Burnout is common

- Burnout affects over 50% physicians\(^1\)
- From 2011 to 2014 burnout rates among physicians increased by 10%

What is burnout?

- Feelings of emotional exhaustion, depersonalization, and a decreased sense of personal accomplishment that leads to decreased effectiveness at work.\(^2\)

Reasons to address burnout

- Burnout affects patient care: Burnout influences quality of care, patient safety, patient satisfaction, and other factors.\(^3\)
- Burnout impacts the Workforce: Increased turnover and early retirement among physicians has been linked to burnout.\(^4\)
- Burnout overlaps with mental health in some people: There is an unclear but important relationship between burnout and physician depression/suicide.\(^4\)

More information

- Visit psychiatry.org/wellbeing

Best Practices for Employed Psychiatrists include 3 key domains of physician well-being\(^5\)

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

- **Optimal Workflows**
  
  *Elements include: realistic productivity measures, realistic documentation requirements, assistance with administrative burdens, reasonable physician autonomy, adequate administrative time to support clinical volume.*

- **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.*