

Provider Wellness

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Provider Wellness

- Not an expert - we need to be experts of ourselves
- This topic deserves more time and attention
- My goals:
 - 1.) Identify signs of burnout
 - 2.) Basic techniques on how to improve balance

What is Provider Wellness??

- Getting paid?



- Great hours?

- Being Healthy?



Provider Wellness

- BEST definition, by my colleague Dr. Frank Lee:

*“Proper prioritization between **work** (career/ambition), and **lifestyle** (health, pleasure, leisure, family and spiritual development)”*



My Definition

IT'S THE CURE TO THE ACTUAL PROBLEM:

PHYSICIAN BURNOUT



Physician Burnout

Physical and Emotional Exhaustion

- Emotionally drained, depleted and worn out by work.
- Unable to recover in your non-working hours.

Depersonalization

- Development of a negative, callous and cynical attitude toward patients and their concerns. (“my patients are so #%*&!”)
- Cardinal sign: cynicism, sarcasm and feeling put out by your patients.

Reduced Sense of Personal Accomplishment

- Tendency to see your work negatively, without value or meaning. (“what’s the use?”)
- View ourselves as incompetent.



Let's try an Exercise!!!

- Draw 4 circles, all different sizes.
- Make a list of 4 things most important to you. Include work as one of these things.
- Being honest, draw a line from your list you spend most time doing, to the largest size circle.
- Repeat for the 2nd, 3rd and 4th circles.

We will come back to this!!



Signs and Symptoms of Burnout

Signs of Physician Burnout

- ◆ Exhaustion
- ◆ Cynicism
- ◆ Lack of efficacy
- ◆ Desperation
- ◆ Internalization
- ◆ Overworking
- ◆ Disruptive behaviors

(<https://www.ruralhealthinfo.org/rural-monitor/physician-burnout/>) Dr.
Drummond, expert of physician burnout

Physician Burnout

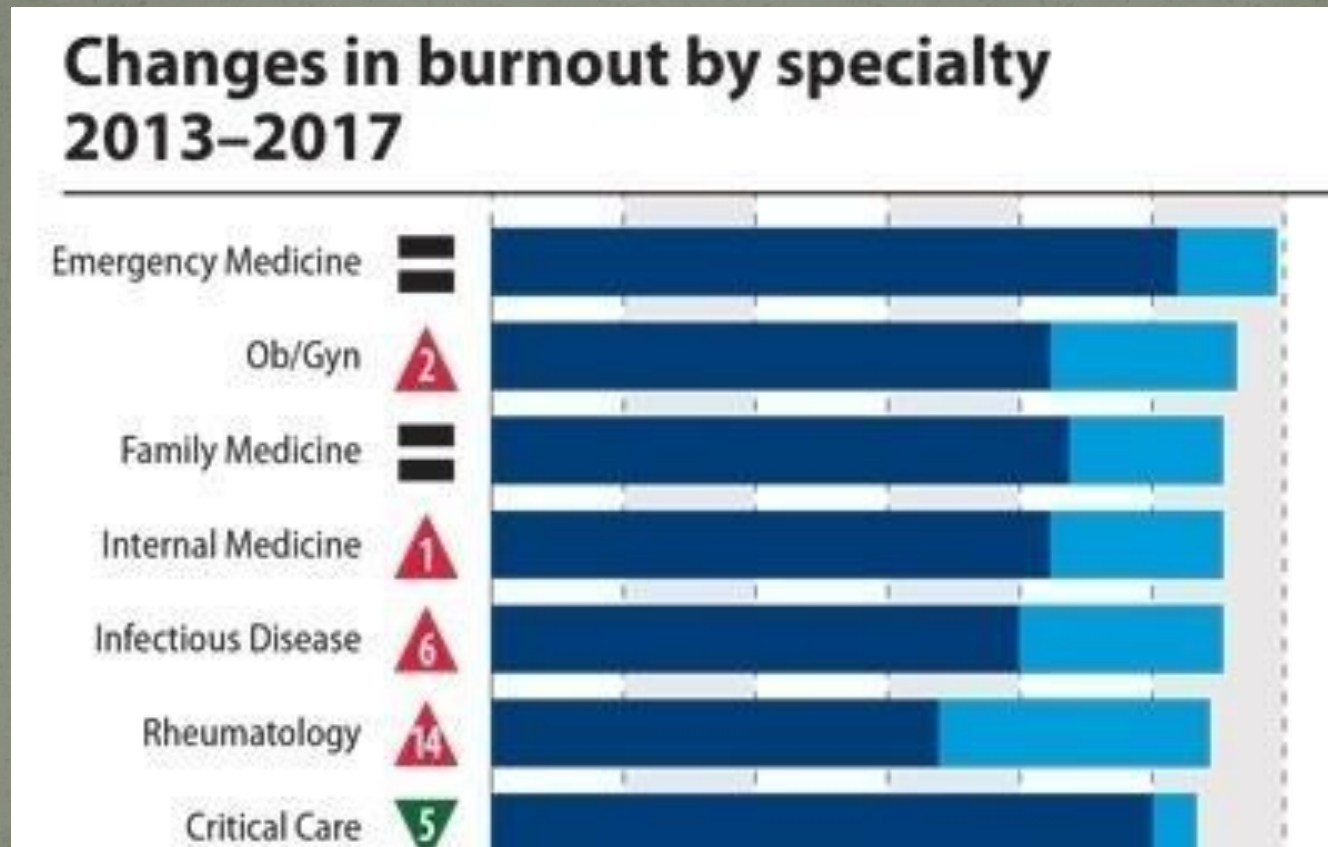
BURNOUT IS ...

- **EVERYWHERE**
- **ALL THE TIME**
- **BAD FOR THE DOCTOR**
- **BAD FOR THEIR FAMILIES**
- **BAD FOR THEIR PATIENTS**
- **BAD FOR THE ORGANIZATION**



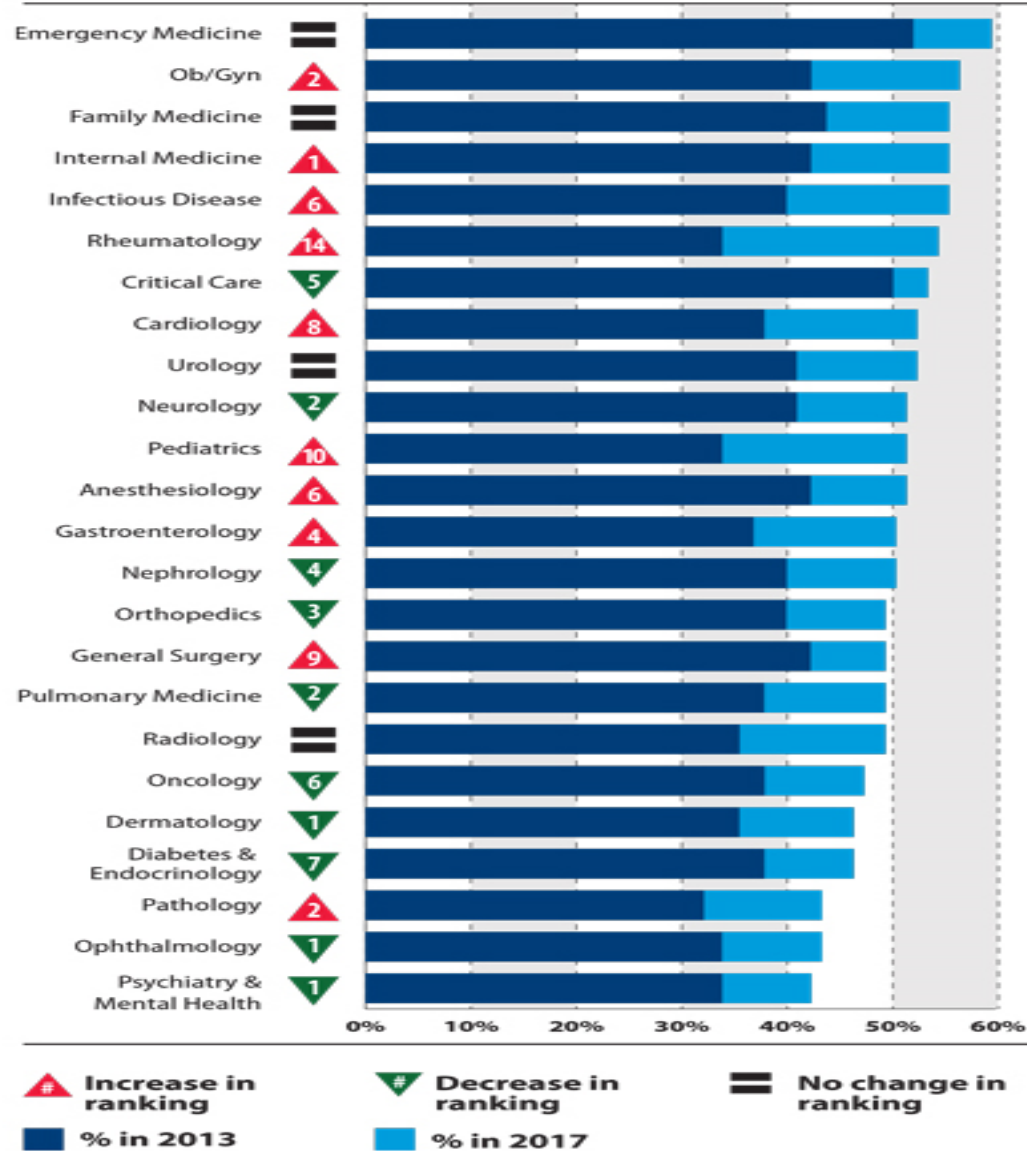
Why is this important to us?

- We are number 1!!



<https://www.ama-assn.org/life-career/report-reveals-severity-burnout-specialty>

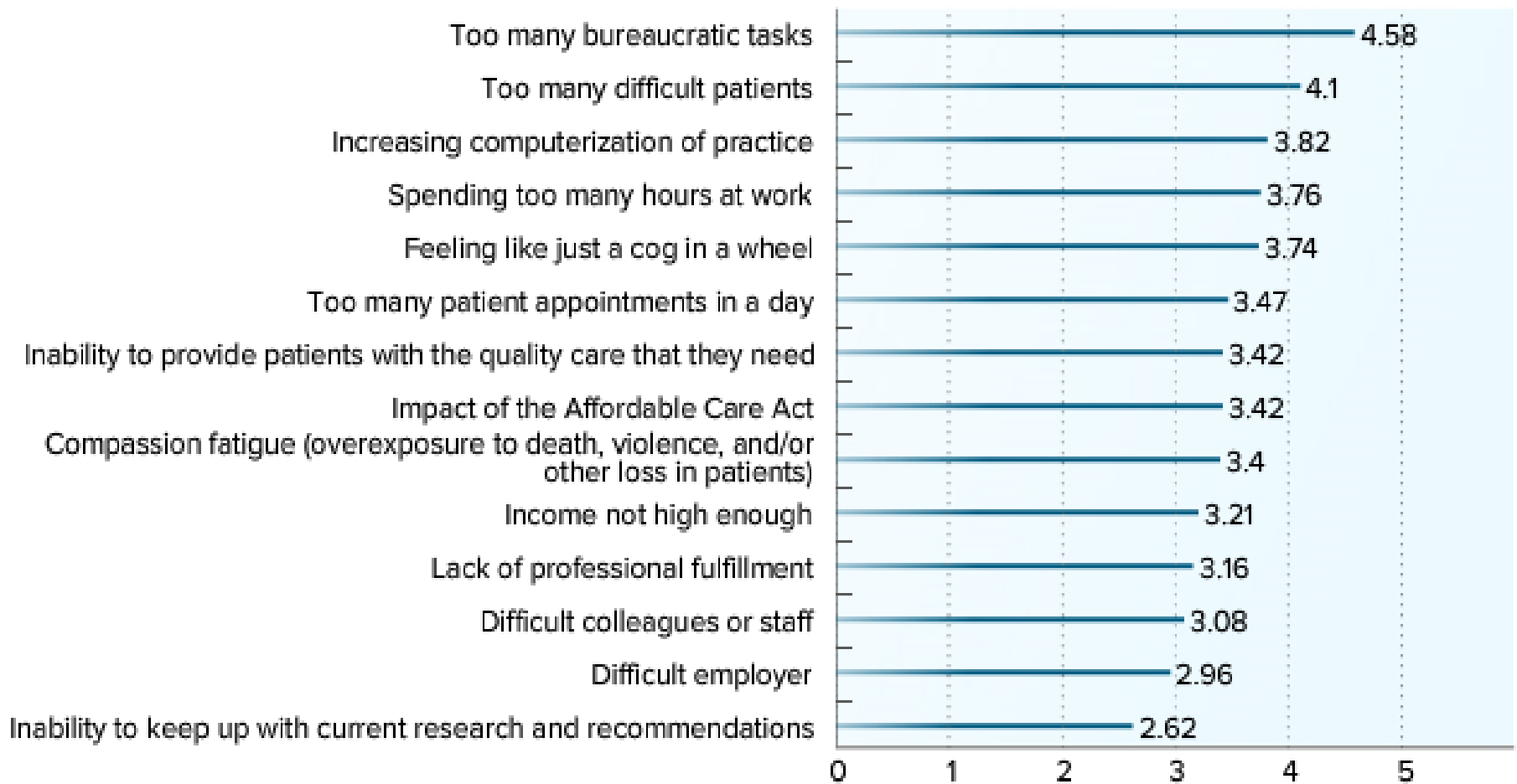
Changes in burnout by specialty 2013–2017



WHY IS THIS HAPPENING??



Causes of EM Burnout???



Solutions???



ELECTRONIC MEDICAL RECORDS



Electronic Medical Record (EMR)

- Here to stay, and it is better
- However, is it OPTIMIZED ????
- Recent study, in EPMONTHLY, says average ER physician , seeing 2.1 pts/hr clicks 4,000 in a 10 hour shift (400 per hour!!) 4. <https://www.healthdatamanagement.com/news/ehr-use-consuming-physicians-time-for-patients>

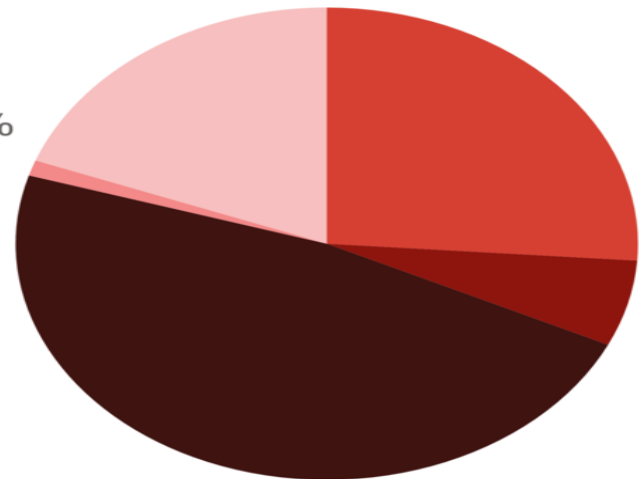
EMR

- How is this impacting patient contact?

EHRs dominate docs' time

Physicians time allocation during office hours

- Direct clinical face time with patient, 26%
- Face time with staff, 6%
- EHR and desk work, 48%
- Administrative tasks, 1%
- Other tasks, 19%



EMR

- Documenting: takes away time from staff, residents, mid-levels, and establishing a collaborative team approach

EMR: solutions

- Here to stay- accept it
- OPTIMIZE IT- Remember IT guys are not doctors. They need your ideas
- Get a consulting group – worth the time and money
 - ordersets, orders, smartphrases, etc.
- Get Scribes- worth the time and money

Adjust your schedule

- Don't stack shifts



Adjust your schedule

- Don't stack shifts
- Ask to switch a day, or split a shift (avoid 12 hours)
- Plan your day/shift accordingly

Adjust your schedule

- Get your requests in early
- Take mini vacations – more frequent
- DATE NIGHTS ! Put it on the calendar
- Get back in to your hobbies

SLEEP!!!

- Need 7-9 hours asleep a night

- higher level cognitive capacities remain degraded by sleep deprivation despite restoration of alertness and vigilance with stimulant countermeasures

Prog Brain Res. 2010;185:105-29. doi: 10.1016/B978-0-444-53702-7.00007-5.

Discuss with Administration

- Introduce ideas
 - doc night out
 - team builders
 - improvement plans
- Should be part of bi-annual, annual review
- Leaders should be rounding- “effective rounding”



Great leaders don't succeed
because they are great.
They succeed because they
bring out the greatness in
others.

Eat Healthier



Eat Healthier



- Pack your lunch/dinner
 - healthier options
 - cost effective
- Drink plenty of water (8 oz of water 8 times a day)
- Avoid high fructose corn syrup snacks!! (especially holiday time)

High Fructose Corn Syrup

stepintomygreenworld.com

HEALTH RISKS

of High Fructose Corn Syrup



- Acne
- ADHD
- Arthritis
- Bad for liver
- Bad for the eyes
- Bad for the stomach
- Cardiovascular disease
- Cellulite
- Contains mercury
- Decays teeth
- Diabetes
- Hair loss
- High cholesterol
- Increases blood pressure
- Linked to cancer
- Speeds up aging
- Splitting headaches
- Weakens immune system
- Weight gain

stepintomygreenworld.com

Work Out



The American Heart Association Recommendations for Physical Activity in Adults

At least 30 minutes of *moderate-intensity* aerobic activity **At least 5 days** *per week* for a **total of 150 minutes**



OR

At least 25 minutes of *vigorous* aerobic activity **At least 3 days** *per week* for a **total of 75 minutes**



or a *combination* of the two

AND

Moderate to HIGH INTENSITY muscle-strengthening activity **At least 2 days** *per week* for additional health benefits



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Learn more at heart.org/ActivityRecommendations.

Work out

- Personal trainer
- Group classes
- Take the stairs!
- Park farther away
- PUT IT ON YOUR CALENDAR (working out)
- Massage therapy/Acupuncture/Yoga



Eating healthy and
exercise are the way
to go!!



Recognize the symptoms

- Important to keep on eye on your colleagues/talk to your chiefs

Signs of Physician Burnout

- ◆ Exhaustion
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Employee Assistant Program (EAP)

- Your organization will have this
- Usually free for employees and spouses
- Very valuable and can guide you further
- You are not alone in your thoughts

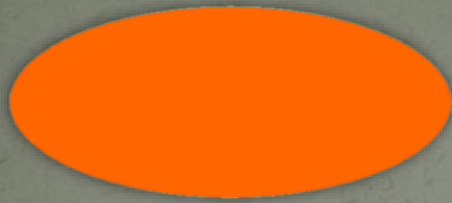
Summary: Solutions

- Improve your EMR
- **ADJUST YOUR SCHEDULE**
 - date nights, mini-vacations, hobbies, split shifts
- Discuss with administration
- Eat healthier
- Exercise
- Recognize the symptoms
- EAP

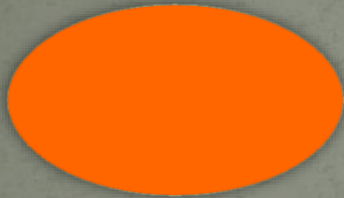
“Tip of the iceberg. Horrible cases. A drug-related killing where a kid was bludgeoned to death with a baseball bat. Barely alive when his druggy friends dropped him in the ambulance bay. Child shot through the head when crack addict mom didn’t pay up. I had to assist taking clothes off siblings to obtain as evidence since they were covered in blood and brains. Shootings. Stabbings. We do this every day.

**Yet I’ve never been depressed per se
and never suicidal. I just snapped.”**

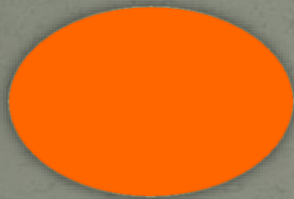
~ Emergency doctor revived after near-suicide



ME



Family



Faith



Work

**Remember to take
care of yourself.**
You can't pour from
an empty cup.



What does balance get us?





● REFERENCES

(1)<https://www.ruralhealthinfo.org/rural-monitor/physician-burnout/>- Dr. Drummond, expert of physician burnout

(2)<https://wire.ama-assn.org/life-career/report-reveals-severity-burnout-specialty>

(3) http://www.medscape.com/viewarticle/838437_3

(4). <https://www.healthdatamanagement.com/news/ehr-use-consuming-physicians-time-for-patients>

(5) American heart Association

(6) Prog Brain Res. 2010;185:105-29. doi: 10.1016/B978-0-444-53702-7.00007-5.