

Harms of PA Burnout And What You Can Do Now. A workshop to develop a self care plan and assess ideal job and life and where you can start to make changes.

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Disclosures

- Talia Sierra, DMSCS, PA-C
 - The Burn Clinic
- Heidi Posey, BHS, PA-C
 - The Burn Clinic

Objectives

- Explain the harms of PA burnout
- Develop self care plan
- Describe your ideal job/life, describe your ideal job/life and assess overlap
- Describe where you can implement practical changes in the next two weeks

HARMS OF PA BURNOUT

Burnout and Patient Satisfaction

- Impact on patient relationship¹
 - Lower quality relationship
 - Less likely to ask open ended questions
 - Open ended questions = higher pt. Satisfaction
 - Withhold extra advice and info on follow-up
 - Create treatment plans that may not be appropriate for the pt.
 - Pt. less likely to ask clarifying questions
 - Pt less involved in own



Burnout and Your Patient

- Patient recovery times increase¹
 - ↑ provider MBI = ↑ recovery time, ↓ pt satisfaction
 - ↑ pt. perception of depersonalization = ↑ recovery time, ↓ pt satisfaction





Burnout and Positivity

- Impact on 'positivity effect' ²
 - ↑ burnout, ↓ positivity
 - ↑ positivity = ↑ decision making and problem solving
 - ↓ cognitively vigilant = ↓ quality of care
 - Burned out internal med providers more likely to report suboptimal patient care procedures ²

Burnout and Malpractice

- Medico-legal issues
 - Pilot study showed decreased medical errors³
 - Controlled trial on longitudinal effects of program on malpractice claims³
 - 22 control hospitals, 22 participating hospitals
 - Matched for size, geography, practice scope, baseline frequency of malpractice claims
 - 70% reduction in the next year for participating, 3% reduction in control



Decrease Productivity

- Reduction in physician FTE decreases with each 1 pt increase in exhaustion or 1 pt decrease in satisfaction ⁴
- Leading to higher rates of reduction from FTE



Burnout and Family

- Marital issues⁵
 - ↑ strain in relationships
 - Feeling personal needs are not met
 - Time together is not quality
 - How to turn 'sexy off' - bring work home
- Negative impacts on children⁶
 - Children with parents who exhibit depressed and anxious symptoms are more likely to exhibit social isolation and anxiety



Depression and Suicide



- Physician suicide rates 70% higher than the general population and for women physicians it is 250-400% higher⁷
- In the general population the suicide rates for men are usually much higher
 - In physicians the rates for male vs female are nearly the same.
 - 68% of PA's identify as female per NCCPA⁸

Prevention and Treatment

- Creating awareness that we are all at risk
 - APPs have a unique set of risk factors
- Creating a balance in your work environment
- Creating a balance in your personal environment





Self Care Plan

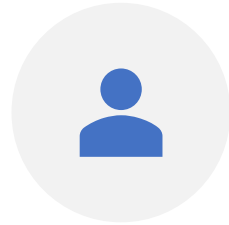
Your Why?



Elements of self care plan



PROFESSIONAL



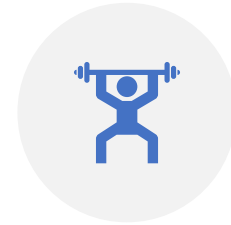
WORKPLACE



RELATIONSHIPS



PSYCHOLOGICAL/
POSITIVITY



PHYSICAL



ACCOUNTABILITY

Professional

CME

Connecting

Teaching

Conferences

Precepting/Students

Workplace

Boundaries

- Separate work from home

Prioritize

- Say YES to YOU

Efficiency

- How can you get home sooner?

Relationships



Prioritize close relationships in a way that is important to THEM.



Make them feel special



Give undivided attention

Psychological

Turn off work e-mails/notifications outside of work hours

Mindfulness

Non-work hobbies

Engage with positive friends and family

Engage with mentors or supportive work colleagues

Spiritual

Positivity



Highs and lows



Being aware of positives



Talking with
friends/partner/clinicians about
emotional wellbeing

Physical

Sleep

Diet

Physical Activity

Use Your Sick Leave

Accountability



Plan it and share it.



By telling someone you trust,
you are making a commitment
to you.

Ideal Job, Ideal Life,
Where Are You Now?

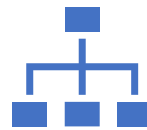
Ideal Job



Practice type



Compensation



Management



Schedule



Perks



Practice Type



Compensation



Management



Schedule



Perks

Ideal Life

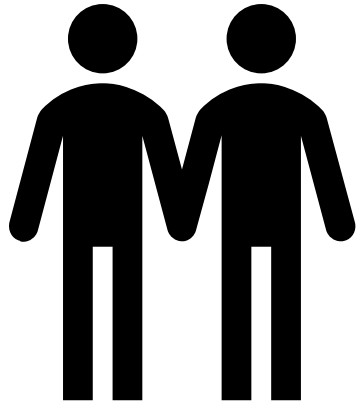
Relationships/Family

Family

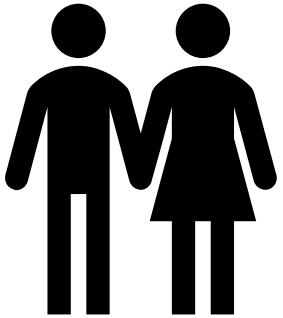
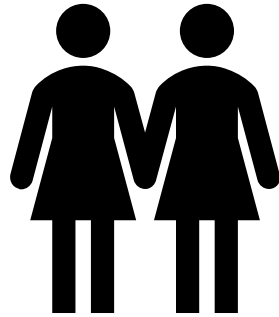
Home

Adventures

Retirement



Relationships

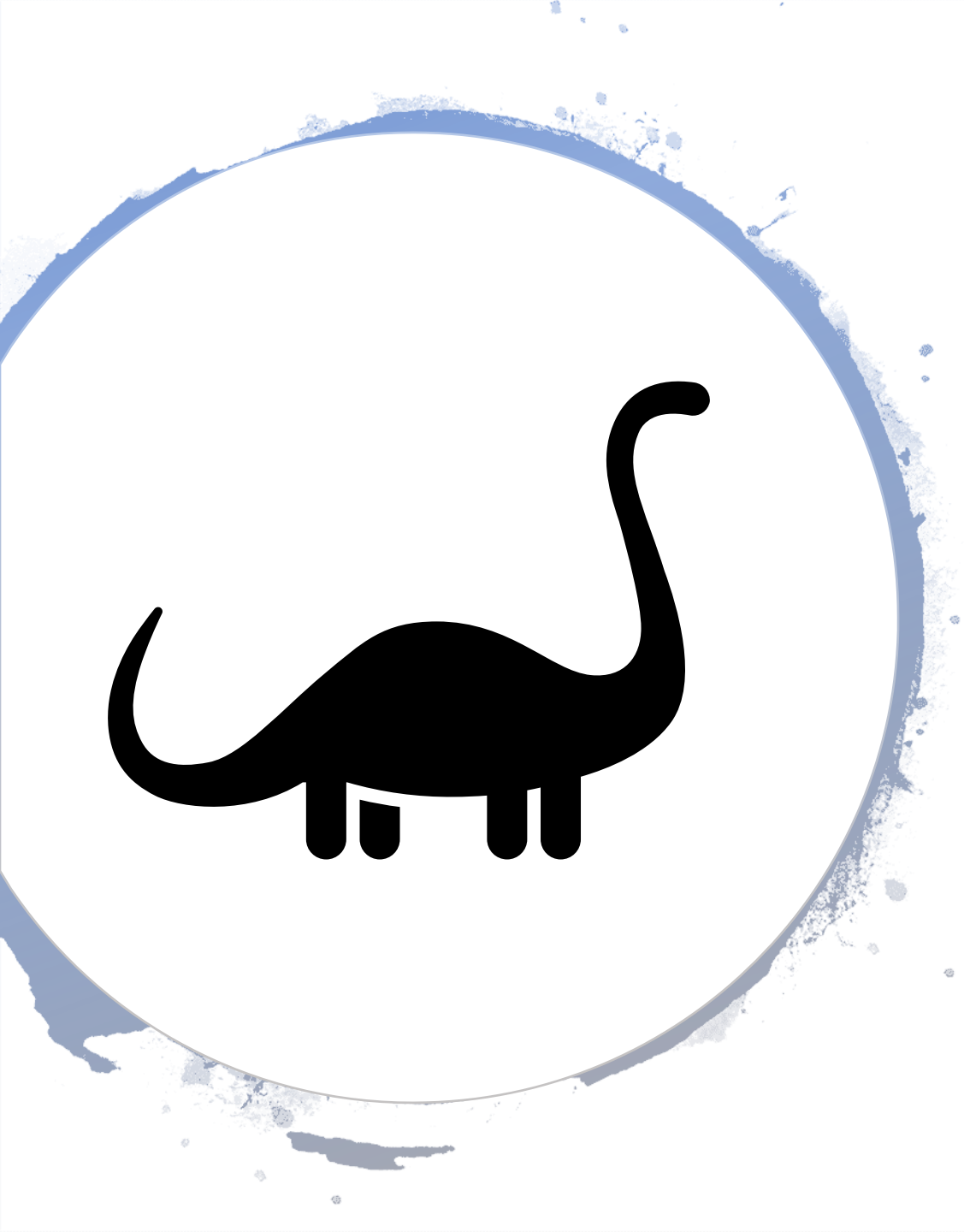




Family



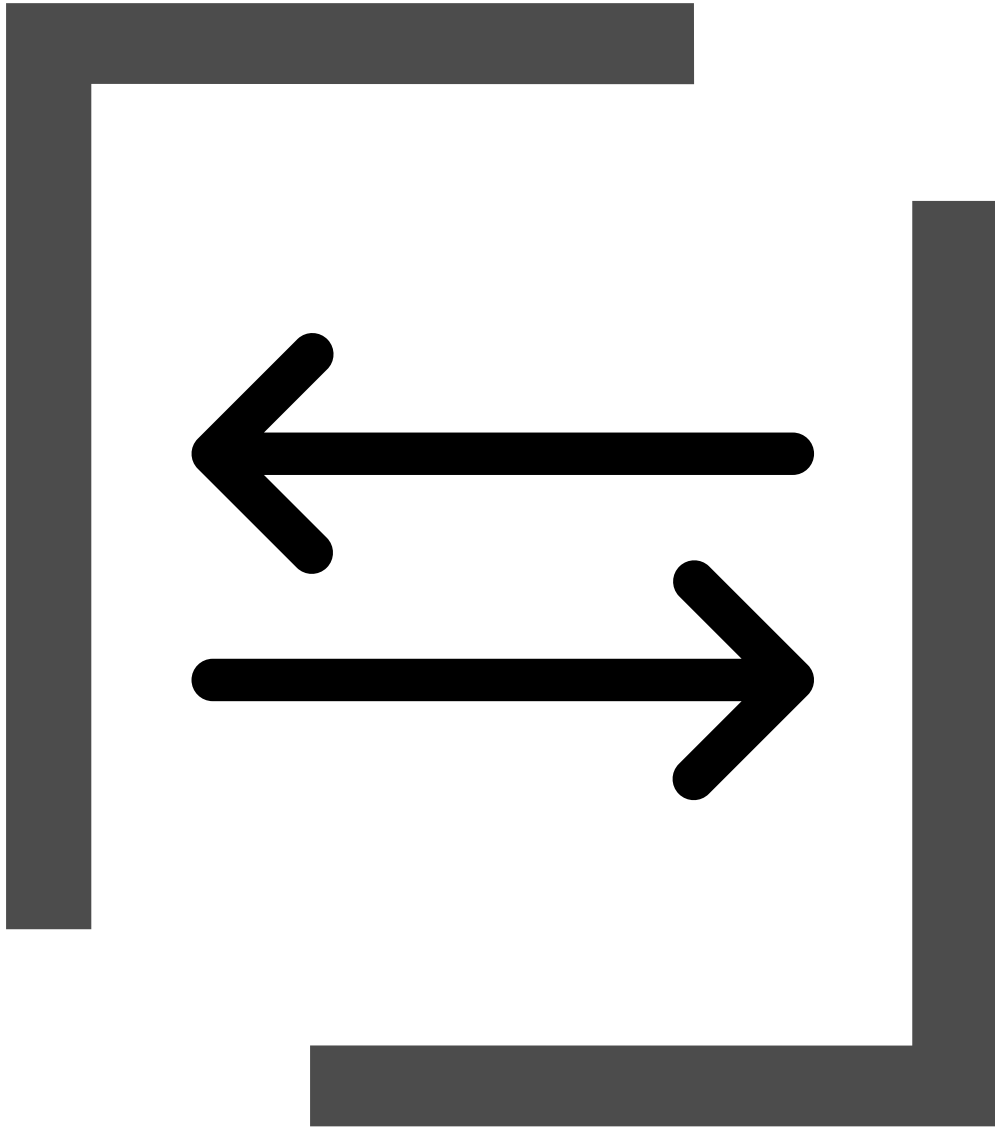
Financial



Adventures and Self Care



Retirement



Where are you now?

- What is your overlap in each area?



The time for change is now.

- Which of these can you commit to working on?
- Chose 1-2 and write them down.
- Make a solid plan on where, when and how you will implement these in the next week.



Take Home Points

- There are several significant harms to PA burnout
- You can never get to be where you want if you don't know what you want.
 - Developing a self care plan starts the process to insight on taking care of you to be able to take care of others.
 - Understanding what you want from your job and life and where you are now can help you work to your ideal goals.

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Questions?

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