



Burnout, Compassion, & Hope in Med-Peds

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MPPDA National Meeting

The Physician Soul



- ❧ It is the Zombie Apocalypse...
- ❧ “They look just like the zombies...”
- ❧ “We are the walking dead.”
- ❧ “We ain’t them....”

Are we the walking dead?



- ☞ Zombie apocalypse as metaphor...
- ☞ How is this true? Not true?

Outline...



- ❧ Leprosy
- ❧ Burnout – Residents, Attendings, PD's
- ❧ Compassion, GRIT, Spirituality
- ❧ RX??

“A Burnt-Out Case”

Graham Greene ~ 1961



“You heard what the doctor called me just now- one of the burnt-out cases. They are the lepers who lose everything that can be eaten away before they are cured. . . .”

“A Burnt-Out Case”

Graham Greene ~ 1961



“I’ve come to an end. This place, you might say, is the end. Neither the road, nor the river go any further.

You have been washed up here too, haven’t you?” ~ Querry

Burnout



∞ BURNOUT

∞ Emotional exhaustion

∞ Depersonalization,

∞ Lack of Personal Accomplishment

∞ Burnout & Depression (0.26-0.5)

∞ Job Related

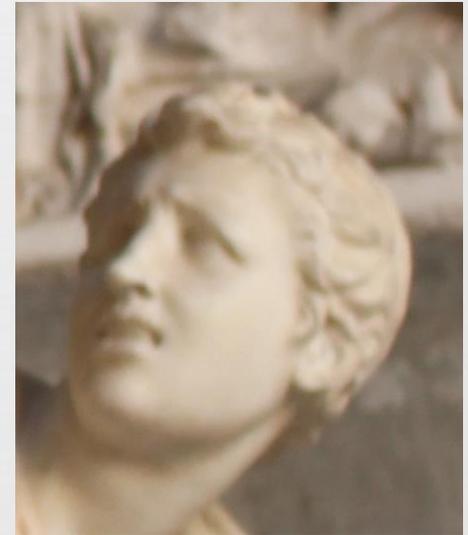
∞ No anhedonia, psychomotor sx



Background...



- ❧ Yale Resident Burnout Study
 - ❧ High Emotional Exhaustion ~ 86%
 - ❧ High Depersonalization ~ 89%
 - ❧ Low Personal Accomplishment ~ 8%
 - ❧ HIGH Personal Accomplishment ~ 71%



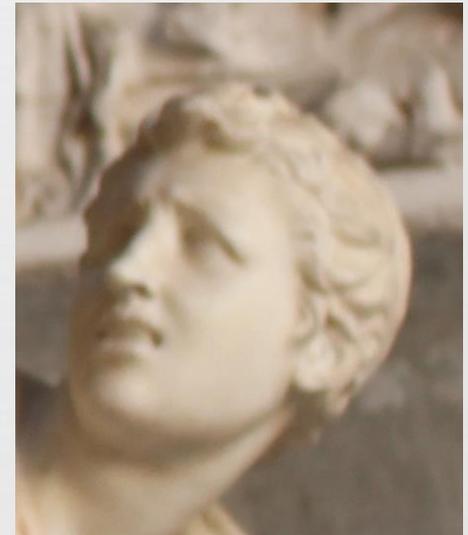
Behaviors....



❧ NOTHING!

- ❧ Extra-curriculars (bike club, volunteer)
- ❧ Time out with friends and family
- ❧ Mentors & Research
- ❧ Reading

❧ BUMMER!

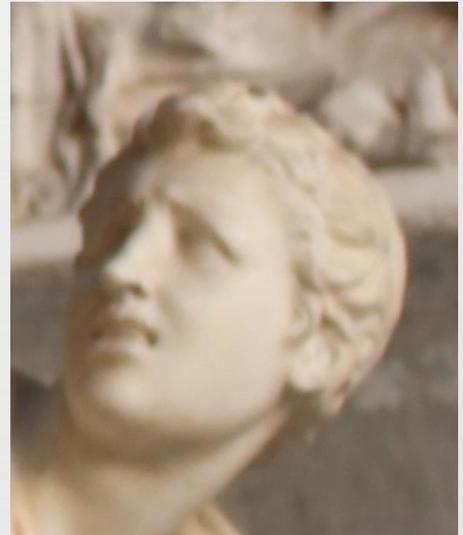


What made a difference?



- ∞ Religion & spirituality
 - ∞ Humility

- ∞ Emotional Coping Strategies
 - ∞ “active coping” “acceptance”
 - ∞ “positive reframing”

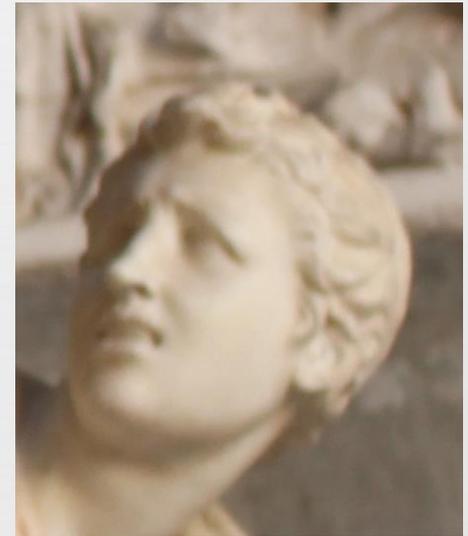


Questions...



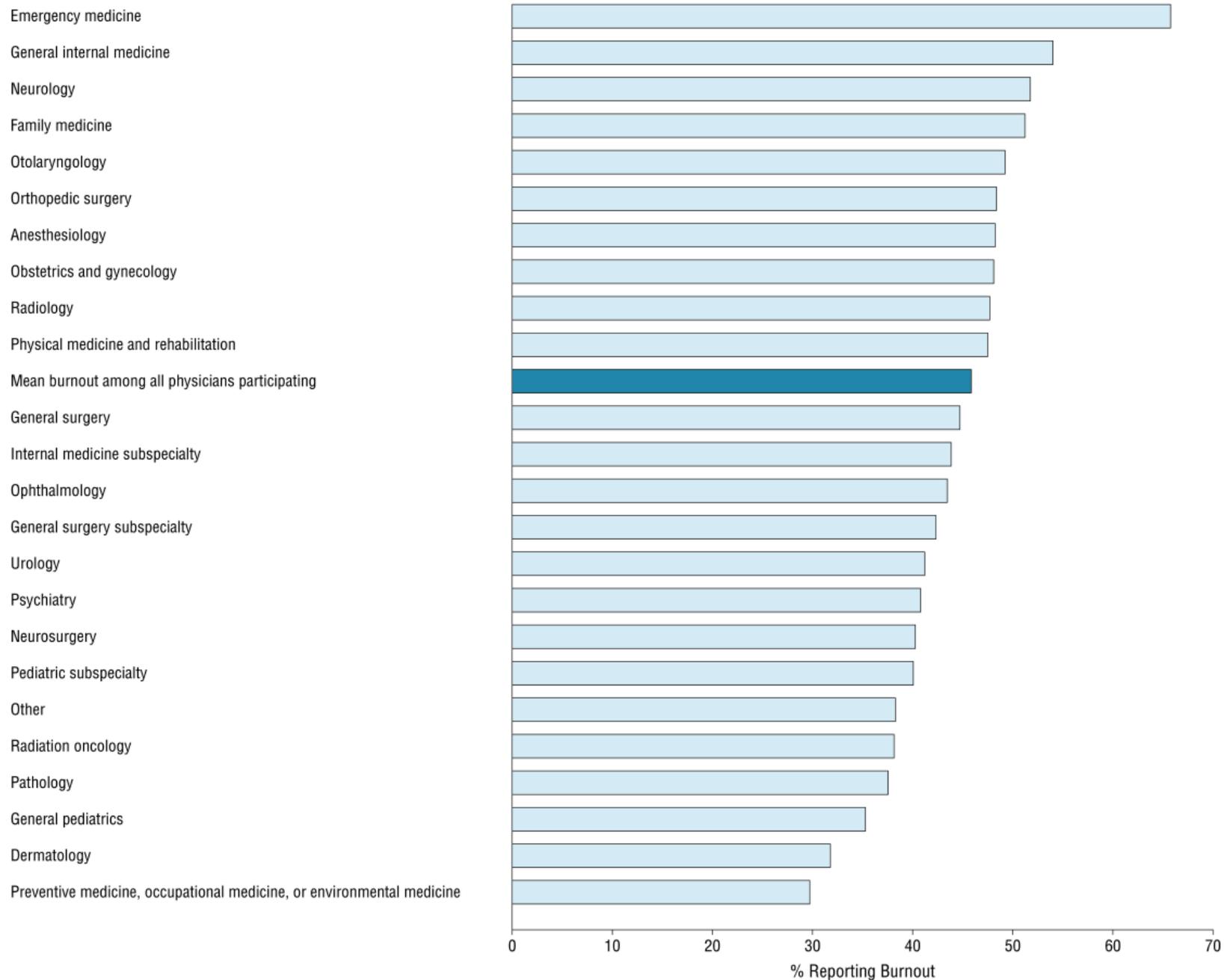
- ❧ What about Joy? Happiness?
 - ❧ Compassion satisfaction
 - ❧ Compassion fatigue

- ❧ What did we not measure?
 - ❧ Resilience
 - ❧ Exercise
 - ❧ Culture (relationships, institutions)



Attendings?



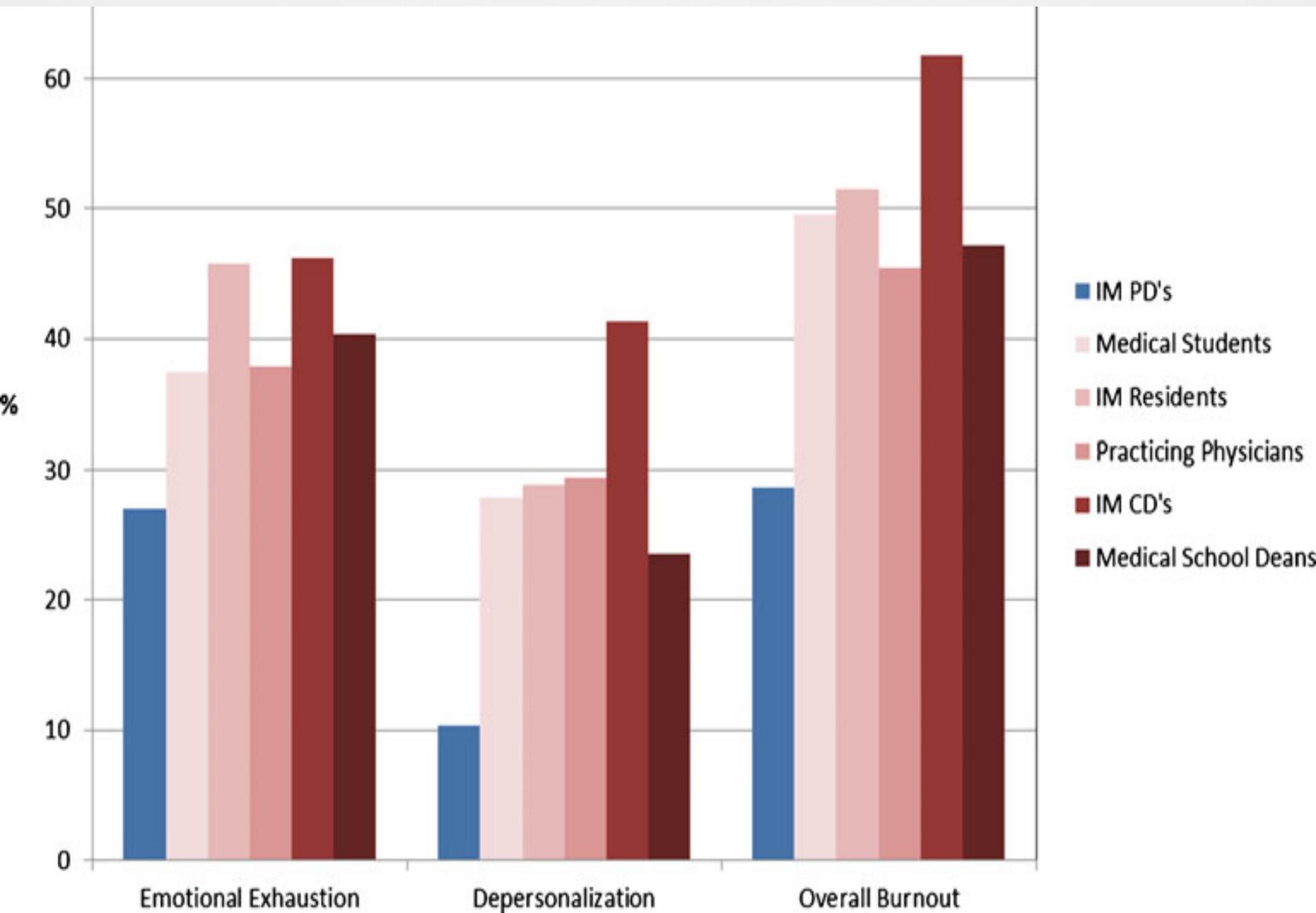


What about PD'S?



- ❧ 2010 APDIM Survey
- ❧ IM PROGRAM DIRECTORS
- ❧ 282/377 (74.8%)

JGIM 2013; 28(8):1056-63



So what about us?



- Email ~ 2 requests
- Demographics
 - % Clinical/Admin/Teaching
 - Practice Setting
- American College of Physicians
 - *Robert Nardino (CT)*
 - *Lisann Verrico (NY)*

The Survey



- ❧ Validated Surveys
 - ❧ Burnout, Secondary Stress, Compassion Satisfaction (PROQOL)
 - ❧ GRIT
 - ❧ Spirituality (DUREL)
 - ❧ Emotional Coping (Carver)
 - ❧ Exercise (RAPA)
 - ❧ Friendship
 - ❧ Institutional Support

PROQOL 2007
Religions 2010;1:78-85
Prev Chronic Dis 2006;4:3

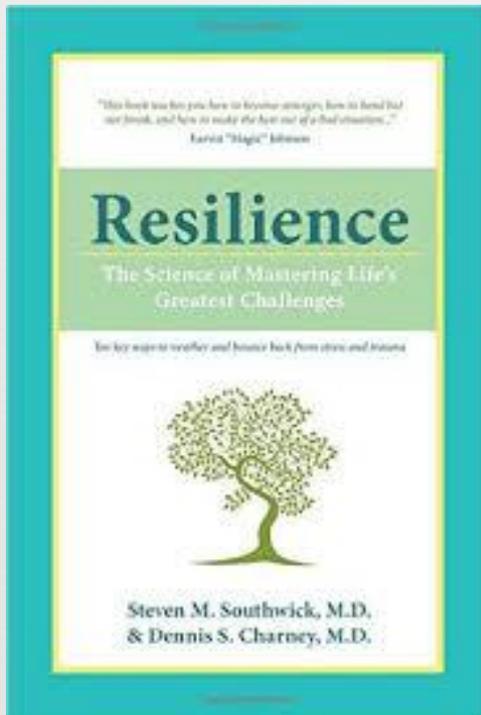
2^o Stress & Compassion Satisfaction



- ❧ Secondary Stress aka Compassion Fatigue
 - ❧ The “PTSD” of care-givers
 - ❧ Exposure to others’ trauma
- ❧ Compassion Satisfaction
 - ❧ “The pleasure derived from being able to do your work well.”
 - ❧ Satisfaction from patients, work-setting, greater good



GRIT



- ❧ “Perseverance and Passion for long-term goals”
- ❧ Predictive of success in several populations:
 - ❧ GPA among Ivy League undergraduates
 - ❧ Ranking in National Spelling Bee
 - ❧ Educational Attainment among adults
- ❧ NOT associated with IQ

J Pers and Soc Psych, 2007;9: 1087-1101

Exercise – “Active”



- ❧ Rapid Assessment of Physical Activity (RAPA)
- ❧ “20 minutes/day of vigorous physical activity, 3 or more days/week”
- ❧ “30 minutes/day of moderate activity, 5 or more days/week.”

Demographics

58 Surveys



Men/Women	Married / Single / Divorced
43% / 57 %	82% / 11% / 7%
Average Age 43 (+/- 7)	Kids? 82%
Yrs In Position 8 (+/- 5)	Average Salary
	200,800 (+/- 47,000)

Demographics - work



Administration/Clinical/Teaching	Community/Private Practice/Academic
30% / 50% / 30%	7% / 18% / 75%
Inpatient/Out Patient/Both	
16% / 45% / 39%	

Burnout?



American College of Physicians

Burned out?	Depressed?	Spiritual?	Religious?	Exercise?	Close Friend?
52%	23%	61%	38%	71%	83%

MED PEDS PROGRAM DIRECTORS

Burned out?	Depressed?	Spiritual?	Religious?	Exercise?	Close Friend?
29%	5%	73%	39%	71%	92%

Major Stressors

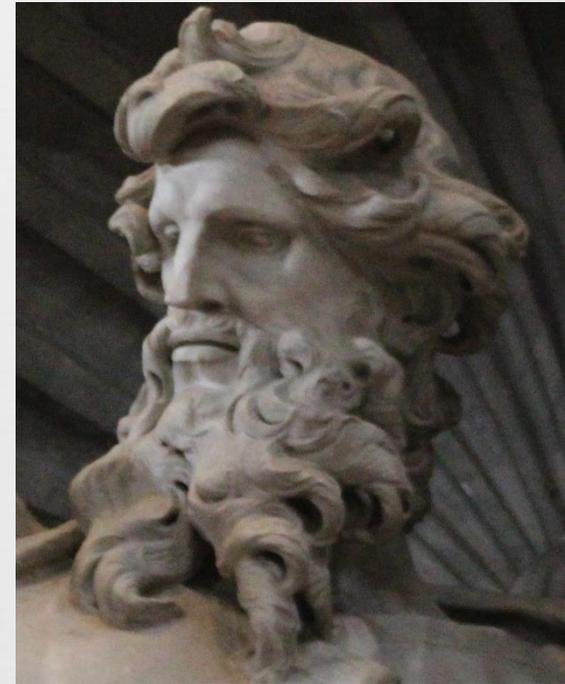


- ❧ Working for 2 depts that do not value med/peds as a separate entity and each ask for 120% of my time.
- ❧ “Too many hats”
- ❧ “I feel like a hamster on a wheel”
- ❧ EMR, EMR, EMR, no time, Paperwork, EMR

Major Stressors



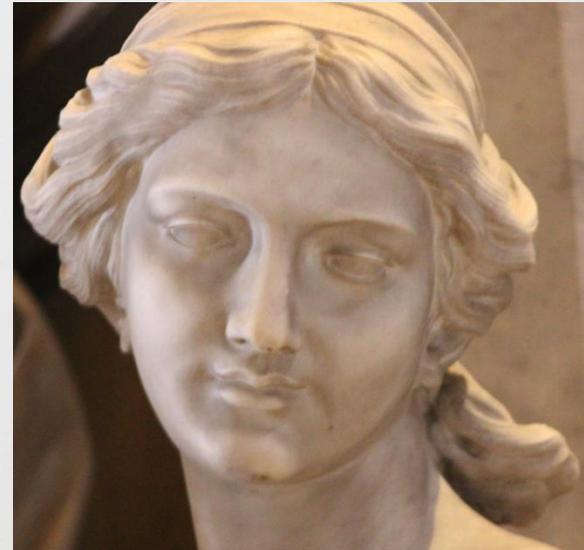
- ❧ “Unrealistic expectations”
- ❧ “Being blamed for things over which I have no control, such as whether a woman has had a mammogram. I can write an order, but short of placing her breast on the plate, there is not much I can do to make sure it happens....I could go on for hours.”



How we cope...



- ❧ “Friends” “Family” “Humor” “Take joy in accomplishments”
- ❧ “Meditate” “Tough it out”
- ❧ Good attitude, laughter, good friends at work, love for teaching, family, exercise, hobbies outside of medicine, friends outside of medicine
- ❧ “SNRI” “Wine with Dinner”
- ❧ “Cry. Netflix.”
- ❧ “Not very well”



How we cope



☞ “We have a tremendous amount of fun in clinic like having penalty flags that are thrown for lack of knowledge, controversial issues, etc. We have rock ‘em shock ‘em robots to burn off steam along with a portable ping pong court.”



Demographics



	Burnout	Secondary Stress	Compassion Satisfaction
Age	NS	NS	NS
Gender	Women>Men*	Women>Men*	Men>Women*
Married	NS	NS	NS
Practice	NS	Com>Academic	NS
Inpt/Outpt/Both	NS	NS	NS
			*P<.05

Demographics-ACP



	Burnout	Secondary Stress	Compassion Satisfaction
Age	-0.23*	-0.22*	+0.28*
Gender	Women>Men	Women>Men	NS
Married	Single>Married	NS	Single<Married
Practice	VA>PVT	NS	VA<PVT/Academic
Inpt/Outpt/Both	NS	Inpt>Outpt	NS
			*P<.0001

Results



	Burnout	Secondary Stress	Compassion Satisfaction
GRIT	-0.29**	ns	+0.38**
Institutional Support	-0.53**	ns	+0.68**
Friend Support	ns	ns	+0.30**
Years as PD	-0.25*	ns	+0.40*
			*p<.05 **p<.0001



Results – Exercise (MP/ACP)



∞ ACTIVE exercise (20 min, 3x week)



Burnout & Secondary Stress ($p < .05$)



Compassion Satisfaction ($p < .05$)

Emotional Coping



	Burnout	Secondary Stress	Compassion Satisfaction
Acceptance	-0.24**	ns	+0.34***
Active Coping	-0.50****	-0.32**	+0.53****
Positive Reframing	-0.39***	ns	+0.50****
Strategy Planning	ns	ns	ns
			*p<.05 **p<.01 ***p<.001 ****p<.0001

Emotional Coping



	Burnout	Secondary Stress	Compassion Satisfaction
Denial	+0.28*	ns	ns
Disengagement	+0.46**	ns	-0.26*
Self-Blame	+0.37**	+0.36**	ns
Venting	+0.30*	ns	-0.38**
			*p<.05 **p<.01

NOT Significant



- ∞ Salary
- ∞ Religion (DUREL)
 - ∞ “organized,”
 - ∞ “private prayer”
 - ∞ “belief”



Limitations



- ❧ Response Rate
- ❧ Correlation vs Causation?
 - ❧ Does exercise lead to greater compassion?
- ❧ “Data Fishing”

A Stubborn Joy...



Are we the walking dead?



NO!

How to find our stubborn joy?



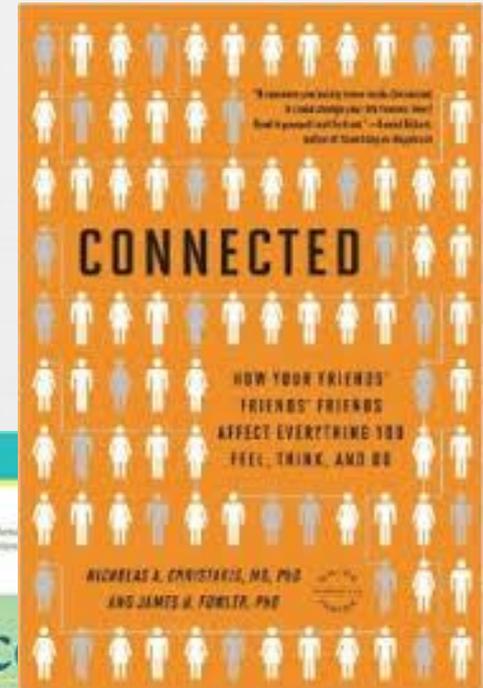
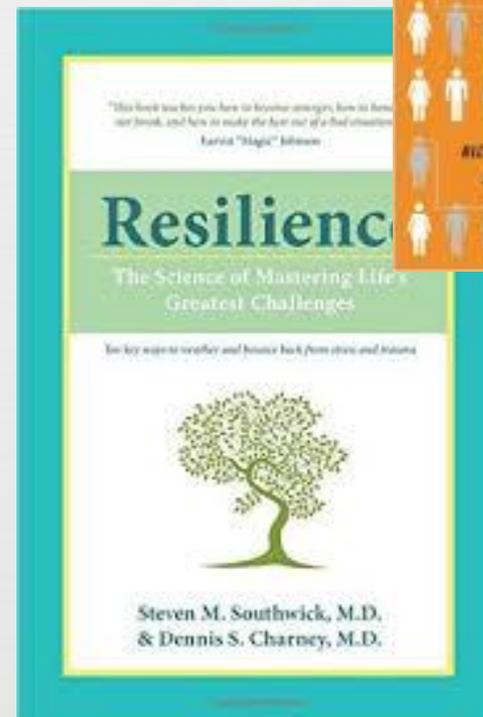
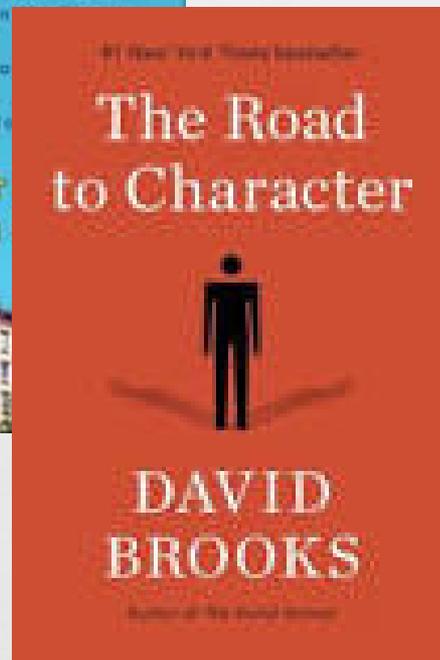
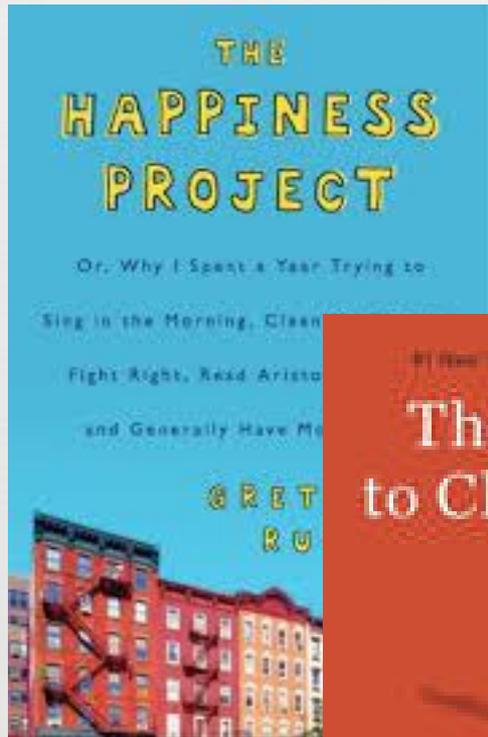
- ∞ Personality → Burnout vs Compassion
 - ∞ GRIT, Emotional strength
 - ∞ Can it be taught?
- ∞ Institution & Friendship → Culture
- ∞ Exercise → Marker of time management? Endorphins? Play?
- ∞ Religion??? Joy???

Where to go from here?



- ❧ Institutional
 - ❧ Programs? → Culture?
 - ❧ Data drives dialogue...
- ❧ Interpersonal
 - ❧ Friendship?
- ❧ Personal
 - ❧ Attitudes, GRIT?

Where to go?



Questions? Thoughts?





