

[Navigating the Whirlwind]

NAME: _____

BURNOUT CORE SYMPTOMS (Maslach Burnout Inventory)

1) Exhaustion

2) "Depersonalization" = C _____ and S _____

" _____ Fatigue"

3) "Lack of Efficacy" = "What's the _____"

My Satisfaction is

○ / 10

BURNOUT IS BAD FOR THE PATIENT

LOWER ==> Patient _____ – Quality of Care

HIGHER ==> Error Rates - Malpractice Risk – Physician & Staff _____

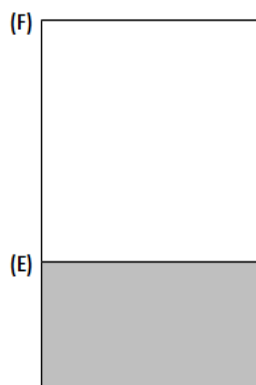
BURNOUT IS BAD FOR THE DOCTOR/CAREGIVER

Physician Divorce - Alcohol and Drug Abuse / Addiction and S _____

PHYSICIAN BURNOUT PREVALENCE

Surveys show physician burnout rate of _____% in 2011, _____% in 2014 and _____% in 2017

BURNOUT PATHOPHYSIOLOGY Your energetic bank account



FIRST LAW OF BURNOUT

You can't _____

What you aint _____

- Patients
- Staff
- Family

What is YOUR BALANCE?

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FIVE UNIVERSAL CAUSES OF BURNOUT

1) The Practice of _____

2) Your _____

3) _____ You must ask, "How is it going at _____ ?"

4) POOR LEADERSHIP

5) A PHYSICIAN'S PROGRAMMING

1) W _____

2) Superhero

4) L _____ R _____

5) P _____

THE PRIME DIRECTIVES: "THE _____ COMES FIRST"

"NEVER SHOW _____"

EVEN MORE CAUSES OF BURNOUT:

- Money – Bullying / Toxic Workplace
- Bias and Discrimination – Age, Gender, Race, ESL and many more
- Malpractice – Threat / Lawsuit / Settlement / Trauma
- COVID-19: Disease – personal and family / Economic Impact – you, your organization, main street
- 2020: Protests, riots, political polarization, global warming, COVID waves 2, 3, 4

BURNOUT IS NOT A PROBLEM ...

Burnout is a _____. A perpetual _____ act.

ADDRESSING A DILEMMA

Tool #1

You must build a _____ to maintain the balance you seek

Only 3- 5 _____ Actions Make them _____

Twin Strategies – One for the _____ and one for the Coal Mine

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BUILDING YOUR BURNOUT PREVENTION STRATEGY

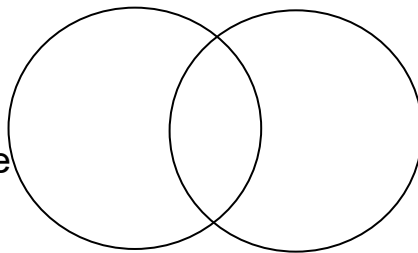
MY IDEAL PRACTICE DESCRIPTION:

Tool #2

VENN OF HAPPINESS

Tool #3

Ideal Practice



Practice

My CURRENT OVERLAP IS _____ %

MY MASTER PLAN

Tool #4

"To align This Practice with my Ideal Practice ... what would I change?"

Make The List – Write it Down !!

BUILDING YOUR BURNOUT PREVENTION STRATEGY

5 TOOL BUCKETS

1) GET HOME _____

2) BUILD LIFE BALANCE

3) EYE OF THE STORM LESSONS

4) LEADERSHIP POWER TOOLS

5) MANAGE YOUR _____

CORE LEADERSHIP POWER TOOL = TEAM HUDDLE

Tool #5

BASICS: YOUR _____ TEAM

RUN THE SCHEDULE / LIST

YOU GO TO _____

_____ UP

POWER TIPS: BREATHE AND RELEASE

CELEBRATE

DELEGATE THE CAPTAIN ROLE

HAVE SOME _____

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CORE LIFE BALANCE TOOL = THE SCHEDULE HACK

Tool #6

- 1) CREATE A WEEKLY _____ CALENDAR
 - 2) TAKE A _____ WITH YOUR CELL PHONE
 - 3) ALWAYS _____ YOUR LIFE CALENDAR
 - 4) PRACTICE YOUR DEFENSE BY SAYING, " _____ " WITH SOME ELEGANCE AND GRACE
-

WHAT TO EXPECT IN THE WAKE OF COVID-19

SIX PHASES OF THE HUMAN EMOTIONAL RESPONSE TO DISASTER

ZUNIN & MEYERS -- PEAK OF MENTAL HEALTH FALLOUT WILL BE IN 2021

FIRST STEPS FOR A COLLEAGUE:

Reach Out -- Expect Intense _____

Take your Doctor or Leader _____ off

Be Persistent -- Come from your _____ Your Outreach Could Save Their _____

GET STARTED RIGHT AWAY

- STEP OUT of the Whirlwind
- NOTICE Your Level of Satisfaction
- PLAN – Make Your Ideal Job Description
- ACT – Take a New Action to get a New Result

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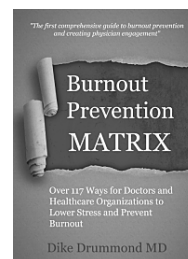
What did you learn?

What will you now do differently?

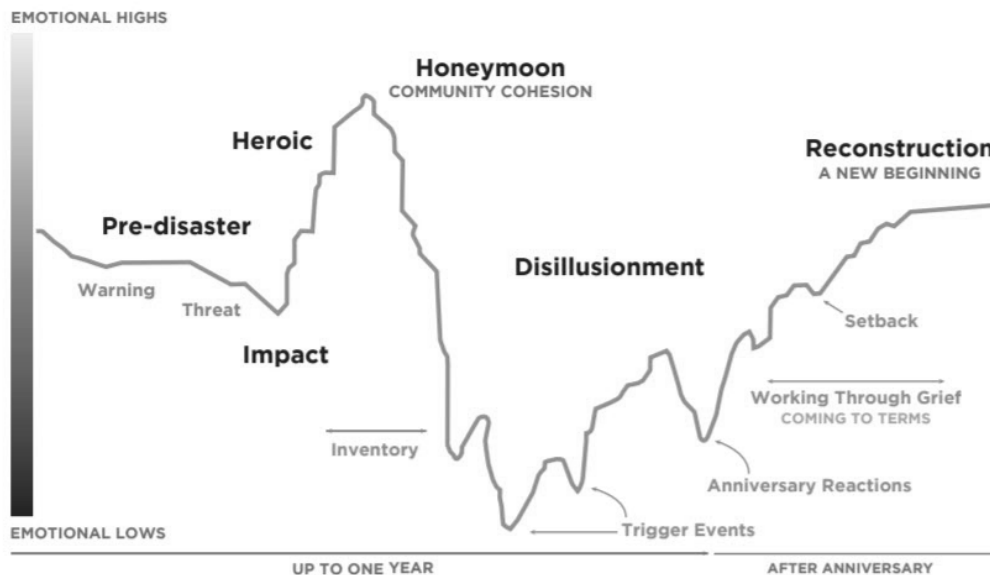
When?

NEXT STEPS: ***The Burnout Prevention MATRIX*** – 235 ways physicians and organizations can work together to prevent burnout. Free white paper and many more burnout prevention and physician leadership resources

www.TheHappyMD.com/NEXT



Phases of Disaster



Source: Zunin/Meyers, as cited in Training Manual for Mental Health and Human Service Workers in Major Disasters, U.S. Department of Health and Human Services (2000).

This theoretical model, developed by Zunin and Myers in California, outlines phases of a disaster in terms of individual and collective emotional response in the community.

1 Pre-disaster Phase

Disasters with no warning can cause feelings of vulnerability, fear of the future, lack of security, and loss of control. Disasters with warning can cause guilt or self-blame for failure to heed warnings.

2 Impact Phase

Reactions can range from shock to overt panic. Initial confusion and disbelief are followed by a focus on self-preservation and family protection. Emotions range from shock to panic.

3 Heroic Phase

Many survivors exhibit adrenaline-induced rescue behavior, high activity, and low productivity. Risk assessment may be impaired. There is a sense of altruism.

4 Honeymoon Phase

Community bonding occurs. Disaster assistance is readily available. Many are optimistic that all will return to normal. CCP staff can establish a program to identify, assess, and help those affected.

5 Disillusionment Phase

Stress and fatigue take a toll. Optimism turns into discouragement. Need for substance abuse services may increase. Larger community returns to business as usual. Demand for CCP services may increase.

6 Reconstruction: A New Beginning

Individuals and communities begin to assume responsibility for rebuilding their lives. People begin adjusting to new circumstances. There is a recognition of growth and opportunity.