

Leading Under Stress

Lessons from the ICU

Joy Lo Chen, MD, FASA, FCCM

Associate Professor

Medical Director Dallas VA SICU

Co-Medical Director Dallas VA TICU

Disclosures

None

Objectives



Define stress and burnout



Discover which physician groups are more likely to be stressed/burned out



List the most common causes of physician burnout and implement mitigation strategies



Understand and utilize the Big 5 Personality Traits to lean into your strengths as a leader



Develop conflict management skills to help handle interpersonal stressors



Address burnout on an organizational level

STRESS vs BURNOUT

- Overengagement
- Reactive or over reactive emotions
- Sense of urgency and hyperactivity
- Lost or diminished energy
- Leads to anxiety
- Physically tolling

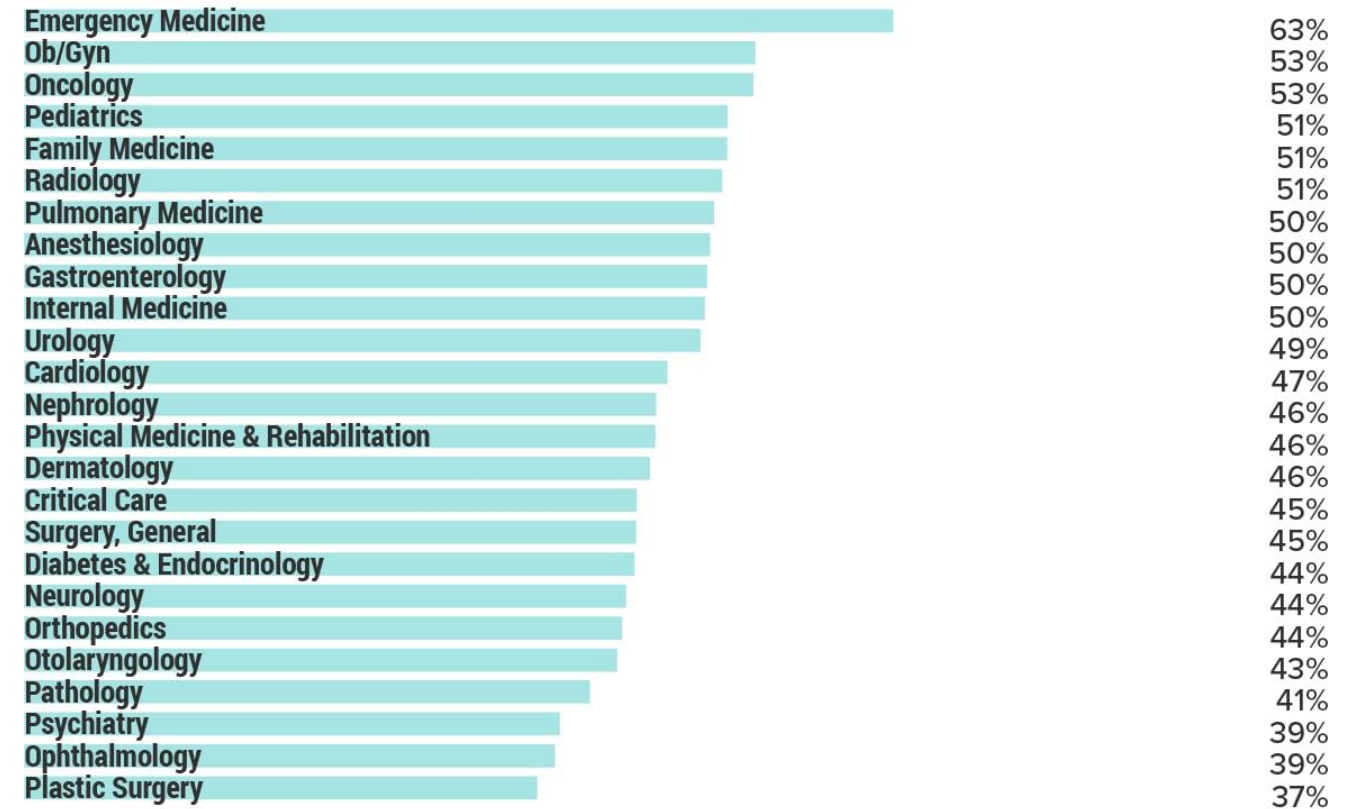


- Disengagement
- Blunted or distant emotions
- Sense of helplessness
- Motivation is lost or diminished
- Leads to feeling depressed
- Emotionally tolling



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- Medscape: Physician Burnout & Depression Report 2024

Which Specialties Have the Greatest Burnout Rates?



Not all specialties are shown.

What Contributes Most to Your Burnout?

Too many bureaucratic tasks
(eg, charting, paperwork)

Too many hours at work

Lack of respect from administrators/
employers, colleagues, or staff

Insufficient compensation

Lack of control/autonomy

Computerization of practice (EHRs)

Lack of respect from patients

Government regulations

Other

- Medscape: Physician Burnout & Depression Report 2024

Respondents could select up to three.

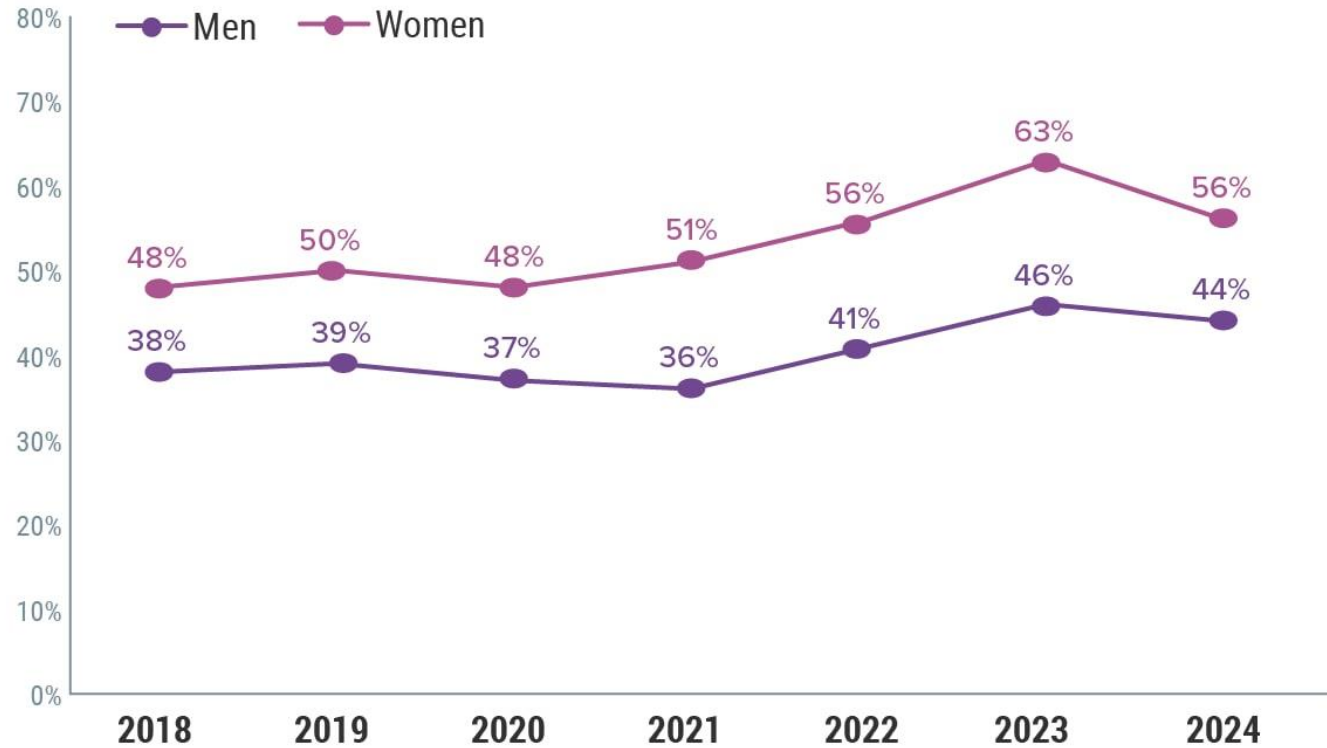
4 YEARS OF MEDICAL SCHOOL



6 HOURS A DAY OF DOCUMENTATION

Medscape: Physician Burnout & Depression Report 2024

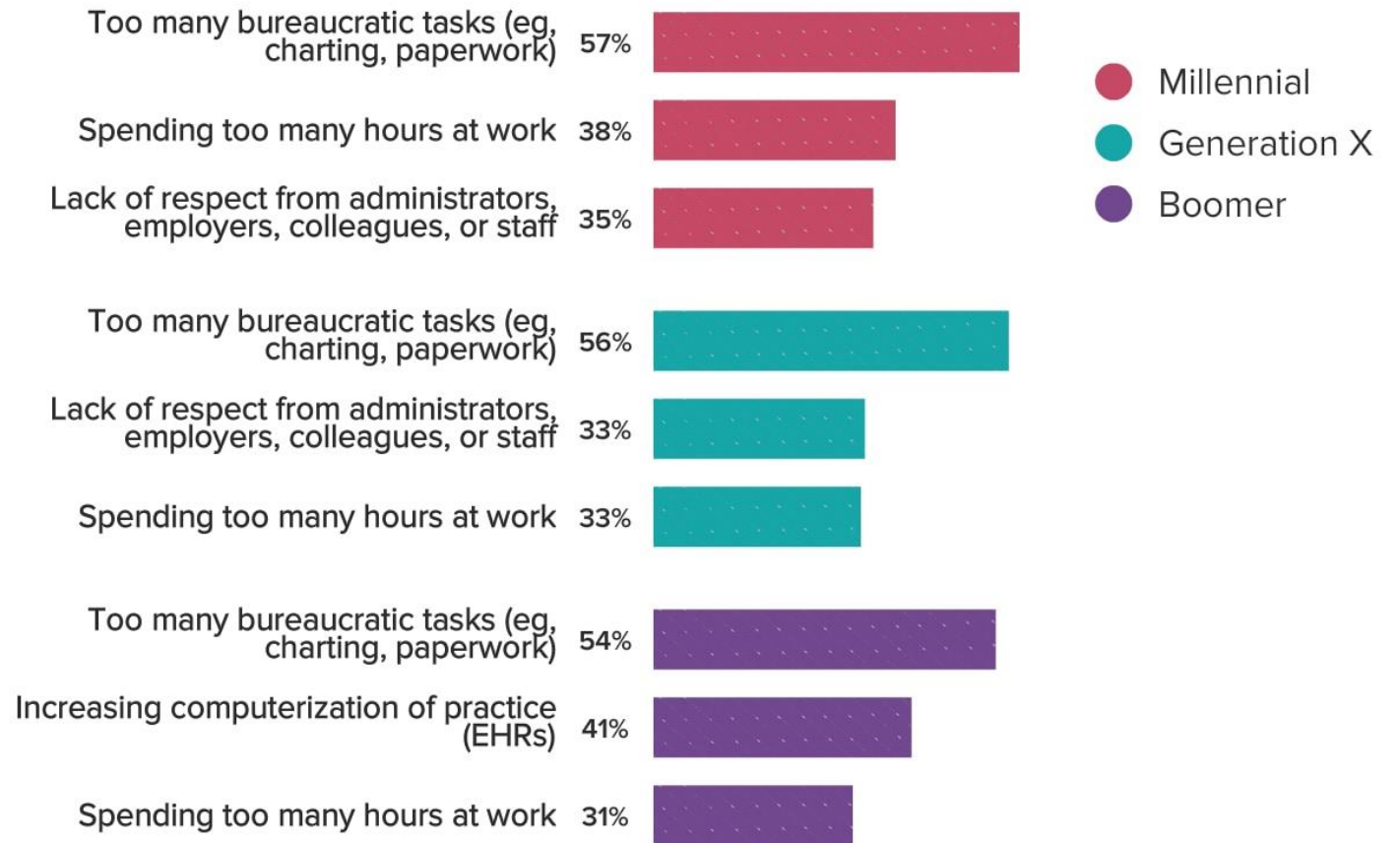
Are More Female or Male Physicians Burned Out?



Years shown refer to years report was published.

Medscape National Physician Burnout & Suicide Report 2020: The Generation Divide

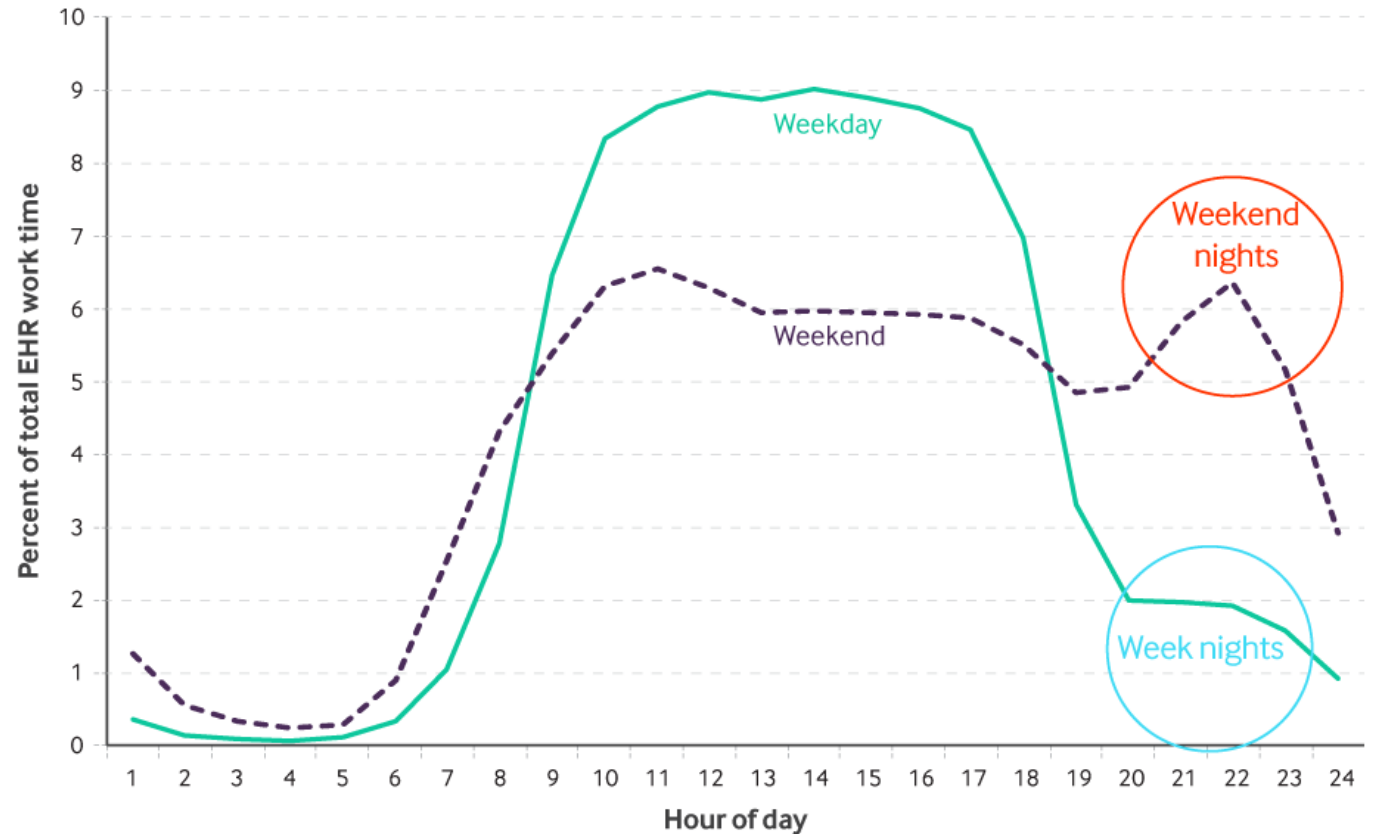
Top Three Contributors to Burnout (By Generation)



Medscape National Physician Burnout & Suicide Report 2020: The Generation Divide

Family physicians' EHR use by time of day.

Date nights and the EHR



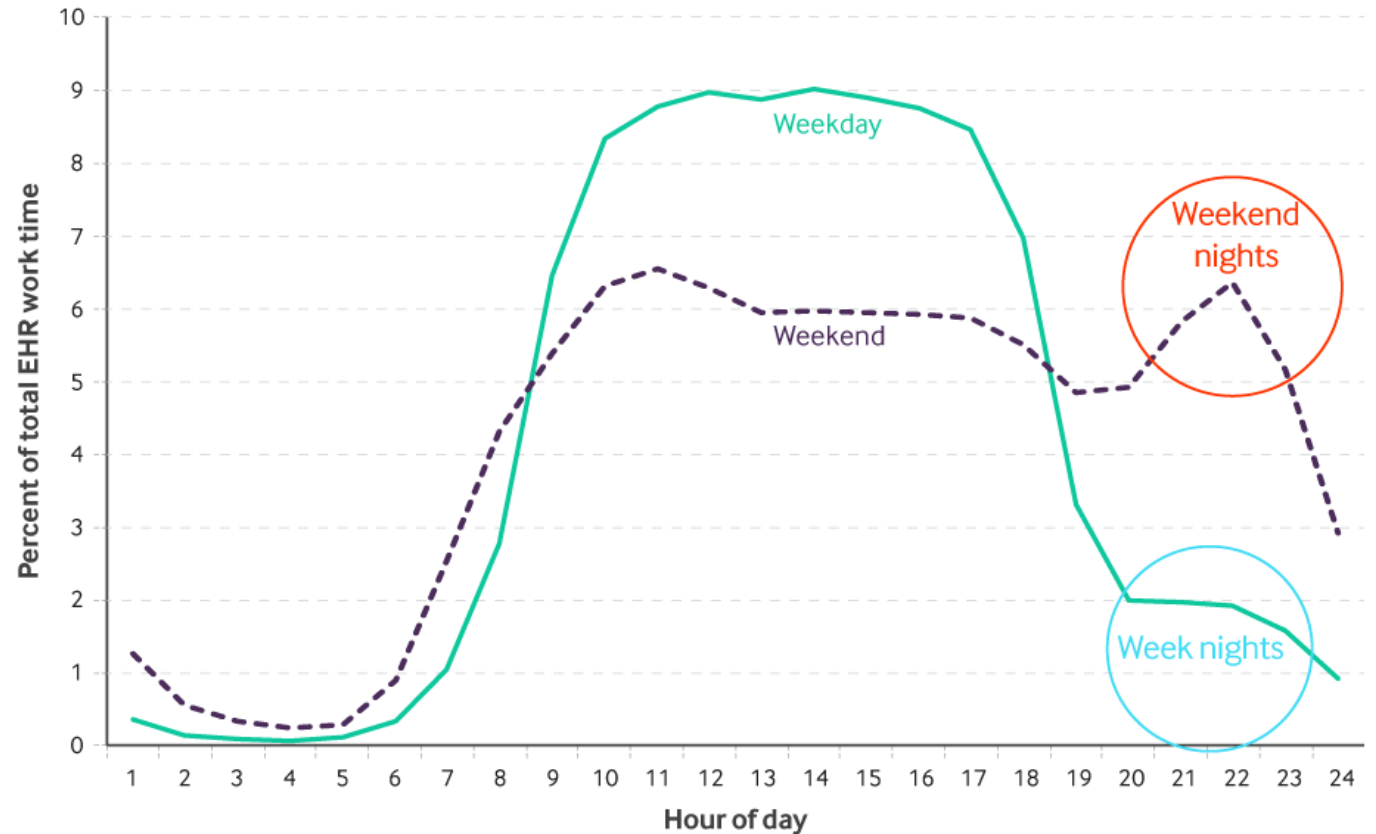
Modified from B. Arndt, et al., *Tethered to the EHR: Primary Care Physician Workload Assessment Using EHR Event Log Data and Time Motion Observations*, Annals of Family Medicine.

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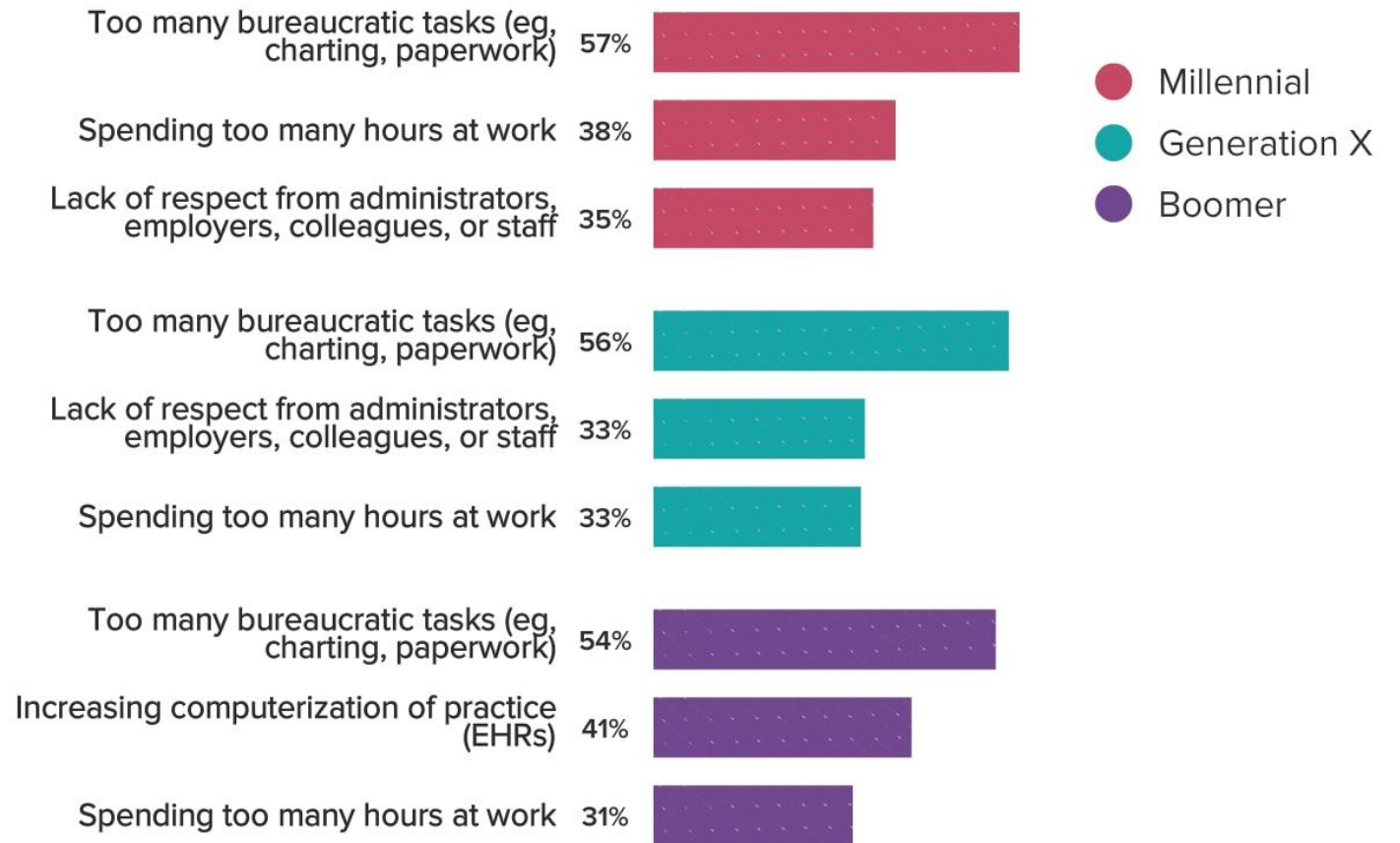
My Topic

AI scribe saves doctors an hour at the keyboard every day



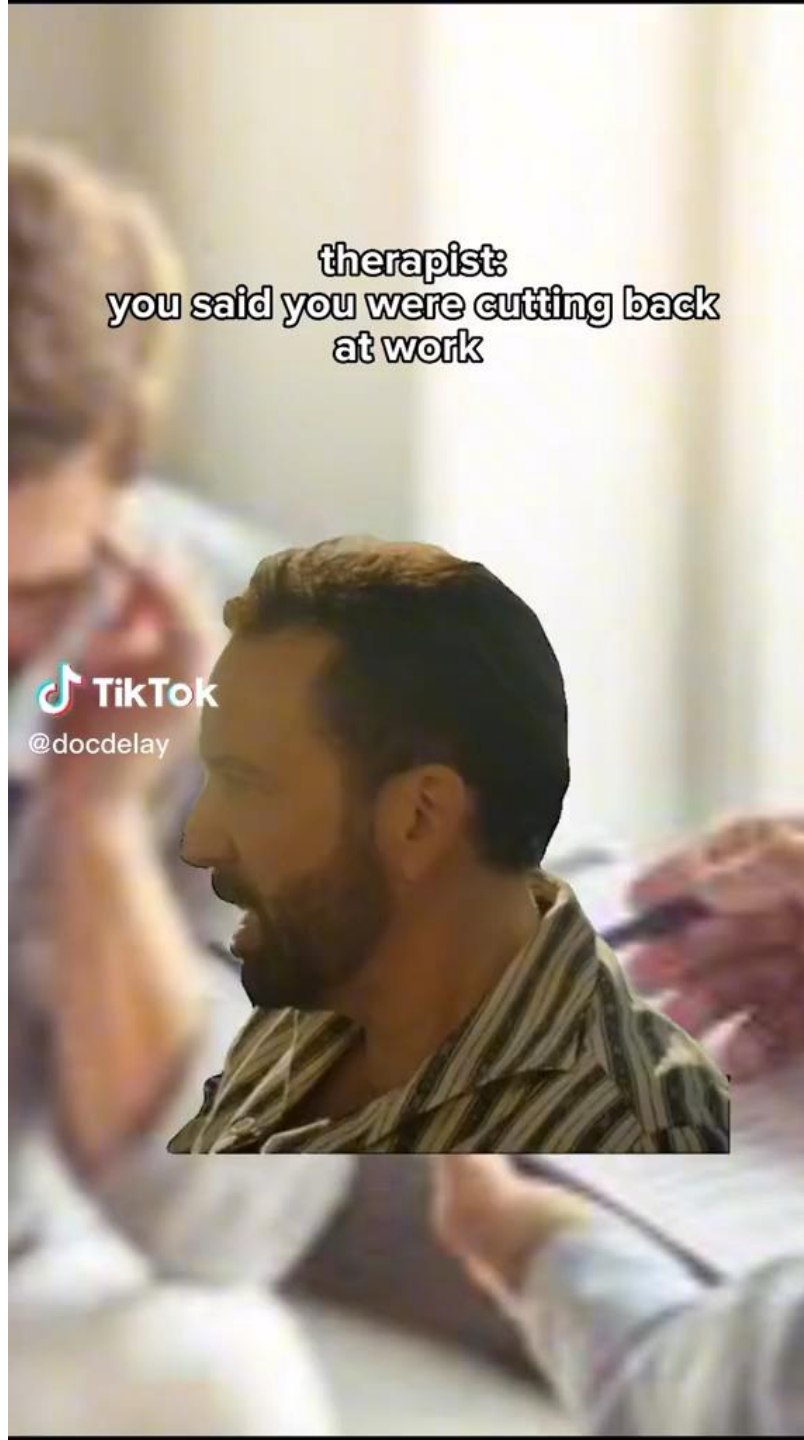
Medscape National Physician Burnout & Suicide Report 2020: The Generation Divide

Top Three Contributors to Burnout (By Generation)



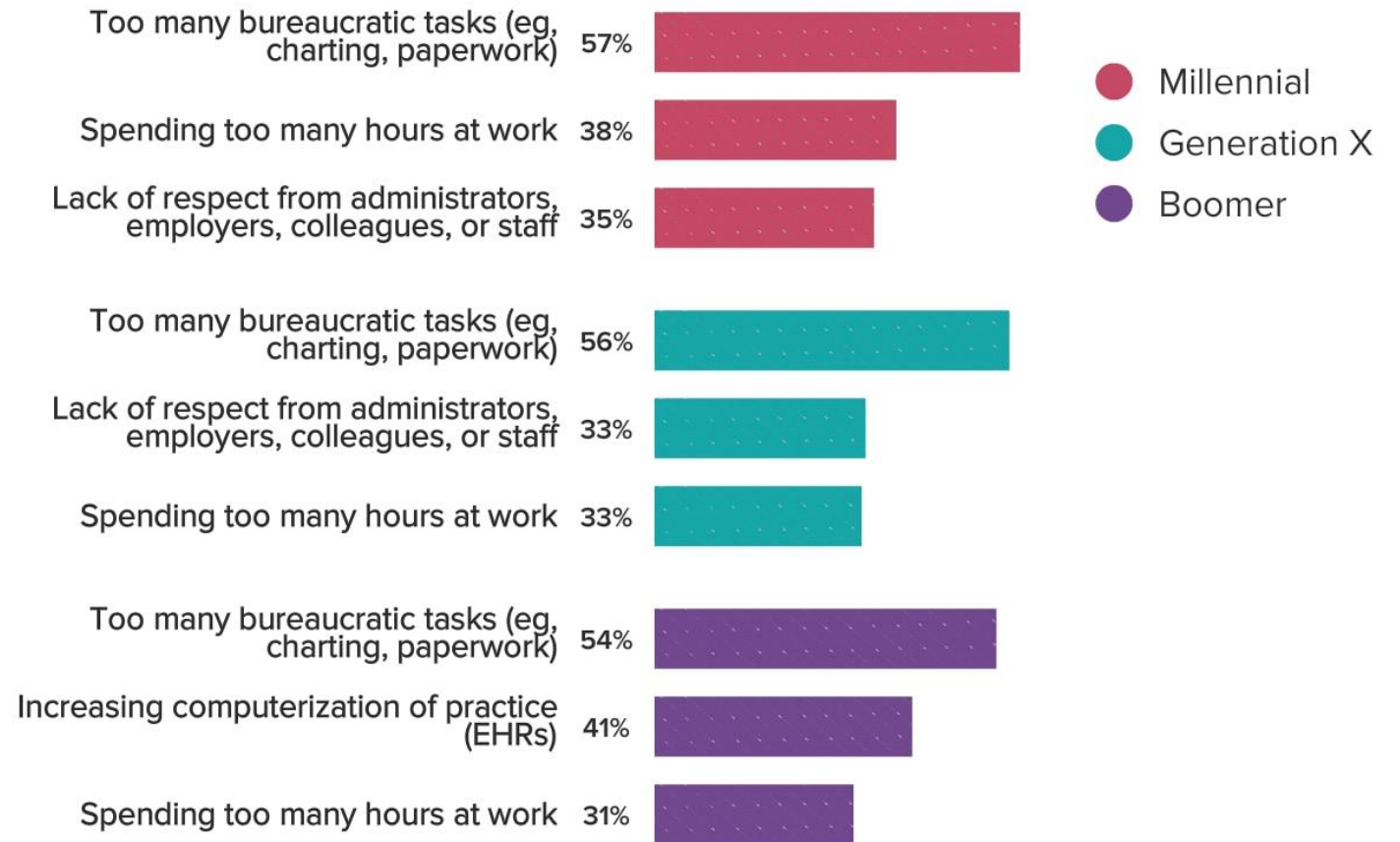
therapist:
you said you were cutting back
at work

 TikTok
@docdelay



Medscape National Physician Burnout & Suicide Report 2020: The Generation Divide

Top Three Contributors to Burnout (By Generation)



EHR PROMISES

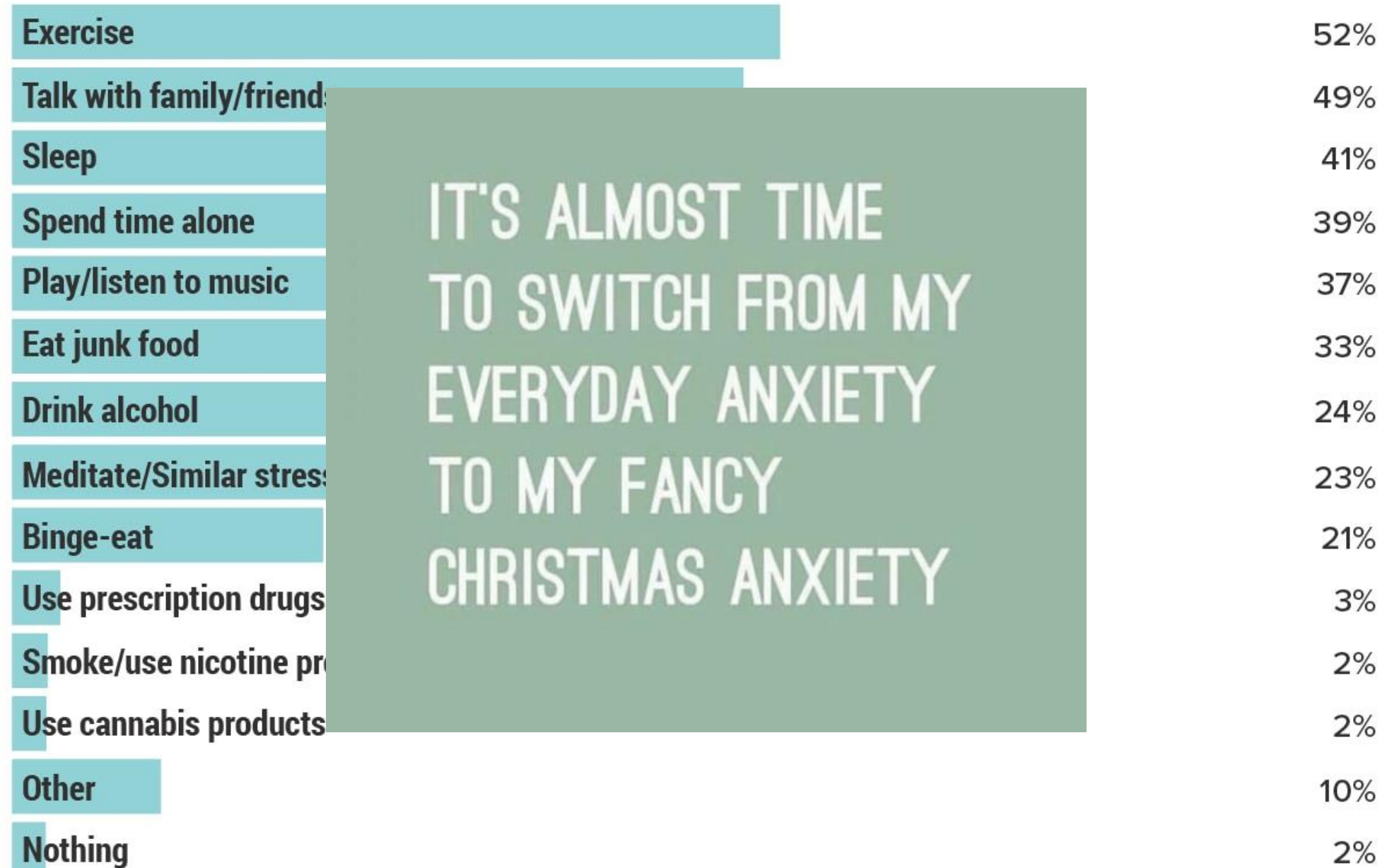


imgflip.com



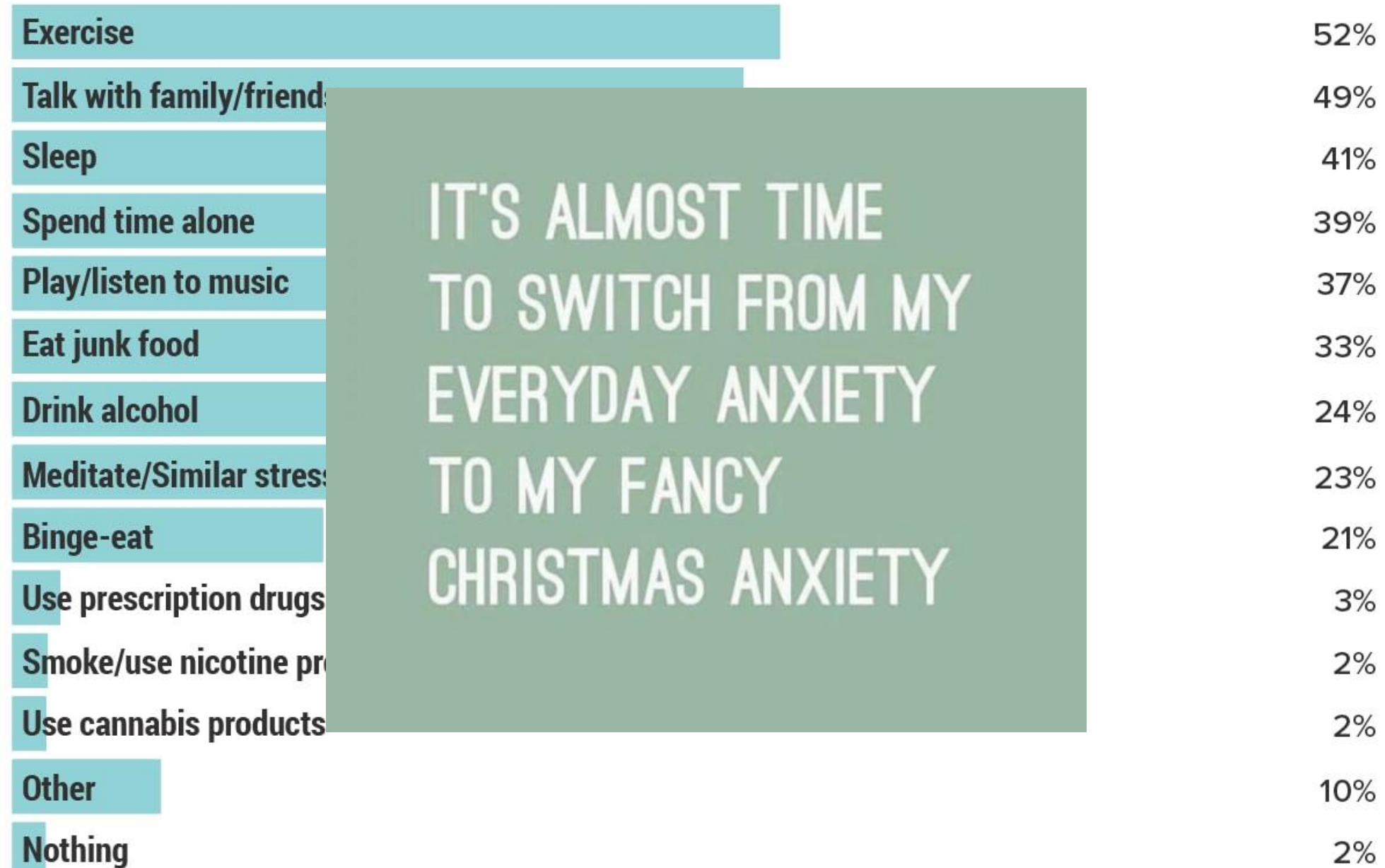
EHR REALITY

Coping Mechanisms That Physicians Use for Burnout



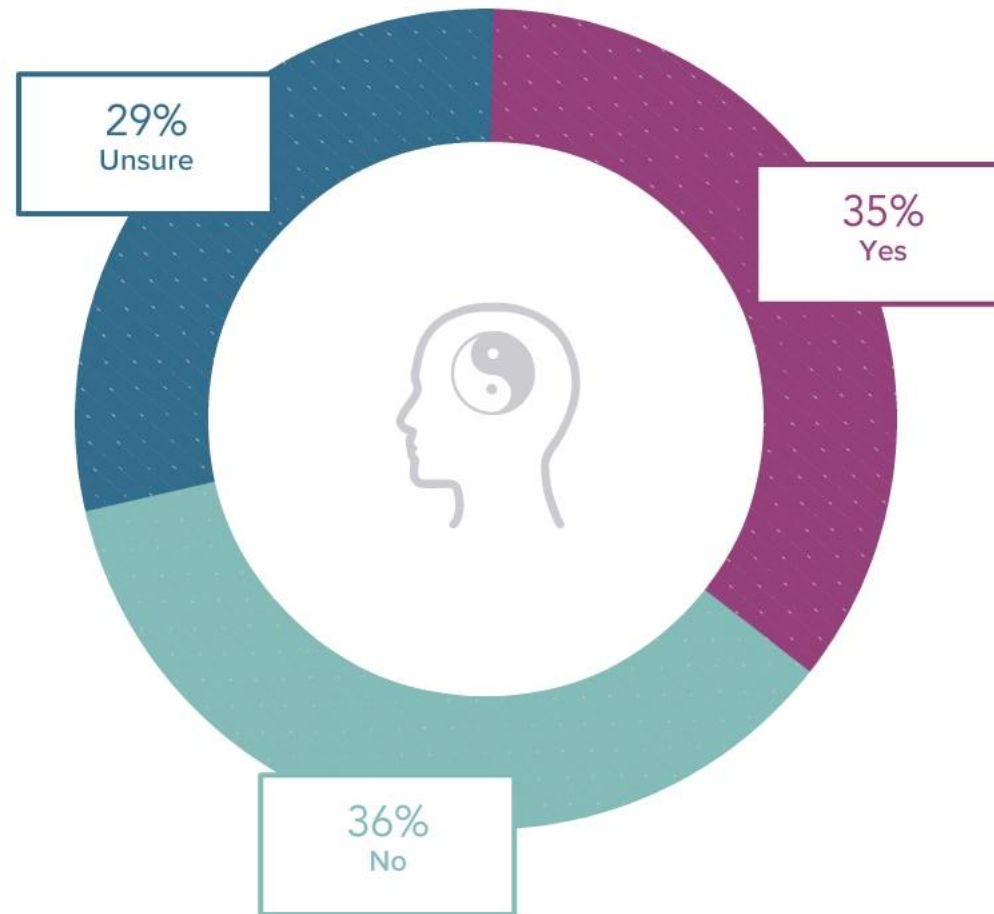
Respondents could choose more than one.

Coping Mechanisms That Physicians Use for Burnout




Respondents could choose more than one.

Does Your Personality Type Contribute to Burnout?



Medscape: US Physician Burnout & Depression Report 2023



The Big 5 Personality Traits (OCEAN)

- Openness
- Conscientiousness
- Extraversion
- Agreeableness
- Neuroticism

Openness

I prefer routine

Abstract ideas don't interest me

I am pragmatic

My decisions are data-driven

I can persevere

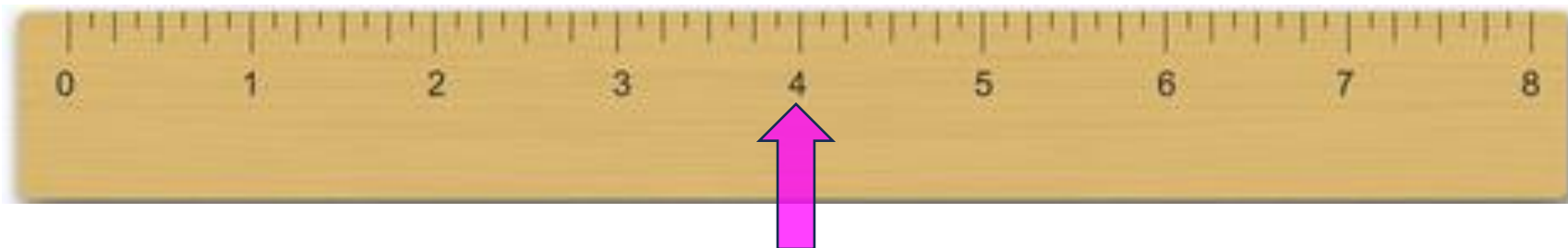
I love trying new things

I am creative

I am excited by a challenge

I am a risk-taker

I can be unpredictable or unfocused



Conscientiousness

I am spontaneous

I procrastinate

My office/home is often unorganized

It is difficult for me to save money

I am pretty relaxed and easy-going

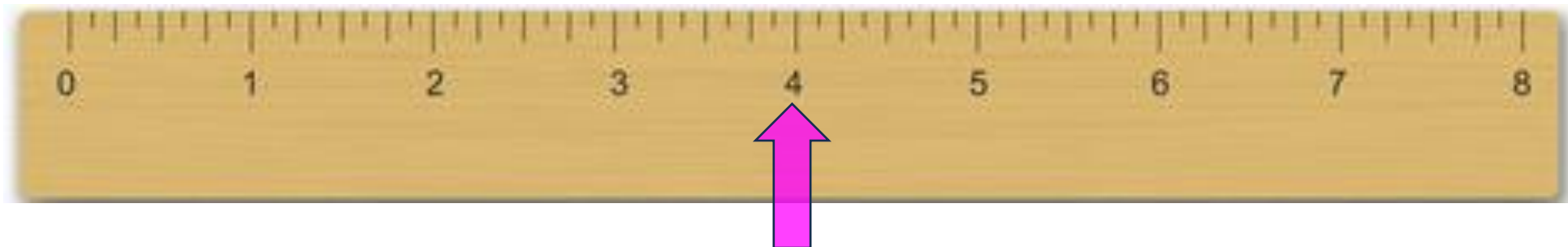
I am a planner

I am goal-directed

I adhere to norms and rules

I have self-control

I am reliable



Extraversion

Being around people drains my energy

I am analytical and reflective

I do not like to draw attention to myself

I enjoy reading, writing, meditating

I am reserved

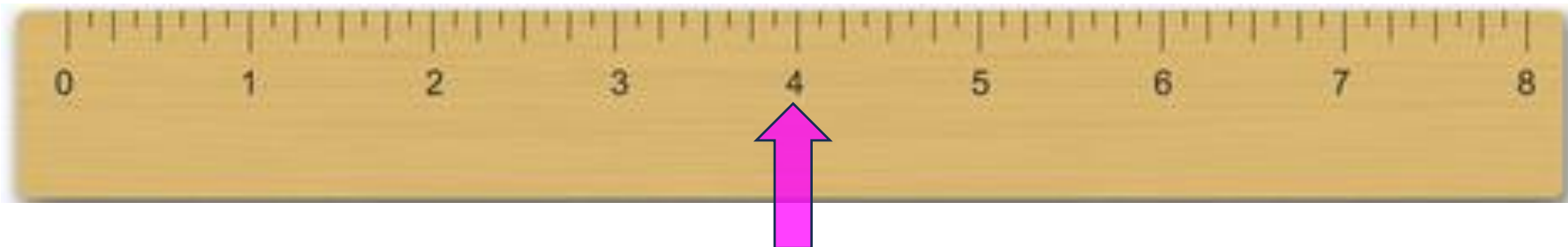
I thrive off being around people

I am comfortable talking to strangers

I like being the center of attention

I am bored when I am alone

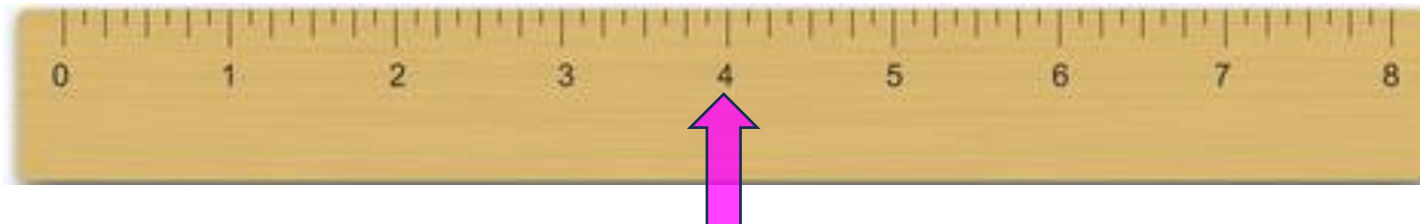
I can be talkative



Agreeableness

I put my own needs first
Others' feelings aren't my concern
I lead with authority
I insult and manipulate people

I enjoy helping others
I feel empathy and concern for others
People are inspired by me
I don't like conflict



Neuroticism

I don't worry much

I am emotionally stable

I am not easily rattled

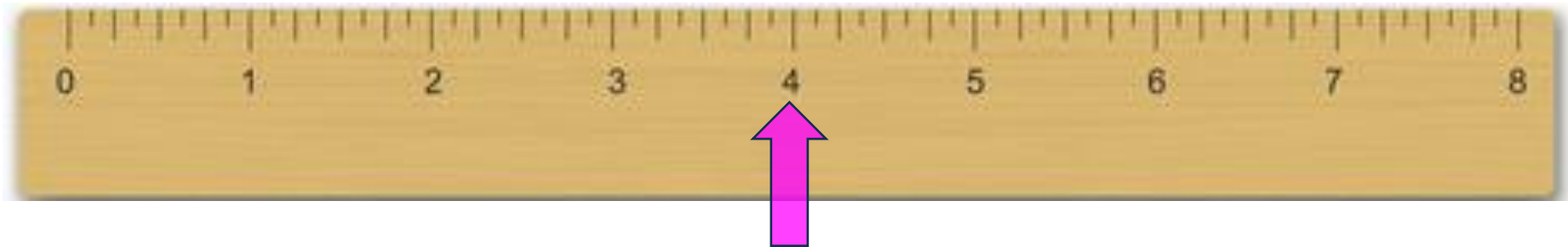
I bounce back easily from stressors

I worry a lot

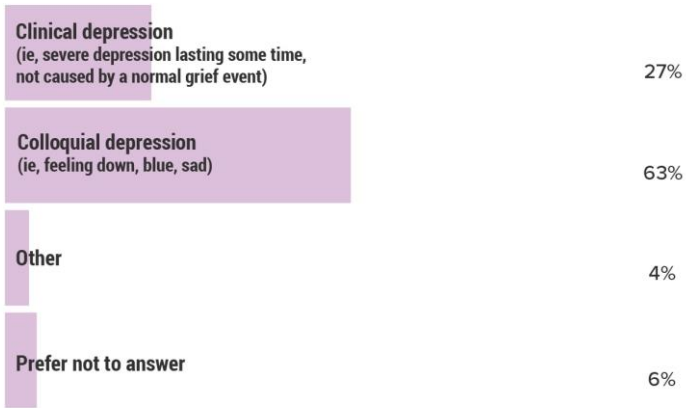
I am moody and often feel blue

I get stressed easily

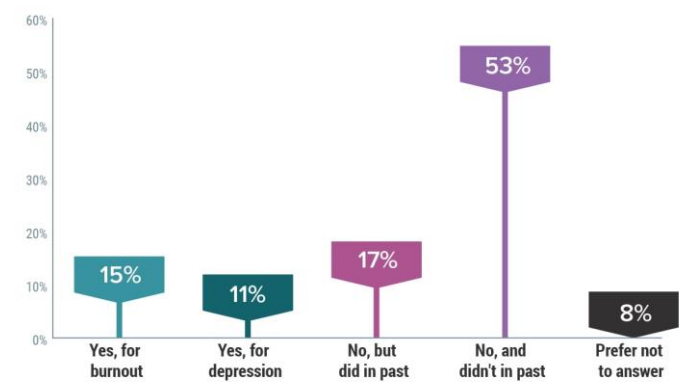
I respond poorly to stressors



Percentage of Physicians Who Are Depressed

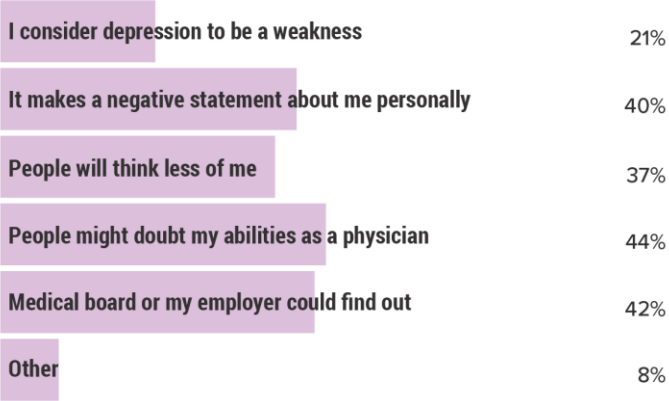


Stance on Professional Help for Burnout and/or Depression



Respondents who chose "yes" answers either used professional help at the time or planned to.

Why You Might Not Tell Anyone About Your Depression



Respondents could choose more than one.

#1 CONFLICT RESOLUTION
BESTSELLER FOR OVER A DECADE

EXPANDED THIRD EDITION

Conflict Management

ANGER VICTIMIZATION RESENTMENT
BLAME HATE JUSTIFICATION
SPITE
MANIPULATION BITTERNESS
CONTROL GRUDGE
AVOIDANCE CONTEMPT ANIMOSITY

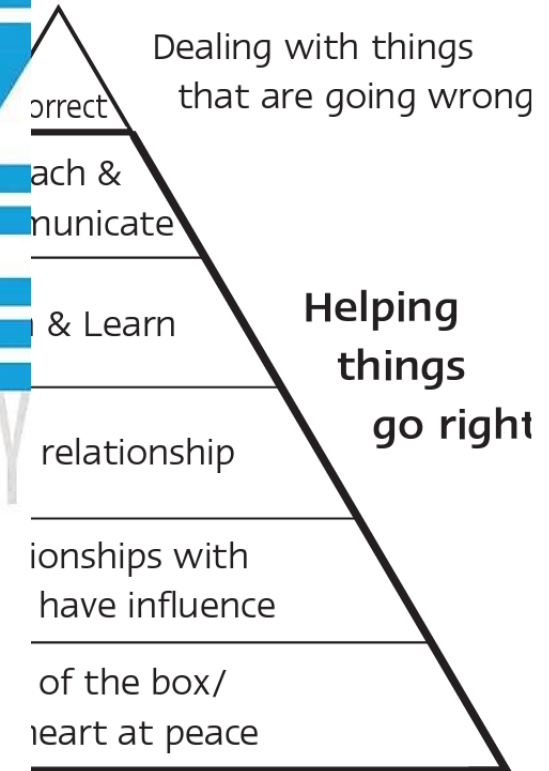
THE ANATOMY OF PEACE

*Resolving the Heart
of Conflict*

THE
ARBINGER INSTITUTE

Bestselling authors of *Leadership and Self-Deception* and *The Outward Mindset*

PEACE PYRAMID



(The Arbinger Institute, 2020)

**IS A TOXIC WORK
ENVIRONMENT**



A STAFF INFECTION?



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TECHNOLOGY

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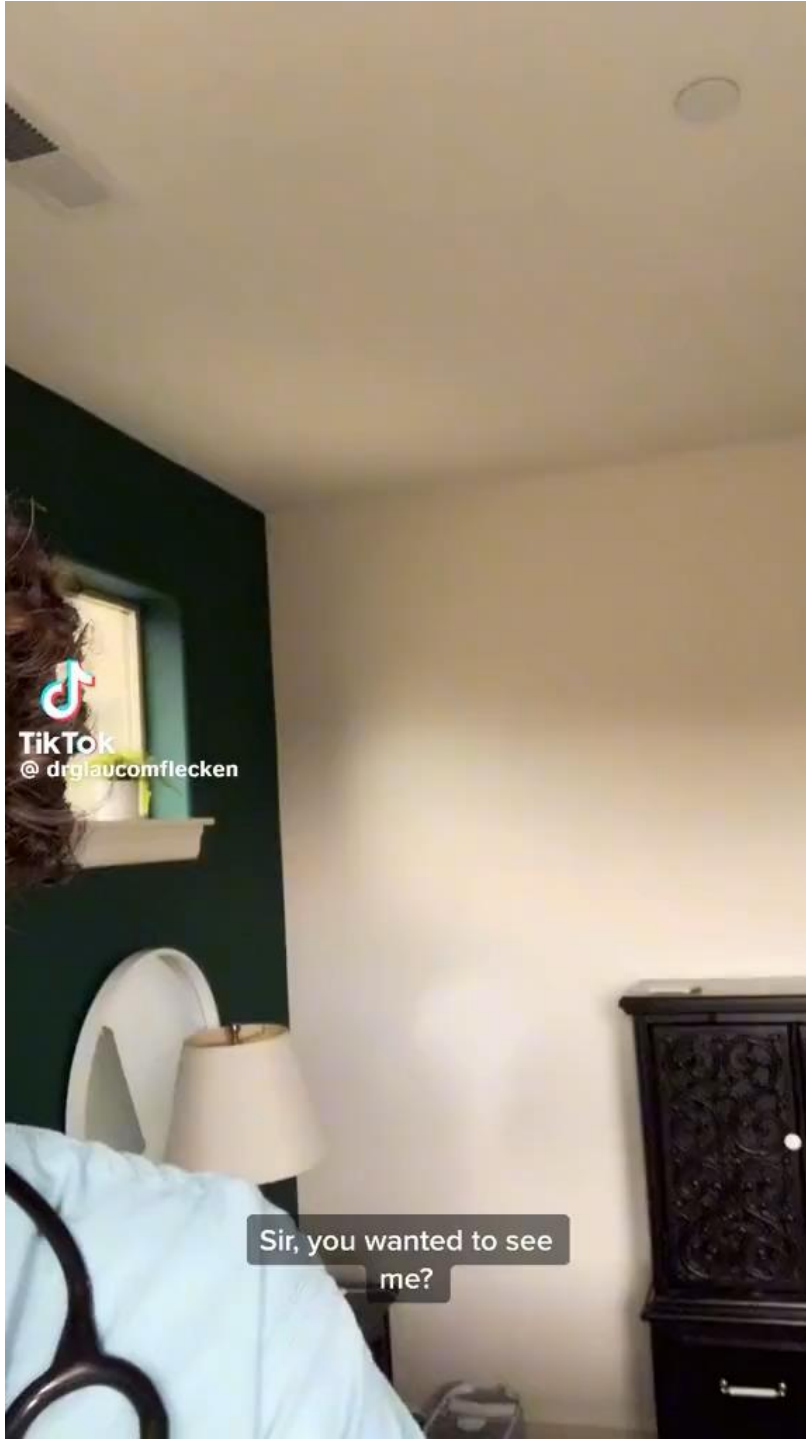
EXPERT OPINION BY KELLY MAIN, WRITER AND ADVISER @THEKELLYMAIN

AUG 31, 2023



Addressing Burnout on an Organizational Level

- Survey employees periodically for burnout symptoms
- Keep track of workloads
- Maximize employees' autonomy and decision-making
- Provide resources to manage stress
- Create a healthy and inclusive workplace culture
- Keep the conversation about burnout open



TikTok
@drglaucomflecken

Sir, you wanted to see
me?

THANK
YOU

A vibrant, comic-style illustration of the words "THANK YOU" in large, 3D block letters. The word "THANK" is pink with a yellow dotted pattern and a blue shadow. The word "YOU" is yellow with a pink dotted pattern and a blue shadow. The letters are surrounded by black outlines, yellow stars, pink stars, and black motion lines, giving it a dynamic, celebratory feel.

Questions?



References

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