

BURNOUT

A thin, horizontal line of orange and yellow light that glows across the width of the image, positioned below the word 'BURNOUT'.



Free Images

photo: iafoto

DEFINITION

- **Burnout** is a psychological term for the experience of long-term exhaustion and diminished interest.
- Negative outcomes
 - job function (performance, output, etc.),
 - health related outcomes (increases in stress hormones, coronary heart disease, circulatory issues)
 - mental health problems (depression, etc.).
- coined by Herbert Freudenberger in his 1974 *Staff burnout*, presumably based on the 1960 novel *A Burnt-Out Case* by Graham Greene, which describes a protagonist suffering from burnout.

BURNOUT

- Working harder and harder
 - Compulsion to prove oneself
 - Devote all energy to work with no time for family, friends, or anything else
 - Inner emptiness
 - Withdrawal
 - Depersonalization—no longer see themselves as valuable, work is series of mechanical functions
 - Neglect physical needs
 - Emotional and physical exhaustion
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**BURNOUT AND SATISFACTION WITH WORK-LIFE
BALANCE
AMONG US PHYSICIANS RELATIVE
TO THE GENERAL US POPULATION**

Shanfert et al, 2012

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METHODS

- Physician sample—
 - The AMA Physician Masterfile is an almost complete record of all US physicians, independent of American Medical Association membership.
 - 89, 831 physicians
 - Emailed survey in June 2011, with 3 reminder requests sent during the following 4 weeks.
 - 7288 respondents with complete data

METHODS

- Non-physician sample
 - In December 2010, surveyed a probability-based sample of individuals from the general US population aged 22 to 65 years using KnowledgeWorks
 - 3442 respondents

MEASURES

- Maslach Burnout Inventory (MBI) 22 item (some analyses used only the brief 2 items related to emotional exhaustion depersonalization)
- Primary Care Evaluation of Mental Disorders 2-item (depression screen)
- “During the past 12 months, have you had thoughts of taking your own life?”
- “My work schedule leaves me enough time for my personal/family life.”

Table 2. Burnout, Career Satisfaction, Depression, and Quality of Life Among 7288 Physicians Who Participated in the Survey Study

Variable	Value (n = 7288)
Burnout Indexes^a	
Emotional exhaustion	
Median score	21.0
Score level, No. (%)	(n = 7208)
Low	3041 (42.2)
Intermediate	1433 (19.9)
High	2734 (37.9)
Depersonalization	
Median score	5.0
Score level, No. (%)	(n = 7193)
Low	3601 (50.1)
Intermediate	1476 (20.5)
High	2116 (29.4)
Personal accomplishment	
Median score	42.0
Score level, No. (%)	(n = 7140)
High	4758 (66.6)
Intermediate	1495 (20.9)
Low	887 (12.4)
Burned out, No. (%) ^b	3310 (45.4)

Depression

Screen positive for depression, No. (%)	2753 (37.8)
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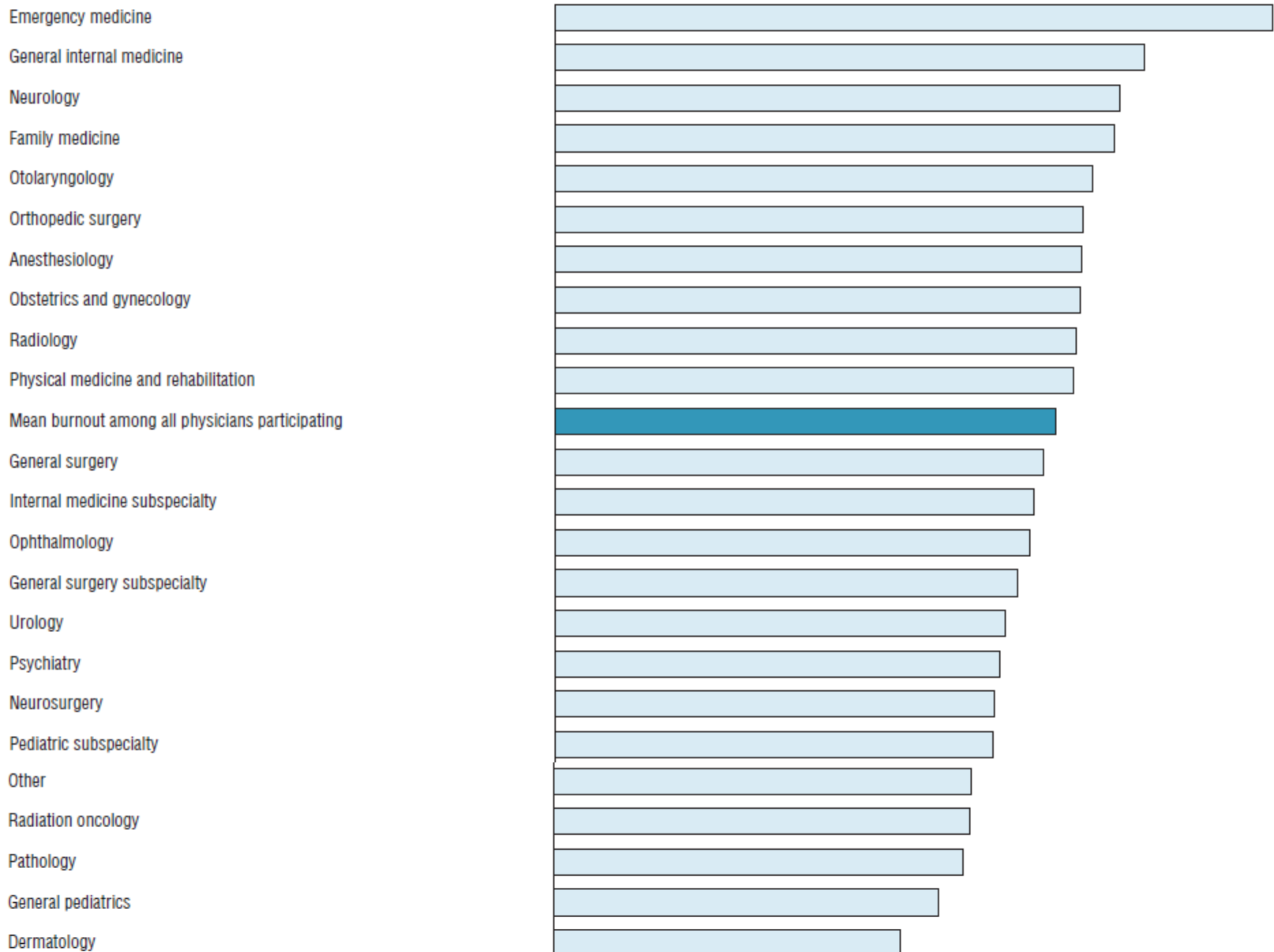
Suicidal Ideation

Suicidal ideation in the past 12 mo, No. (%)	466 (6.4)
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Satisfaction With Work-Life Balance

Work schedule leaves me enough time for my
personal and/or family life, No. (%)

Strongly agree	1233 (16.9)
Agree	2279 (31.3)
Neutral	1046 (14.4)
Disagree	1775 (24.4)
Strongly disagree	911 (12.5)
Missing	44 (0.6)







**Table 3. Comparison of Employed Physicians
in the Sample Aged 29 to 65 Years
With a Probability-Based Sample
of the Employed US Population
Aged 29 to 65 Years**

Variable	Physicians (n = 6179)	Population Control Subjects (n = 3442)	P Value
Hours worked per week			
Mean (SD)	53.3 (15.5)	42.2 (13.4)	<.001
Emotional exhaustion ^f			
Never	785 (12.7)	406 (11.8)	<.001
A few times a year	1637 (26.5)	1065 (30.9)	
≤Once a month	782 (12.7)	537 (15.6)	
A few times a month	958 (15.5)	610 (17.7)	
Once a week	614 (9.9)	239 (6.9)	
A few times a week	819 (13.3)	372 (10.8)	
Every day	536 (8.7)	193 (5.6)	
Missing	48 (0.8)	20 (0.6)	
High score ^g	1969 (31.9)	804 (23.4)	<.001
Depersonalization ^h			
Never	2020 (32.7)	1357 (39.4)	<.001
A few times a year	1537 (24.9)	824 (23.9)	
≤Once a month	679 (11.0)	348 (10.1)	
A few times a month	705 (11.4)	374 (10.9)	
Once a week	405 (6.6)	176 (5.1)	
A few times a week	541 (8.8)	202 (5.9)	
Every day	247 (4.0)	133 (3.9)	
Missing	45 (0.7)	28 (0.8)	
High score ^g	1193 (19.3)	511 (14.8)	<.001

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in the Sample Aged 29 to 65 Years
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of the Employed US Population
Aged 29 to 65 Years**

Variable	Physicians (n = 6179)	Population Control Subjects (n = 3442)	P Value
Depression and suicidal ideation			
Screen positive for depression	2494 (40.4)	1426 (41.4)	.31
Suicidal ideation in the past 12 mo	426 (6.9)	227 (6.6)	.59
Satisfaction with work-life balance			
Work schedule leaves me enough time for my personal or family life			
Missing	13 (0.2)	8 (0.2)].<.001
Strongly agree	879 (14.2)	671 (19.5)	
Agree	1898 (30.7)	1291 (37.5)	
Neutral	909 (14.7)	677 (19.7)	
Disagree	1621 (26.2)	605 (17.6)	
Strongly disagree	859 (13.9)	190 (5.5)	

Stress Reduction Kit



**Bang
Head
Here**

Directions:

1. Place kit on FIRM surface.
2. Follow directions in circle of kit.
3. Repeat step 2 as necessary, or until unconscious.
4. If unconscious, cease stress reduction activity.

PREVENTING BURNOUT

- Personal strategies
 - Education about burnout
 - Self-awareness
 - Stress management
 - Mentoring/Strategic career development
 - Organizational strategies
 - Policies
 - Culture
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COPING STRATEGIES

- Social support
- Positive daily events
- Mentors
- Stress management training
- Life coach/Strategic Life Planning
- Individual therapy
- Psychotropic medication
- Individualized employment plan (FMLA for a break from work or reduced work hours, working back up to full time when ready)

WELLNESS INITIATIVE IN PEDIATRICS (WIP)
