



CLINICIAN BURNOUT



A Case Presentation

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Relevant to the content of this CME activity, Dr. Feigofsky indicated she has no financial relationships with commercial interest companies to disclose.

BURNOUT

- Emotional Exhaustion
- Depersonalization
- Diminished Sense of Personal Accomplishment

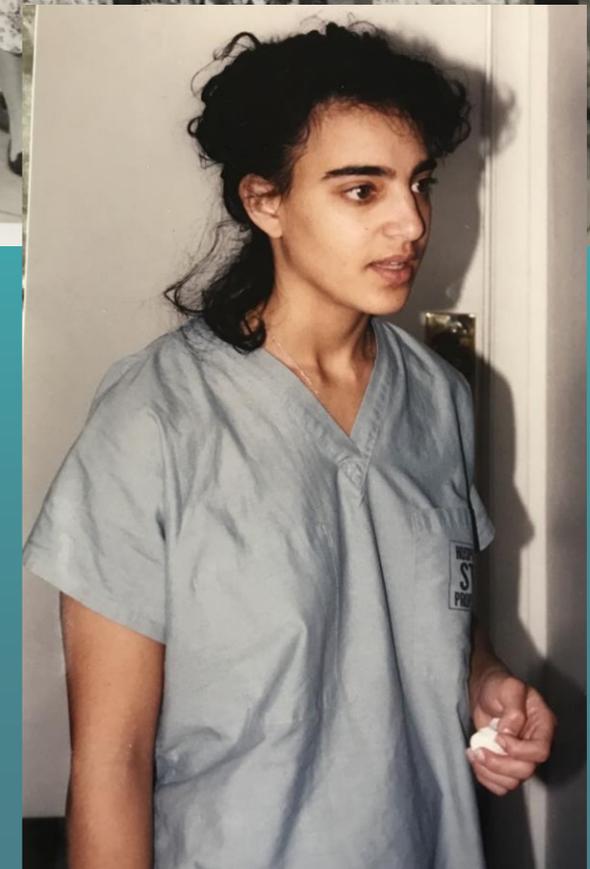
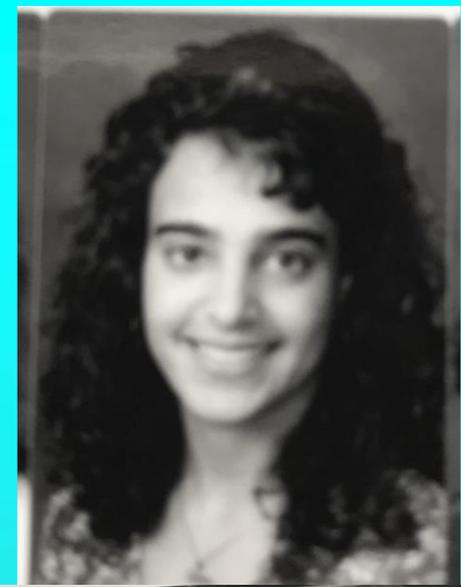
Source: Maslach Burnout Survey

“You may not control all the events that happen to you, but you can decide not to be reduced by them.”

–Maya Angelou

- 38 year old physician presents to her OB unannounced with tearfulness, low self esteem and lack of emotional attachment to 3 month old daughter
- She reports feeling “exhausted” and “unable to cope” with stress, work, and a crying baby
- Was approached by a fellow physician at the hospital and was told she “needed help” after having a brief conversation after returning from maternity leave

- Accepted into Junior Honors Accelerated Medical School program
- Ranked in top 3rd of Med School Class
- Accepted into Internal Medicine Residency, Cardiology Fellowship, and Electrophysiology sub-fellowship
- Out of training for 8+ years. Two jobs in that period of time.
- High patient satisfaction scores
- Viewed as “honest” , a “hard worker” and a “team player” by colleagues



WHAT HAPPENED?





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MENTORSHIP?
BUSINESS MODEL?
SOCIAL SUPPORT?





“I know how that women felt when she drove
her kids into the lake”

“Make her stop crying. It is like nails on a
chalkboard”

“I know I am supposed to love her, but I don't
feel anything”

“This must be what it is like to be water
boarded”

“Post Partum Depression
Saved My Life”

–Suzy Feigofsky

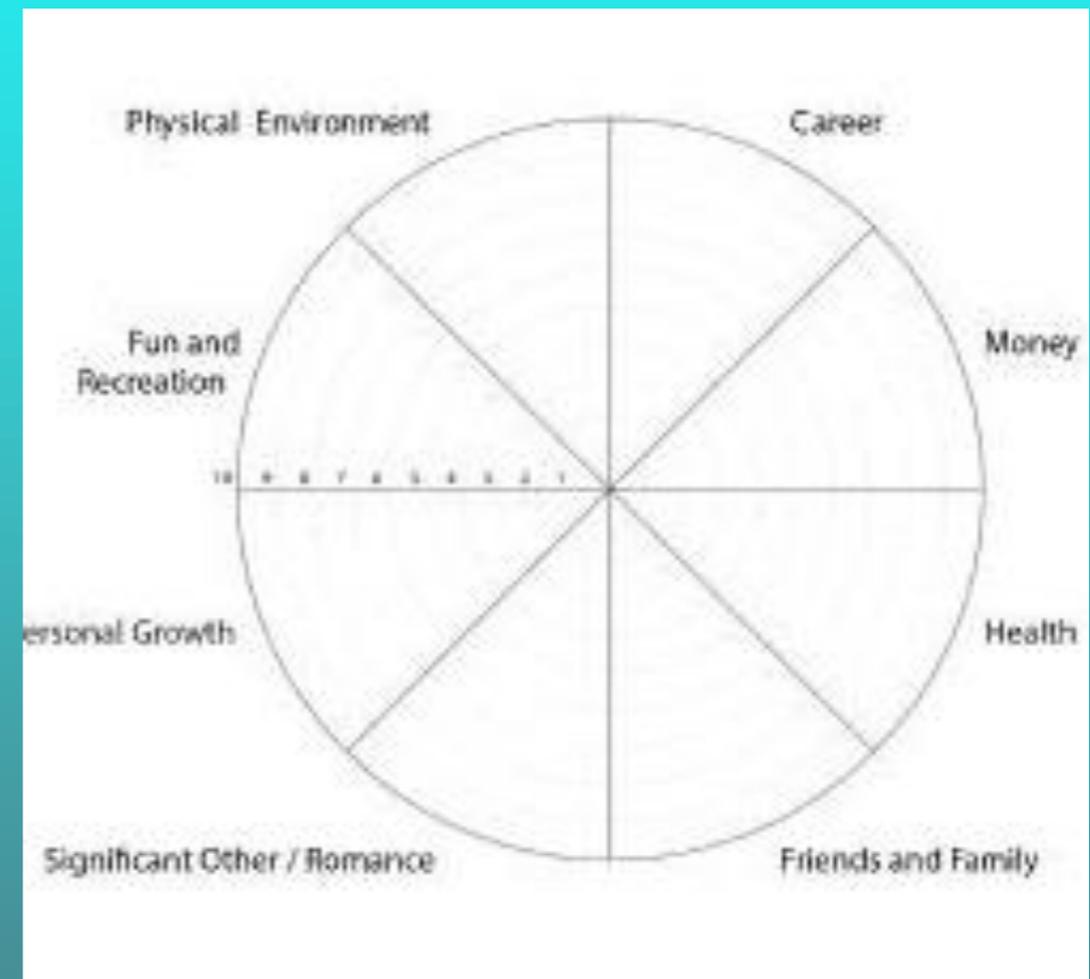
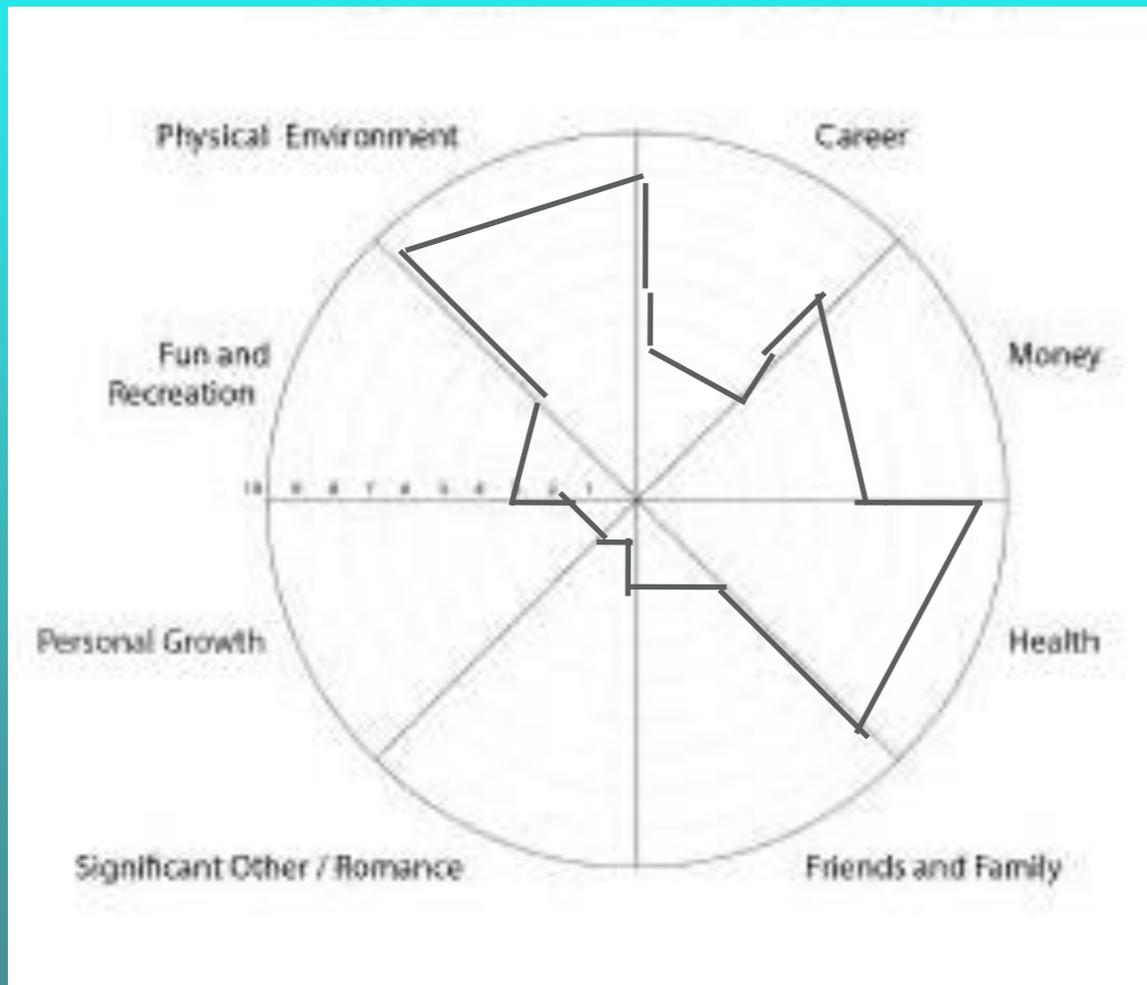




*WERE THERE ANY SIGNS ALONG
THE WAY?*



THE WHEEL OF LIFE



*Isolation

*Loss of feeling of Autonomy

*Lack of feeling validated

*Focusing on failures rather than successes

*Lack of sleep

*Lack of exercise

BURNOUT STARTS WHEN...

- Energy turns into exhaustion
- Involvement turns into cynicism
- Efficacy turns into ineffectiveness

THE CULTURE OF MEDICINE

- Perfectionism - encouraged/emphasized/expected
- Emotional vulnerability Discouraged
- Commitment to work life over personal life expected/encouraged/emphasized
- Sick days discouraged (overtly or subtly)
- Pregnancy.....
- Delayed gratification

CLINICIAN BURNOUT

...THE STATS...

- 60% of primary care physicians reports symptoms of burn out
- Nearly 50% of third year medical students report burnout
- 400 physicians a year die from suicide
- Suicide is the second most common cause of death of medical students (second to accidents)

DATA FROM CLEVELAND CLINIC PHYSICIAN SURVEY 2013-2014

- 35% of physicians (n=1145) met criteria for burnout
- Physicians with emotional exhaustion are more likely to leave an organization
- Emotional exhaustion was associated with **higher** patient satisfaction scores, particularly in regards to physician communication
- Depersonalization was associated with more ombudsman complaints

“IT IS OK
TO NOT BE OK”

“The wound is where the light shines through.”

–@browofjustice



-VS-





“A man who becomes conscious of the responsibility he bears to a human being who affectionately waits for him, or to an unfinished work, will never be able to throw away his life.”

“He knows the ‘why’ for his existence, and will be able to bear almost any ‘how.’”

-Victor E. Frankl “Man’s Search For Meaning”



CHANGING THE CULTURE OF MEDICINE

WHAT CAN WE DO NOW?

- Foster meaningful patient interactions at work
- Increase time for dedicated patient care
- Allow for dedicated time for debriefing for emotionally difficult events
- Promote emotional awareness. Eliminate the stigma or potential professional consequences of seeking mental health support

WHAT CAN WE DO NOW?

- Limit administrative duties and make EMR efficient
 - Task sharing, limit charting requirements, scribes
- Allow for adequate resources to manage expected work load
- Promote self care. Allow time to pursue non-medical interests. Allow focus on rewarding tasks

“ALIGNMENT BETWEEN THE STATED VALUES
OF MEDICINE AND ACTUAL PRACTICE IS
ESSENTIAL FOR ENHANCING ENGAGEMENT IN
WORK AND TRUST IN THE PROFESSION”

*Charter On Physician Well-Being
JAMA April 17, 2018 Volume 319, Number 15*

“Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

–Viktor E. Frankl

MINDFULNESS

- The practice of maintaining a **nonjudgemental** state of heightened or complete awareness of one's thoughts, emotions, or experiences on a moment-to-moment basis; also: such a state of awareness

Merriam-Webster Dictionary

“Nothing will work unless you
do.”

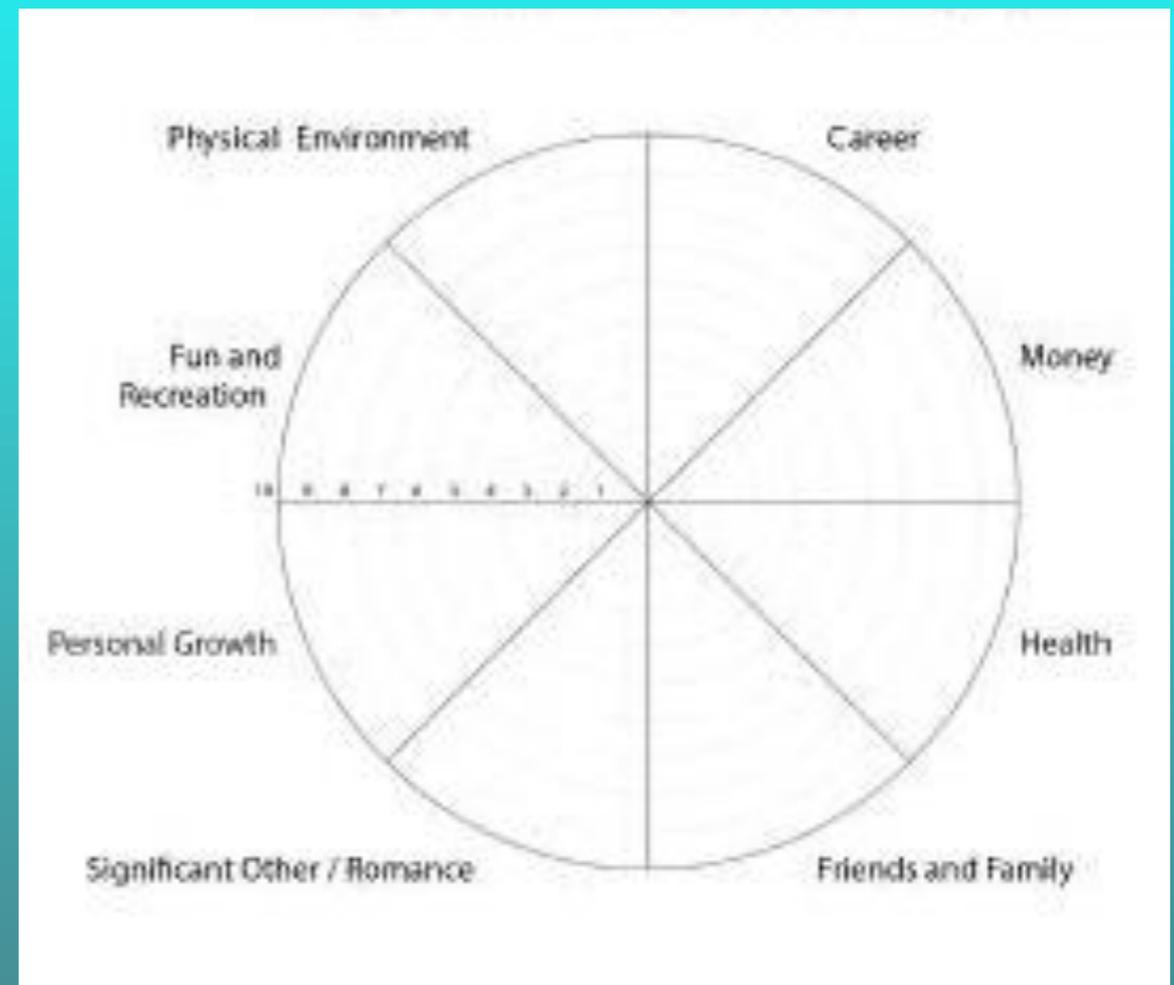
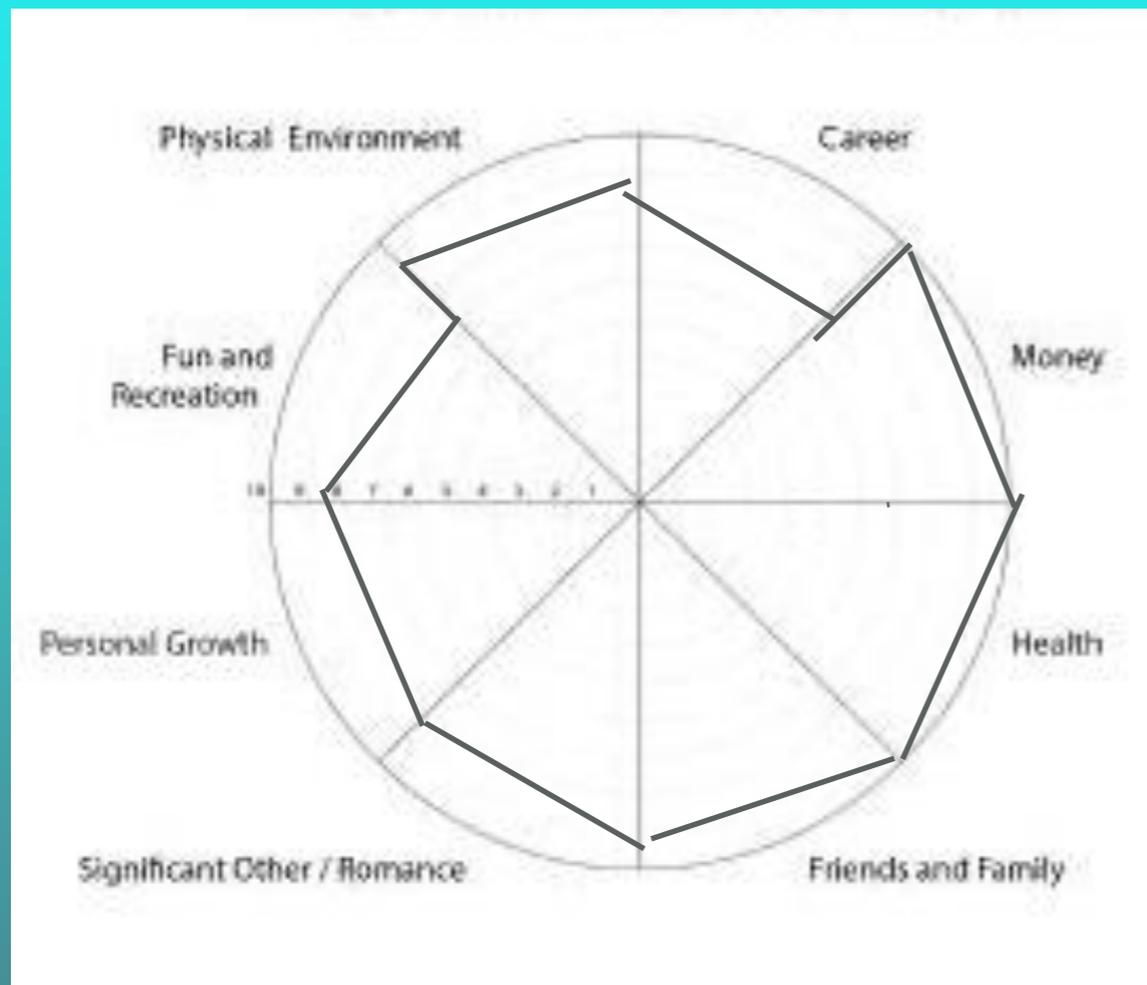
–Maya Angelou

“NO”



How Will You Blossom?

THE WHEEL OF LIFE



Social Media Communities

@thosewecarry

thosewecarry.com

doctorsonsocialmedia.com

@womeninmedicinechat

@Tea_EmpathyNHS

@docs4docs

PODCASTS

- [Brow of Justice \(medical\)](#)
- [Tea & Empathy \(medical\)](#)
- [The Life Coach School](#)
- [Super Soul Conversations](#)
- [Weight Loss for Busy Physicians](#)
- [Happier with Gretchen Rubin](#)

BOOKS

- “Attending. Medicine, Mindfulness and Humanity” - Ronald Epstein, MD
- “The Gifts of Imperfection” - Brené Brown
- “Daring Greatly” - Brené Brown
- “The Power of Now” - Eckhart Tolle
- “A New Earth” - Eckhart Tolle
- “Man’s Search For Meaning” - Viktor E. Frankl
- “In Shock” - Rana Awdish, MD

FIND YOUR TRIBE





What is the “why” for your existence?