



Physician Burnout

MMA Leadership Team Project

Jennie Eckstrom, MD, LeeAnna Muzquiz, MD, Shawna Yates,
DO, Jeanne Williams, MD, PhD, Michael D'Ambrose, MD

- Emotional Exhaustion
- Feeling of cynicism (Depersonalization)
- Tired
- Loss of interest
- Poor performance
- Low sense of accomplishment

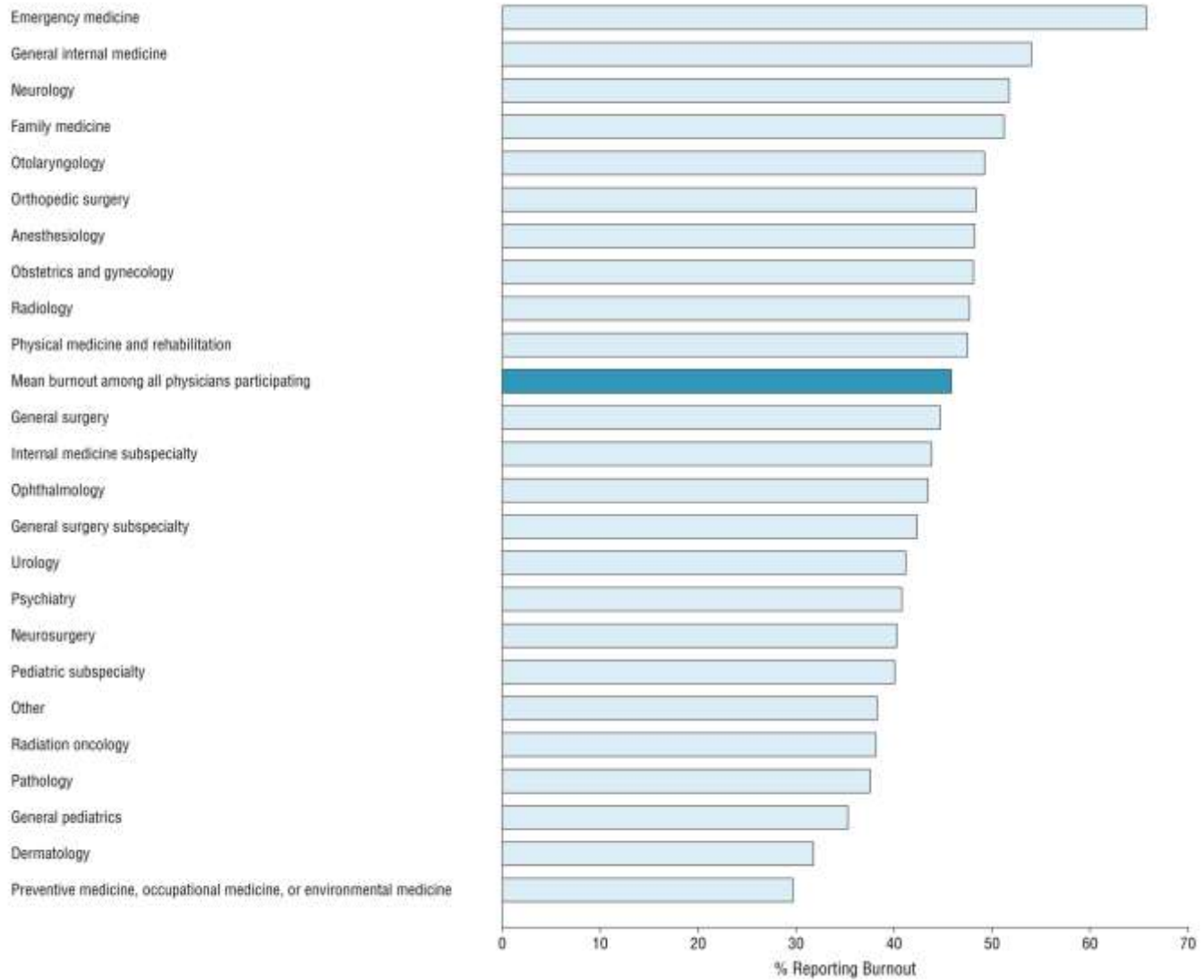
Defining Burnout

- Lower patient satisfaction
- Higher medical error rates and malpractice risk
- Higher physician and staff turnover
- Physician substance misuse
- Physician suicide (400 physicians per year, the highest of any profession)

Consequences

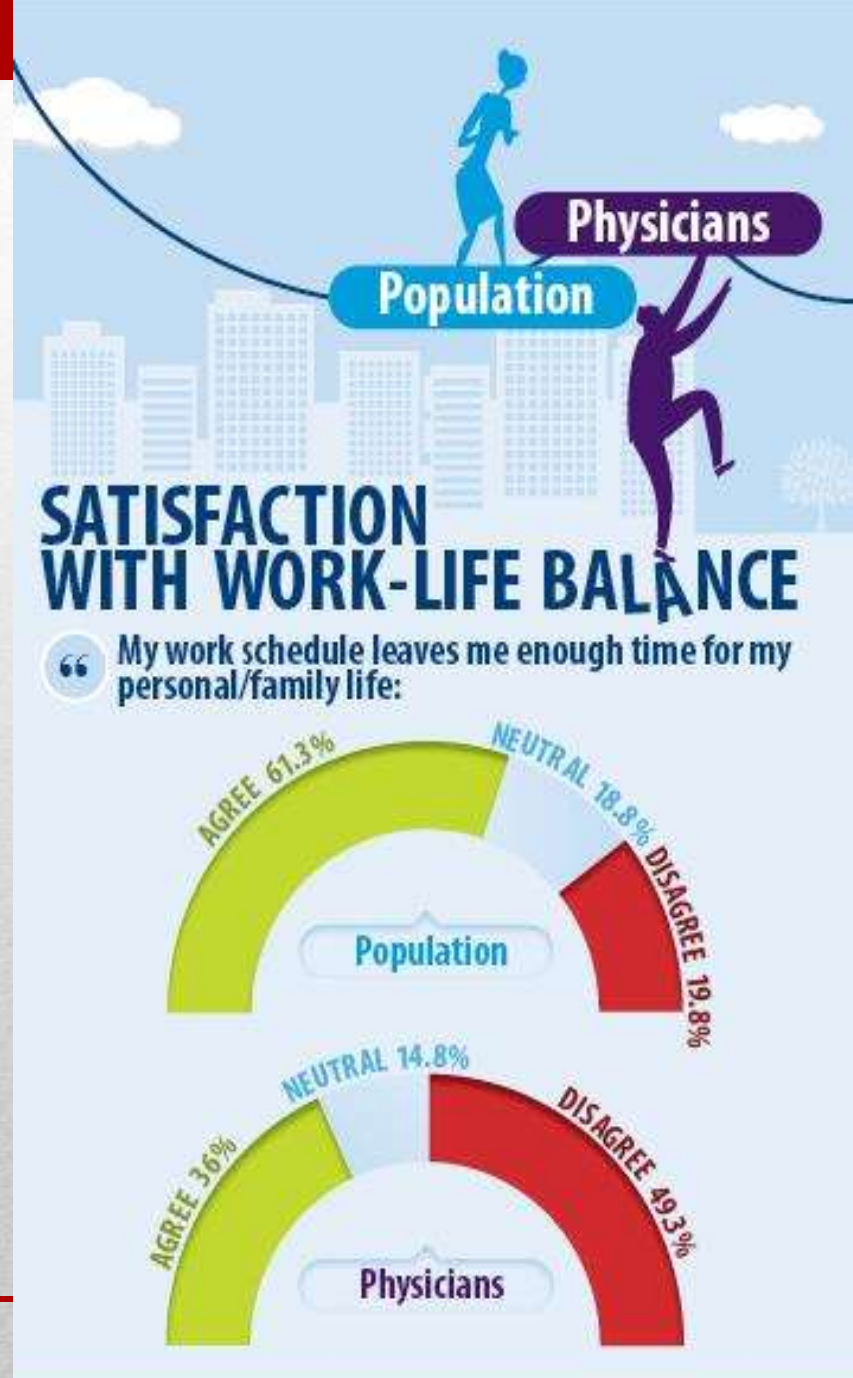
46%

INCIDENCE



Burnout by Specialty

How does this compare



- Maslach Inventory Tool

<http://connectability.ca/Garage/wp-content/uploads/presentations/mindfulness/Burnout-self-test.pdf>

- Burnout Self Test

https://www.mindtools.com/pages/article/newTCS_08.htm

Assessment Tools

Personal Experience

- Prevention Plan is Key: take time to engage in the five pillars of wellness: sleep, meditation, movement, emotions and nutrition
- Acknowledge the real damage to our profession
- Reduce Administrative Burden
- Physicians have to Act and The Time is now!

How to Improve the Situation

- Shawn Gillis, MD seminar
- Dike Drummond, MD www.thehappy.md.com
- AMA Preventing Physician Burnout www.stepsforward.com
 - Training module to improve patient satisfaction, quality outcomes and provider recruitment and retention
- Article series in Family Practice Management
 - Physician Burnout Its Origin, Symptoms and 5 Main Causes, Sept/Oct 2015
 - Eight Ways to Lower Practice Stress and Get Home sooner, Nov/Dec 2015
 - 4 Steps for Reducing Burnout by Finding Work-life Balance, Jan/Feb 2016

Resources

- Resource dissemination
 - MMA
 - website
 - newsletter
 - regional societies
 - Incorporate as part of curriculum of future PLEP

Recommendations
