



# Well-being and Burnout

Take charge of your well-being.



## Burnout is common

- Burnout affects over 50% physicians<sup>1</sup>
- 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.<sup>2</sup>

## Reasons to address burnout

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

## More information

- Visit [psychiatry.org/wellbeing](http://psychiatry.org/wellbeing)

## Best Practices for Employed

Psychiatrists include 3 key domains of physician well-being<sup>5</sup>

- **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.*