“Recognizing Burn Out and How to Avoid It…In Yourself and Your Learners”

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Participant Note Sheet and Action Plan: Take notes and complete each section below to prevent burnout and promote professional health and wellness within your programs.

Where are you on the spectrum? Write a personal goal to maintain wellness.

Definition of Burnout, Risks and Sources: Identify your own risk and sources of burnout.

Risk Factors for Burnout

- Single
- Gender/sexual orientation
- Jill of all trades
- Family problems
- Early/mid-late career
- Previous mental/health issues (depression)
- Fatigue & sleep deprivation
- General dissatisfaction
- Alcohol and drugs
- Minority/international
- Teaching & research demands
- Potential litigation

Six Sources of Burnout

1. Work overload
2. Lack of control
3. Insufficient reward
4. Unfairness
5. Breakdown of community
6. Value conflict
Identify changes you will implement as an individual to prevent and reduce your own risks of burnout.

**Protective Factors**

- **Personal:**
  - Build resiliency – focus on self-care issues first.
  - Address Maslach’s 6 sources of burnout.
  - Influence happiness through personal values and choices.
  - Adopt a healthy philosophy/outlook.
  - Spend time with family & friends.

- **Work:**
  - Address Maslach’s 6 sources of burnout.
  - Gain control over environment & workload.
  - Find meaning in work.
  - Set goals and maintain balance.
  - Have a mentor.
  - Obtain adequate administrative support systems.

**Four Strategies for Enhancing Resiliency**

- Self-care
- Manage energy
- Mindfulness

**Self-Care**

Seven key areas:

1. Sleep
2. Balanced meals
3. Physical activity
4. Socialization/hobbies
5. Vacations/down times
6. Spiritual engagement
7. Having a personal physician
Identify at least 1 institutional issue to be addressed to help reduce risk of burnout for faculty and learners.

Write at least 1 feasible action plan to implement institutional changes to support learners’ self-care and reduce burnout.

**Interventions for Learners**

- **Individual-driven measures**
  - Includes: individual-driven behavioral, social, and physical activities, including promoting interpersonal professional relations, resilience, counseling, and exercise.

- **Workplace-driven measures**
  - Includes: education about burnout, workload modifications, increasing the diversity of work duties, stress management training, mentoring, emotional intelligence training, and wellness workshops.