**Well-being and Burnout**

Take charge of your well-being.

**What is Burnout?**

Feelings of emotional exhaustion, depersonalization, and a decreased sense of personal accomplishment that leads to decreased effectiveness at work.

**Burnout is Common**

Burnout affects over 50% of physicians.

From 2011 to 2014, burnout rates among physicians increased by 10%.

**Why We Must Address Burnout**

**Burnout Affects Patient Care**

Burnout influences quality of care, patient safety, patient satisfaction, and other factors.

**Burnout Impacts the Workforce**

Increased turnover and early retirement among physicians has been linked to burnout.

**Workplace Solutions Include 3 Key Domains of Physician Well-being**

1. **Culture of Wellness in the Workplace**
   
   Elements include: a sense of community, open communication with leadership, plan for staff retention.

2. **Optimal Workflows**
   
   Elements include: realistic productivity measures (no more than 75% time for direct clinical care), realistic documentation requirements, assistance with administrative burdens, reasonable physician autonomy.

3. **Support of Personal Resilience Strategies**
   
   Examples include: Employee assistance benefits including access to mental health services; Time for vacation, illness, and adequate CME; Education on strategies to promote well-being and resilience; Promote work-life balance.

**For more information visit** psychiatry.org/wellbeing

**References:**