

Cleveland Academy of Osteopathic Medicine

Burnout Prevention: How to Build Resilience

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University Hospitals

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Definition of Burnout

- Burnout is...
 - a syndrome of emotional exhaustion, depersonalization and low personal accomplishment
 - predictable
 - preventable
 - treatable
- Maslach Scale

Consequences of Burnout

- Decreased quality of care
- Increased medical errors
- Decreased patient satisfaction
- Decreased productivity
- Reduced professionalism
- Increased turnover
- Broken relationships
- Self-medication with alcohol & substance use
- Increased rate of depression, even suicide

Prevalence of Burnout

More than 50% of physicians are diagnosed with burnout.

Why is Burnout so High? What are the Drivers?

- Workload and job demands
- Control and flexibility
- Work-life integration
- Meaning in work
- Social support and community
- Organizational culture and values
- Efficiency and resources

From Problem to Solution: Resilience

The discipline of self care.

Meditation

“All you have to do is press ***play!***”

<http://UHhospitals.org/guidedmeditation>

Mindfulness

“Yesterday is history, tomorrow is a mystery, today is a gift.”

- Eleanor Roosevelt

Breathing

Breathing is the foundation upon which to build sustainable resilience. This tool is with you all the time. Breathing helps you move through the stress, tension, demands, pressure, and pace of your days.

Each breath is a gift.

- Several times a day, take a moment to just notice your breath. Naturally deepen and expand it.
- No one needs to notice, this is YOUR moment.
- You can also introduce a simple modification by counting slowly up to 4 when breathing in and count to 6 when breathing out.
- Again, this is your practice, modify it to your comfort.

Gratitude

Start the day by writing down 3 things you are grateful for. Make it a habit for 30 days straight. You will never stop once you experience the benefits.

At work, build a gratitude board on your floor and let everyone participate or have a bowl with sticky notes for everyone to write down what she/he is grateful for, read 3 notes before each team meeting.

End the week by writing a note to someone to thank them for who they are, what they did and the difference they make.

Positivity

Working in a hospital, we all know that nothing is more contagious than emotions. We have a choice.

Positivity is the intention to seek what is right. Sometimes it includes reframing and shifting your perspective in order to find meaning and grow from challenges.

Take a moment to remember one good thing that happened to you over the last 24 hours. Indulge and remember the details. Even better, share your memory with someone.

Contact Us

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