

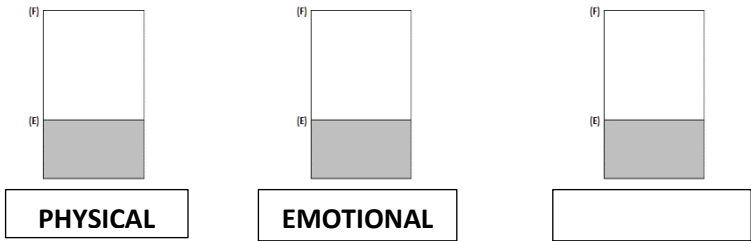
[Building a More Ideal Practice]

NAME: _____

THE LIGHTWORKERS FORK IN THE ROAD



My Satisfaction is
○ / 10



BURNOUT CORE SYMPTOMS (Maslach Burnout Inventory)

- 1) Exhaustion
- 2) "Depersonalization" = C _____ and S _____
" _____ Fatigue"
- 3) "Lack of Efficacy" = "What's the _____"

BURNOUT EFFECTS

- LOWER ==> Patient _____ – Quality of Care
- HIGHER ==> Error Rates - Malpractice Risk – Physician & Staff _____

BURNOUT COMPLICATIONS

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

[Building a More Ideal Practice]

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

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

BURNOUT'S HIGHEST AND BEST USE

Return you to a PATH with More _____

[Building a More Ideal Practice]

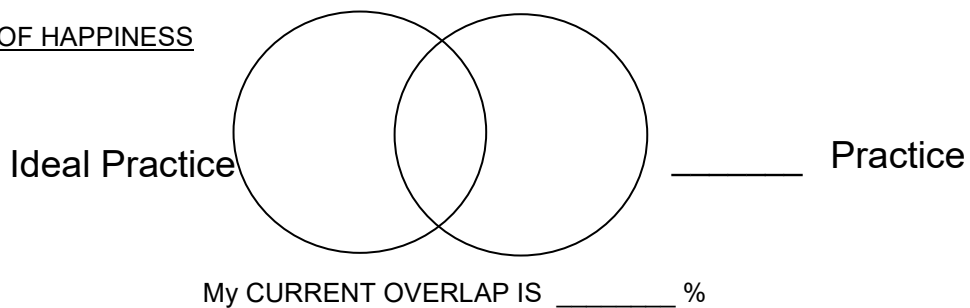
BUILDING A MORE IDEAL PRACTICE

MY IDEAL PRACTICE DESCRIPTION:

RELATIONSHIP WITH YOUR PRACTICE

- ALL IN
- TERRARIUM
- BRIDGE
- _____ GIG
- IN TRANSITION
- NON-CLINICAL CAREER

VENN OF HAPPINESS



MY MASTER PLAN

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

Make The List – Write it Down !!

[Building a More Ideal Practice]

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 _____

Tool #5

CORE LEADERSHIP POWER TOOL = TEAM HUDDLE

- BASICS: YOUR _____ TEAM RUN THE SCHEDULE / LIST
 YOU GO TO _____ _____ UP
- POWER TIPS: BREATHE AND RELEASE CELEBRATE
 DELEGATE THE CAPTAIN ROLE HAVE SOME _____

SCHEDULE HACK FOR WORK-LIFE BALANCE

- 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

GET STARTED RIGHT AWAY

- STEP OUT – of your whirlwind
- NOTICE – your level of _____
- PLAN – What is your Ideal Practice Description?
- ACT – what is this week's _____ step

[Building a More Ideal Practice]

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

NOTES: