Resilient Physicians: Handling Top Challenges in Medicine Today

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Disclosures - None
Congratulations!

- High value profession
- There’s never been a greater demand for physicians...
- Condolences ... there’s never been a greater demand for physicians... or greater demands ON physicians....
Burnout Among Physicians

- Burnout rates – 44% - higher than gen pop of working adults
- Satisfaction with Work-Life Balance 43% - lower than gen pop
- Female Physicians - greater burnout / lower life satisfaction
- Suicide – more attempts and higher success than pop ave
  - Male physicians – 40% higher
  - Female physicians – 130% higher
  - Second most common cause of death in medical students
  - 400 per year; one medical school lost annually
  - (Linzer & Poplau, Amer College Physicians)
This talk

- Macro / Mezzo / Micro Challenges impacting Physician Burnout Today
- Top Skills for Promoting & Achieving Resilience – Starting now
- Q & A
Burnout
Factors
Macro
Mezzo
Micro
Macro Factors

- Mergers / Acquisitions
- EHR
- Time pressures
- Large volume of patients
- “Bad vs. Good Doctor” Metrics

➢ **Burnout rates sig impacted by loss of control / Less time spent doing “what we love”**
Mezzo Factors

- Leadership Style / Skills
- Belonging vs. Cog in Wheel (Cohesion)
- Team Dynamics
- Collaboration / Conflict Management Procedures / Communication
- Type of Medicine / Practice
- Level of Input / Control at work

➤ *Burnout sig impacted by level of control at work and workplace climate*
Micro Factors

- Age, Gender, Children
- Type of Practice
- Hours at Work vs. Not at Work
- Intentionality re: Work-Life Balance
- Home Environment / Work-home interference
- Supports
- Self Care

➢ *Burnout sig predicted by work-home interference / stress management / self care*
Tools for combating burnout and increasing resilience
Resilience...

- Requires intention and skill;
- Can be influenced by institutions, leaders and individuals;
- Not fixed at birth or fixed at system level;
- We can / must improve physician resilience and well-being
Demand-Control-Support Model

(Karasek et al; Am J of Pub Health; Linzer)
Macro Strategies

(Linzer & Poplau, Am College Physicians)

- Physician “float pools” for life events
- Right size EHR (scribes / longer visit advocacy)
- Ensure metrics for success include physician well-being
- Increase physician input at highest levels
Mezzo Strategies

▪ Leadership Coaching / Mentoring

▪ Prioritize physician wellness in institutions

▪ Promote / Coach / Learn Interpersonal Communication / Collaboration

▪ Promote / Coach / Learn Positive Self Advocacy and Assertiveness

▪ Promote / Coach / Learn Resilience

▪ Incorporate mindfulness / Resilience in Medical school / Residencies
Micro Strategies

- Tools to Better Manage You
- Better Manage Others
- At Home and at Work
Pause
No Pause, No Free Will

- Respond
- Center on Values
- Identify Needs
Drop the Cape
Calculate the Cost

- Priorities?
- Am I “funding” them?
- With my time and resources?
- Would paying for “help” help me?
- Cost of not funding them?
- No investment, no change?
Get On the Arrow
Trade Fear for Options

- What if → If then
- Can’t / won’t → How might
- “It’s the End” → “It’s the Situation”
- And “I can face it”
- (Agentic self talk)
Brain has 2 Modes:
Move from Threatened to Challenged
From Problem-Talk to Solution-Talk

- Why me?
- What’s wrong with me?
- What’s wrong with them?
- What if it all goes wrong and I get nothing?

➢ Fight-Flight /Despair

- How do people solve this?
- How can my strengths serve me?
- How can we solve this together?
- How can I get some of what I need ....?

➢ Stay & Play / Navigation
Manage Your Mood
Flex, Consider, Expand  (Siegel)
Manage Others:
Get in Your Snow Globe
(De-Personalize; Personal Distancing Techniques)
Watch the Movie

(Observant; Mindfulness)
Stay Off the Ride

(De-Escalation)
Advocate / Ask

- Articulate / Voice
- Request / Suggest / Recommend / Expect
- Do not wait for others to read your mind
- Your needs – Your responsibility
- Can’t control – can request... No one reads minds...
- DEAR MAN
Prepare/Rehearse
Stay Adult

Complain → Fixate → Wait → Blame

Consider → Flex → Collaborate → Solve / Accept
A Word on Home Life

▪ Get help; you don’t need a major dx to get counseling / consultation

▪ Learn positive healthy communication “I statements” / time for talking / family meetings

▪ Blogs / Read / 5 min a day / 10% more
Cultivate Well-Being
Navigate: It’s a bump
Feel Success / Purpose
Final thoughts: We Only Have 3 Options

Stay Stuck (Agitate)

Change it (Change it or Influence it / Sow the Seeds for Change)

Accept it (Let it go/ Accept it as it is/ Optimize Your Life Now / 10% happier)
It’s a Labyrinth: Persist
Questions? / Discussion
Select References


