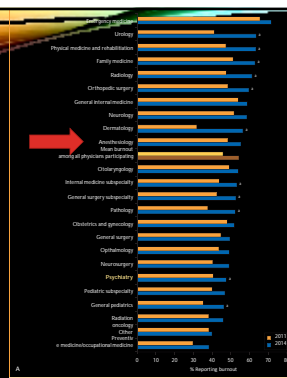
# BURNOUT IN THE HEALTHCARE PROFESSIONAL & WELLNESS

PRANAV SHAH, MD

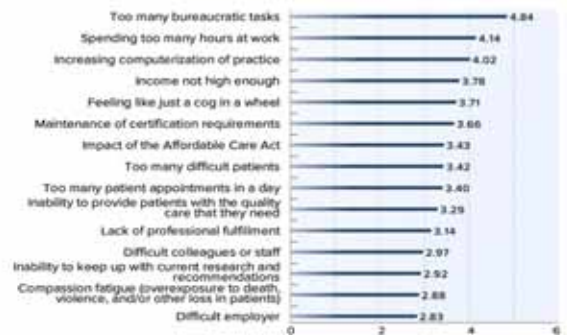
# BURNOUT

## BURNOUT

- Emotional exhaustion
- Chronic fatigue
- Cynicism
- Decline in empathy
- Irritability & Anger
- Body pains
- Forgetfulness
- Lack of concentration
- Depersonalization
- A sense of low personal accomplishment
- Depression
- Substance abuse
- Suicidality



## What Are the Causes of Burnout?



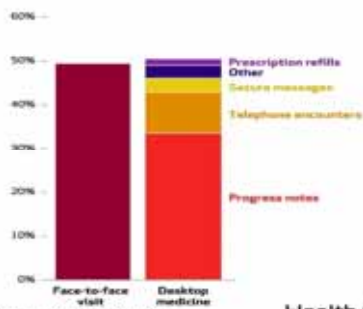
## RISK OF BURNOUT IN PERIOPERATIVE CLINICIANS A SURVEY STUDY AND LITERATURE REVIEW

• Steve A. Hyman, M.D.,\* Damon R. Michaels, B.S.,† James M. Berry, M.D.,‡

- Among 145 survey respondents using a modified version of the Maslach Burnout Inventory, global burnout scores were higher in physicians than nurse anesthetists and other personnel and highest among residents

# EMR

Percentages of physician time spent on various activities, 2011–14.



Ming Tai-Seale et al. Health Aff 2017;36:655-662

HealthAffairs

## WELLNESS

- feeling of well-being & a sense of fulfillment
- coming from emotional, physical, intellectual, spiritual & professional well-being
- that leads the physician to perform at an optimal level

## WHAT DO I WANT IN LIFE?



## WHAT IS YOUR GOAL IN LIFE?





## MINDFULNESS

- Mindfulness is the art of living in the present moment.
- A skill set, when regularly practiced, allows us to hold our attention in the present moment
- Keen awareness of the present moment
- Acknowledgement & Acceptance of the realities of the present moment
- Without getting inextricably tangled in unhelpful thoughts, reactions, judgments, criticisms, or evaluations
- Allows us to accept and experience what is going on within us and around us AS it is happening

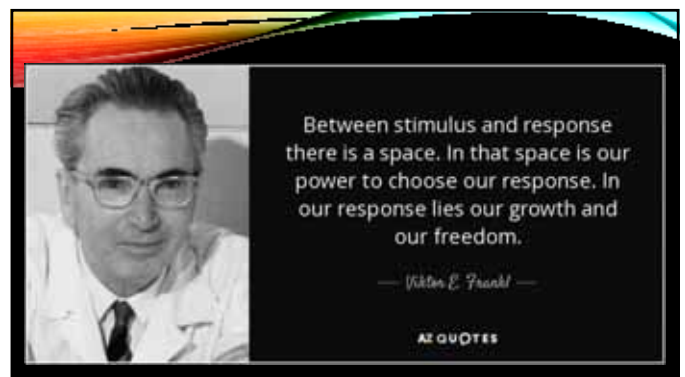
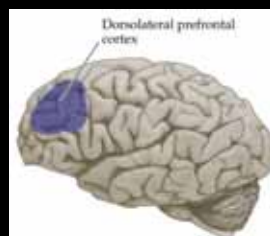
## MINDFUL MEDITATION

- The primary way to train our brain to live mindfully
- To develop & deepen our capacity for sustained attention, mental clarity & insight
- Allows us to respond, rather than react, to the immediate environment
- Increases awareness of our thoughts, emotions, physical sensations, body

## THIS IS YOUR BRAIN ON MINDFULNESS...

Studies suggest that participation in MBSR is associated with

- changes in gray matter concentration in brain regions involved in learning and memory processes,
- A decrease in the size of the amygdala, reducing emotional reactivity
- Increase of activity in the ACC, associated with empathy
- increase in activity in the PFC, associated with decision-making, planning, abstract thinking, and regulation of emotions.



## NEUROCHEMISTRY

Neurochemical	Observed Change	CNS Structure
Arginine Vasopressin	Increased	Supraoptic Nucleus
GABA	Increased	Thalamus, other inhibitory structures
Melatonin	Increased	Pineal Gland
Serotonin	Increased	Dorsal Raphe
Dopamine	Increased	Basal Ganglia
Cortisol	Decreased	Paraventricular Nucleus
Norepinephrine	Decreased	Locus Ceruleus
$\beta$ -Endorphin	Rhythm changed; levels unaltered	Arcuate Nucleus

## BENEFITS OF MINDFUL MEDITATION

- **Anxiety, stress, depression**, exhaustion and irritability all decrease
- **Reduces pain** and the emotional reaction to it
- **improves mood and quality of life** in chronic pain, IBS, cancer
- Improves **working memory, creativity, attention span and reaction speeds**.
- Enhances mental and physical **stamina and resilience**.
- Improves **emotional intelligence**.

## BENEFITS OF MINDFUL MEDITATION

- Reduces **addictive and self-destructive** behavior
- Enhances **brain function**. It increases grey matter in areas associated with self-awareness, empathy, self-control and attention
- Improves **the immune system**.
- **May reduce ageing** at the cellular level by promoting chromosomal health and resilience, increase in telomere length
- **Improves control of blood sugar** in type II diabetes
- **Reduces blood pressure**
- Reduces the risks of developing and dying from cardiovascular disease and lowers its severity should it arise

## BENEFITS OF MINDFULNESS TRAINING

Maslach Burnout Inventory	23% vs 11%
The Brief Symptom Inventory	23% vs 11%
The Perceived Stress Scale	27% vs 7%, 88% reporting improvement
The Satisfaction with Life Scale	19% vs 0%
The Self Compassion Scale	22% vs 3%, 90% reporting improvement

## BENEFITS OF MINDFULNESS TRAINING

- A review of 10 such studies, reported in 2010 by Irving et al, found that MBSR training consistently reduces stress, anxiety, & emotional exhaustion, while improving positive affect
- Fortney et al, 2013: reported similar benefits with an abbreviated MT (10-20 minutes of mindfulness meditation daily)

ASSOCIATION OF AN EDUCATIONAL PROGRAM IN MINDFUL COMMUNICATION WITH BURNOUT, EMPATHY, AND ATTITUDES AMONG PRIMARY CARE PHYSICIANS  
KRASNER MS, EPSTEIN RM, ET AL. JAMA, SEPTEMBER 23/30, 2009, VOL 302

Participants demonstrated improvements in:

- Mindfulness
- Burnout
- Total mood disturbance
- Emotional stability
- Empathy



### INTERVENTION TO PROMOTE PHYSICIAN WELL-BEING, JOB SATISFACTION, AND PROFESSIONALISM: A RANDOMIZED CLINICAL TRIAL

- West CP, et al / Mayo Clinic; JAMA Intern Med. 2014 Apr
- An intervention for physicians based on a facilitated small-group curriculum improved meaning and engagement in work and reduced depersonalization, with sustained results at 12 months after the study.

### A MULTICENTER STUDY OF PHYSICIAN MINDFULNESS AND HEALTH CARE QUALITY

- Beach MC, et al / Johns Hopkins University, Ann Fam Med. 2013 Sep-Oct
- Clinicians rating themselves as more mindful engage in more patient-centered communication and have more satisfied patients.

### BENEFITS OF MINDFULNESS IN PATIENT CARE

#### Mindful practitioners

- listen more attentively, with more empathy
- Have more patient centered communications
- Make fewer mistakes in medical decision making
- Their patients feel empowered to make their voices heard
- Their patients report higher overall satisfaction with their care

### WHAT IS MINDFULNESS?

### ATTENTION

### INTENTION

## ATTITUDE

"The one thing you can't take away from me  
is the way I choose to respond to what you do to me."

The last of one's freedoms  
is to choose one's attitude in any given Circumstance."

VIKTOR E. FRANKL

## MINDFUL PRACTITIONERS...

- RESILIENCE
- SELF COMPASSION & EMPATHY
- WORK-LIFE BALANCE
- SENSE OF GRATITUDE

## RESILIENCE

- |               |               |
|---------------|---------------|
| ❖ AWARENESS   | ❖ CONNECTIONS |
| ❖ ACCEPTANCE  | ❖ MEANING     |
| ❖ PERSPECTIVE | ❖ SELF CARE   |

## RESILIENCE

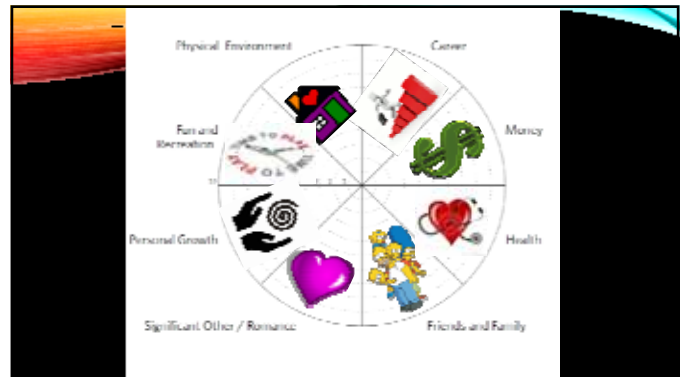
- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Put yourself on your own schedule</li> <li>• Take stock of your desires, feelings and actions that may be contributing to stress or burnout</li> <li>• Identify and prioritize your values and compare them to how you spend your time</li> <li>• Write your individual mission statement</li> <li>• Start a gratitude journal</li> <li>• Take a mindfulness class</li> <li>• Consider a support group</li> <li>• Enlist your peers to provide support</li> </ul> | <ul style="list-style-type: none"> <li>• Consider the legacy you want to leave behind</li> <li>• Connect with your body</li> <li>• Learn to manage your time and finances</li> <li>• Volunteer</li> <li>• Learn something new</li> <li>• Write down inspiring patient stories</li> <li>• Develop your spiritual practice</li> <li>• Connect with local resources</li> <li>• Don't forget to have fun</li> <li>• Seek professional help</li> </ul> |
|--|---|

If your compassion  
does not include  
**YOURSELF**  
it's incomplete  
~ ~ ~  
Jack Kornfield



## STRESS VS EU-TRESS

- SEE IT AS A CHALLENGE
- EXPERIENCE IT AS FINITE
- LEARNING EXPERIENCE



THE MOST IMPORTANT THING IS TO REMEMBER...

THE MOST IMPORTANT THING

## GETTING STARTED IS EASY...

### What you will need to start a formal practice

- 15 minutes of your time
- A chair or a pillow to sit on
- A quiet place to sit, with minimal distractions
- A timer

### The practice

- close your eyes.
- become aware of the breath that is coming in and out of your nose. Breathe in & out naturally & smoothly. Focus on the sensation of your breath
- you may notice that your monkey-mind will start jumping around. The more you try & stop these thoughts, the more they will rush in. Instead, whenever you become aware your attention has drifted, gently, and without any value judgment, bring your attention back to your breath.

## BE MINDFUL AT WORK

- Practice "strategic acceptance"
- Try a 3-minute mindful break
- Take regular breaks
- Find a time to unplug
- Slow it down

## MINDFULNESS HACKS

16 Seconds	Gratitude Journal
STOP	Put yourself in your own schedule
SODA	Be good to your SELF
Laughter	Absorb the positive
Buzzing Bee Breath	RPM
Stretch breaks	Walk at lunch

## READ MORE ABOUT IT...

### WEBSITES

- [www.marc.ucla.edu](http://www.marc.ucla.edu)
- [www.insightLA.org](http://www.insightLA.org)
- [www.oxfordmindfulness.org/science](http://www.oxfordmindfulness.org/science)
- [www.dartmouth.edu/~healthed/relax/downloads.html](http://www.dartmouth.edu/~healthed/relax/downloads.html)
- [www.umassmed.edu/cfm/](http://www.umassmed.edu/cfm/)

### BOOKS

- Buddha's Brain: by Rick Hanson and Richard Mendius
- Wherever You Go, There You Are: by Jon Kabat-Zinn
- Mindfulness: An Eight Week Plan For Finding Peace In A Frantic World: by Mark Williams, Danny Penman and Jon Kabat-Zinn



"Meditate on this, I will."

  
**KEEP  
CALM  
AND  
MEDITATE**