



Well-being and Burnout

Take charge of your well-being.

What is Burnout?



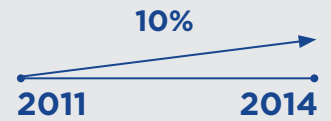
Feelings of emotional exhaustion, depersonalization, and a decreased sense of personal accomplishment that leads to decreased effectiveness at work.²

Burnout is Common

Burnout affects over

50%

of physicians¹



From 2011 to 2014, burnout rates among physicians increased by 10%

Why We Must Address Burnout

Burnout Affects Patient Care

Burnout influences quality of care, patient safety, patient satisfaction, and other factors.³

Burnout Impacts the Workforce

Increased turnover and early retirement among physicians has been linked to burnout.⁴

Burnout Overlaps with Mental Health in Some People

There is an unclear but important relationship between burnout and physician depression/suicide.⁴

Workplace Solutions Include 3 Key Domains of Physician Well-being⁵

1. Culture of Wellness in the Workplace

Elements include: a sense of community, open communication with leadership, plan for staff retention

2. Optimal Workflows

Elements include: realistic productivity measures (no more than 75% time for direct clinical care), realistic documentation requirements, assistance with administrative burdens, reasonable physician autonomy

3. Support of Personal Resilience Strategies

Examples include: Employee assistance benefits including access to mental health services; Time for vacation, illness, and adequate CME; Education on strategies to promote well-being and resilience; Promote work-life balance.



For more information visit psychiatry.org/wellbeing

References: 1Benson et al. JPAEduc, 2016;27;81-3; 2Maslach C, Jackson S. Journal of Occupational Behaviour, 1981; 3Shanafelt et al. Ann Surg, 2010; 4Shanafelt, Mayo Clin Proc, 2017; 5Bohman et al. Physician Well-Being: The Reciprocity of Practice Efficiency, Culture of Wellness, and Personal Resilience. NEJM Catalyst. Aug 7, 2017