

I Don't Know How They Do It: Advising the Resident With Children (And Improve the Balance in Your Life Too)

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Disclosures

- * No disclosures relevant to this talk

Objectives

- * Examine physician burnout and it's relationship to parenting and familial responsibilities
- * Reflect upon strategies to prevent burnout
- * Discuss how to support our residents struggling with work life balance

A little background



Residents are starting families

- * Length of medical training
- * Is residency the right time?
- * Impact on career choice
- * Does it look different for men and women?

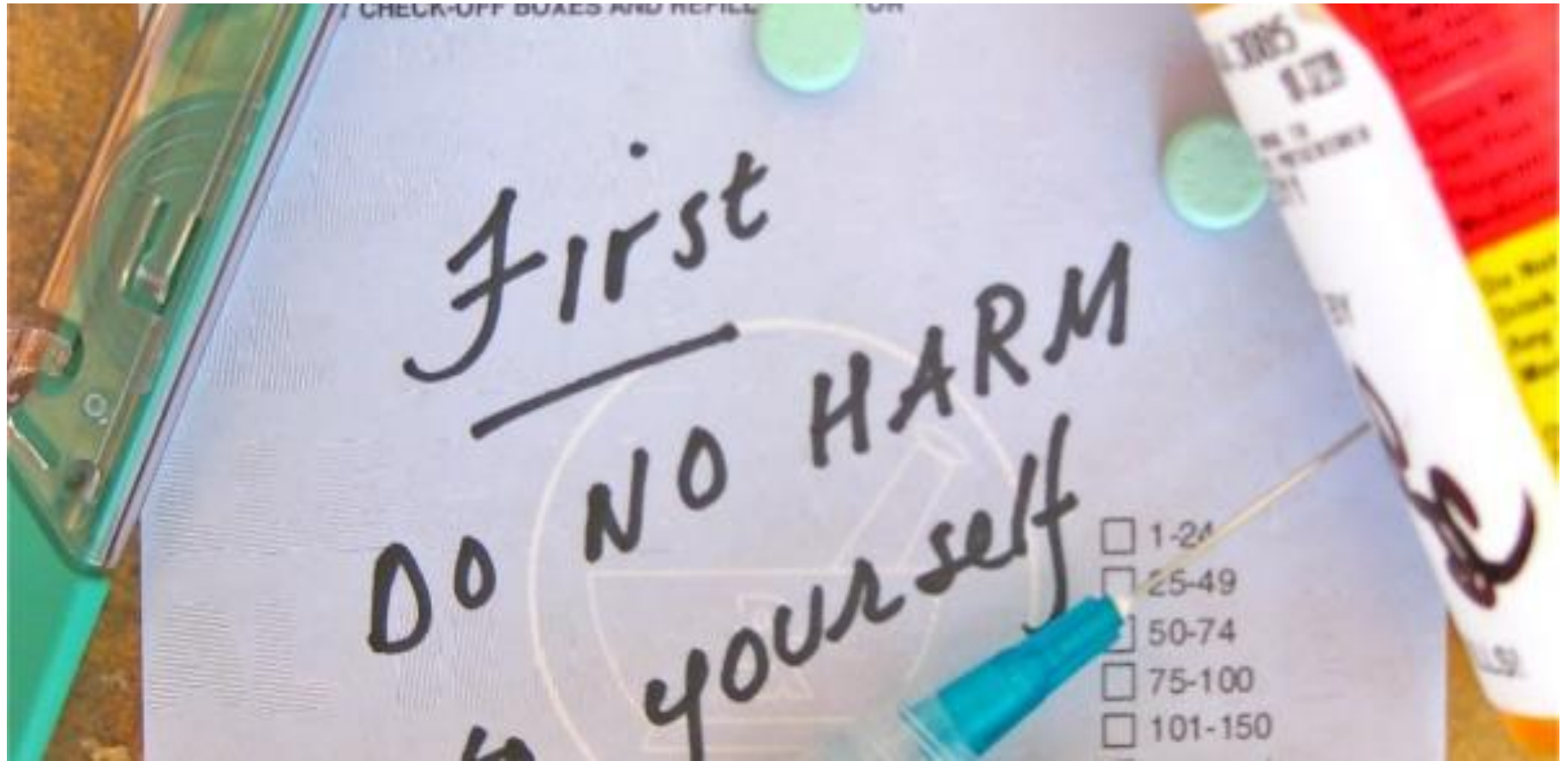
Potee, et. al. Acad Med. 1999; 74: 911-919

Cujec, et. al. CMAJ 2000; 162 (5) : 637-40.

Walsh, et.al. Can Fam Physician; 2005; 51: 991

Physician burnout

- * Loss of enthusiasm for work (emotional exhaustion)*
- * Feelings of cynicism (depersonalization)*
- * Low sense of personal accomplishment*



Physician Burnout

- * Are our residents at risk?
 - * Does having **a family** put you at higher risk?

Physician Burnout

- * **Marriage and parenting** have been examined in relation to burnout.
- * In a study published in **Academic Psychiatry 2004**: showed that 65.2% of single, divorced, or unmarried residents met the criteria for burnout compared with 40.0% of married individuals ($P < .01$)

Martini S, Arfken CL, Churchill A, et al. Burnout comparison among residents in different medical specialties. *Acad Psych* 2004; 28(3):240–242

Physician Burnout

- * Does caring for **your own children** add to burnout?
 - * Research has shown that parenting can act as a protective factor against burnout.
 - * Parenting has a possible humanizing effect on residents, resulting in less detachment and depersonalization.

Shanafelt TD, Bradley KA, Wipf JE, Back AL. Burnout and self-reported patient care in an internal medicine residency program. *Ann Intern Med.* 2002;136:358–367.

Physician Burnout

- * Study from the **Annals of Int Med**: showed that having children during residency resulted in lower rates of depression and cynicism as well as an increase in humanistic feelings.
- * However, other studies were not able to show the parenting effect on burnout.

Physician Burnout

- * So what strategies can we use to prevent burnout?
 - * In our own lives?
 - * In our resident's lives?

Strategies to prevent burnout

- * “Burnout: The Cost of Caring” summarized how to effectively work through burnout:
 - * “If all of the knowledge and advice about how to beat burnout could be summed up in 1 word, that word would be **balance**—balance between giving and getting, balance between stress and calm, balance between work and home.”

Strategies to prevent burnout

* Interventions to address burnout fall into 2 categories:

- 1. *workplace-driven interventions***
- 2. *individual- driven (behavioral, social, and physical activities)***

Strategies to prevent burnout

- * Workplace interventions include
 - * 1) education about burnout,
 - * 2) workload modifications,
 - * 3) increasing the diversity of work duties,
 - * 4) stress management training,
 - * 5) mentoring,
 - * 6) emotional intelligence training, and
 - * 7) wellness workshops.

Waguih William IsHak, MD, FAPA ; Sara Lederer, PsyD; et al. **Burnout During Residency Training: A Literature Review** JGME. Dec 2009

Strategies to prevent burnout

- * What about individual-driven strategies?
 - * Which are more effective?

Strategies to prevent burnout

- * 2013 RECENT STUDY at the MAYO Clinic looked more closely at exercise
 - * Team based, incentivized exercise program on physical activity, quality of life, and burnout
 - * After the program, participants had higher physical activity and quality of life
 - * Burnout was lower in participants than in nonparticipants, although the difference was not statistically significant

Christopher J. Weight, MD , et al. Physical Activity, Quality of Life, and Burnout Among Physician Trainees: The Effect of a Team-Based, Incentivized Exercise Program. Mayo Clin Proc. 2013;88(12):1435-1442.

Strategies to prevent burnout

(Adapted from Shanafelt)

As they say on the airplane, put your oxygen mask on first before helping others.

1. Balance personal and professional goals

- Clarify what is most important in your personal and professional life
- Identify conflicts
- **Control your work schedule**

Strategies to prevent burnout

2. **Shape your career and identify stressors**

- Determine whether you need to make career changes
- Identify what energizes you and what drains you
- Decide how these can be modified

Strategies to prevent burnout

3. Nurture wellness strategies

- * Relationships
- * Self-care
 - * Eat and sleep
 - * **Exercise**
 - * Vacation
 - * Personal interests

Strategies to prevent burnout

- * In 2013, a study in Family Medicine
 - * “The two wellness behaviors most associated with higher well-being were restful sleep and exercise.”

Lebensohn, et al. Fam Med. Resident wellness behaviors: relationship to stress, depression, and burnout. 2013. Sept; 45(8)

Exercise

- * It is well understood that regular exercise has many positive effects on **physical** and **mental** health and is essential for chronic disease prevention.

Laskowski ER, Lexell J. Exercise and sports for health promotion, disease, and disability. PM R. 2012;4(11):795-796.

What do we know about exercise?

* <https://www.youtube.com/watch?v=aUaInS6HIGo>

Strategies to prevent burnout

- * So ... what can we do as program directors, APDs, and administrators for our residents?
- * How do we best advise the **Resident With Children...**
 - * What *anticipatory guidance* do we need to give?

Goals for the workshop

MENTOR

A photograph showing several hands holding up large, red, 3D block letters that spell out the word "MENTOR". The hands are positioned below each letter, and the background is plain white.

RESOURCES

A large, purple, circular graphic with a slight gradient and a black outline. The word "RESOURCES" is written in white, bold, uppercase letters in the center of the circle.

CULTURE

A graphic featuring the word "CULTURE" in a stylized, bold font. The letters are white with a slight shadow. The word is set against a dark background with several large, overlapping circles in various colors: green, blue, yellow, and red. The circles are partially behind the letters, creating a layered effect.

Anticipatory Guidance for the Residency Program Leadership

Pregnancy

During Parental Leave

Returning from Leave

The Resident with Children


Anticipatory Guidance for the Resident

Breastfeeding

Residency Culture

Childcare

Burnout and Wellness



“The commitment of pediatrics to the health and well-being of children and youth should encompass the families of those who choose to pursue careers in pediatrics”

- Task Force on the Future of Pediatric Education. *Pediatrics*, 2000; 105(1 Pt 2): 157-212.