

INFORMATION AND RESOURCES REGARDING BURNOUT

These resources were compiled by members of the ACEP Well-being Committee, May 2015

Websites

[Rachel Naomi Remen MD: Remembering your Power to Heal](#)

- Healers art and blog

[The Happy MD](#)

- Blog by Dike Drummond, MD former Family Practice Physician, now leading physician burnout expert.

[KevinMD.com Social media's leading physician voice](#)

- Keven Pho, MD practicing internist and powerful social media presence who provides a public face for the issues facing health care providers and policy makers. The physician tab in particular has discussions from many experts in physician burnout, suicide, resilience and empathy.

[Why I Left Medicine: A Burnt-Out Doctor's Decision to Quit](#)

- A physician who left clinical care reflects on the factors that led to leaving medicine and what she imagines might have made a difference before she was too burnt out.

JUST FOR FUN...

[ZDOGG MD](#)

- Zubin Damania, MD is a self described physician, off white rapper and founder of turntable health offering primary care in Las Vegas, NV whose videos on medical care and the medical system are a hilarious break for patients and burnt out physicians alike.

Books

[The Resilient Physician](#)

Wayne Sotile, MD and Mary Sotile

- Husband and wife team explore factors leading to physician burnout and developing resilience over a lifetime of medical practice.

[What Doctor's Feel How Emotions Affect the Practice of Medicine](#)

Danielle Ofri, MD

- Practicing internist and writer Dr. Ofri writes about how the hidden emotional responses of physicians affect patients

[Stop Physician Burnout-what to do when working harder ... isn't working](#)

Dike Drummond, MD

- Book by Dike Drummond, CEO of thehappymd.com former family practice physician who uses his burnout experience to prevent burnout and build physician leadership

[Organizational Climate, Stress, and Error in Primary Care: The MEMO Study](#)

- A study of the impact of organization stress on physicians and patients by a research group including leading burnout researcher Mark Linzer. Shows that physician stress is prevalent in primary care; stress and the likelihood of making errors are associated with organizational climate and office environment and thus interventions may help.

Articles

Shanafelt TD, Boone S, Tan L, et al. [Burnout and Satisfaction with Work-Life Balance Among US Physicians Relative to the General US Population](#). *Arch Intern Med*. 2012;172(18):1377-1385.

Academic study of 7288 physicians from JAMA showing burnout is more common among physicians than among other US workers. Physicians in specialties at the front line of care access seem to be at greatest risk. EM is first in burnout overall.

West CP, Dyrbye LN, Rabatin JT, et al. [Intervention to promote physician well-being, job satisfaction, and professionalism: a randomized clinical trial](#). *JAMA Intern Med*. 2014;174(4):527-33.

An intervention for internal medicine physician at the Mayo Clinic, based on a facilitated small-group curriculum improved meaning and engagement in work and reduced depersonalization, with sustained results at 12 months after the study.

Epstein RM, Krasner MS. [Physician resilience: what it means, why it matters, and how to promote it](#). *Acad Med*. 2013;88(3):301-3.

An article by the University of Rochester Mindfulness group on the how to develop physician resilience. Examines current literature on physician resilience and advocates that it is in the self-interest of health care institutions to support resilience initiatives.

Linzer M¹, Levine R, et al. [10 bold steps to prevent burnout in general internal medicine](#). *J Gen Intern Med*. 2014 Jan;29(1):18-20.

Study of a burnout intervention by a dynamic group of researchers who have other writings on the topic which shows that specifically focusing on physician concerns can improve burnout and increase retention. Link to a summary of 7 signs of burnout extracted from this research groups writing: <http://www.ama-assn.org/ama/ama-wire/post/beat-burnout-7-signs-physicians-should>

Jensen PM, Trollope-Kumar K, Waters H, Everson J. [Building physician resilience](#). *Can Fam Physician*. 2008;54(5):722-9.

Qualitative study of family physicians which identified 4 attributes of resilience 1) attitudes and perspectives; 2) balance and prioritization; 3) practice management style, which includes sound business management, having good staff, and using effective practice arrangements; and 4) supportive relations.

Kuhn G1, Goldberg R, Compton S. [Tolerance for uncertainty, burnout, and satisfaction with the career of emergency medicine](#). *Ann Emerg Med*. 2009 Jul;54(1):106-113.

Emotional exhaustion was used as surrogate for burnout and found to be about 32.1% among emergency medicine and was not related to age or type of practice and not mitigated by EM specific training.

Physicians studied did not feel anxiety because of general uncertainty, difficulty in disclosing uncertainty to patients, or admitting errors to other physicians. High anxiety caused by This study found concern for bad outcomes was the strongest predictor of burnout but most EM physicians were satisfied with their career.

Areas for Further Research and Development

More interventions of burnout prevention

Large scale specialty EM specific risk factors