

“Physician Burnout” Wellness & Self Care

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Montana Academy of Family Physicians Annual Summer Meeting

June 21, 2024

Know Thyself

- What are your goals
 - Personal priorities
 - Intrinsic reward system
- What are you going to do to work toward them
 - Do you have the courage to follow your goals and dreams

Tell me what you know about physician burn out

A black and white photograph of a woman in a dark room, reaching up with her right hand towards a single glowing lightbulb hanging from the ceiling. The scene is dimly lit, with the lightbulb being the primary source of light, casting a soft glow on the woman's face and hand. The background is dark and indistinct.

There are two types of **TIRED**.

One is a dire need of **sleep**,
the other is a dire need of **peace**.

ENLIGHTENED.
CONSCIOUSNESS.

You often feel tired,
not because you've
done too much, but
because you've done
too little of what
sparks a light in you.

Moral Injury

FIRST OPINION

Physicians aren't 'burning out.' They're suffering from moral injury

By SIMON G. TALBOT and WENDY DEAN / JULY 26, 2018



“moral injury” [was first used](#) to describe soldiers’ responses to their actions in war:

“perpetrating, failing to prevent, bearing witness to, or learning about acts that transgress deeply held moral beliefs and expectations.”

“a deep soul wound that pierces a person’s identity, sense of morality, and relationship to society.”

In a healthcare setting, it is being unable to provide high-quality care and healing in the context of health care.

<https://www.statnews.com/2018/07/26/physicians-not-burning-out-they-are-suffering-moral-injury/>

What matters to *you*

- Career
 - Academic accolades
 - Community standing
- Family
 - Children, spouses, extended family
- Relationships
 - Dating scene, LGBTQ
- Religion
- Health & Free time
 - Fitness groups/exercise
 - Outdoor activities (skiing, hiking, rock climbing)
- Financial Compensation
 - Keeping up with the Jones's (or Kardashian's)
- Volunteerism/Philanthropy
 - Giving back
- Political Activism

What are your priorities?

What are you willing to commit to?

- Spouse
- Children
- Family & friends
- Personal morals / religion / wisdom / tradition
- Work
- Personal development / health
- Hobbies
- Volunteerism / Philanthropic activities

Stanford Marshmallow Experiment

- <https://www.theatlantic.com/family/archive/2018/06/marshmallow-test/561779/>
- “Your priorities are where you spend your time” – Doug Harget
- At the expense of other priorities/goals (unintended choices are often made)
 - Divorce
 - Delayed relationships/family planning
 - Social skills for career advancement not for social support/relationship building

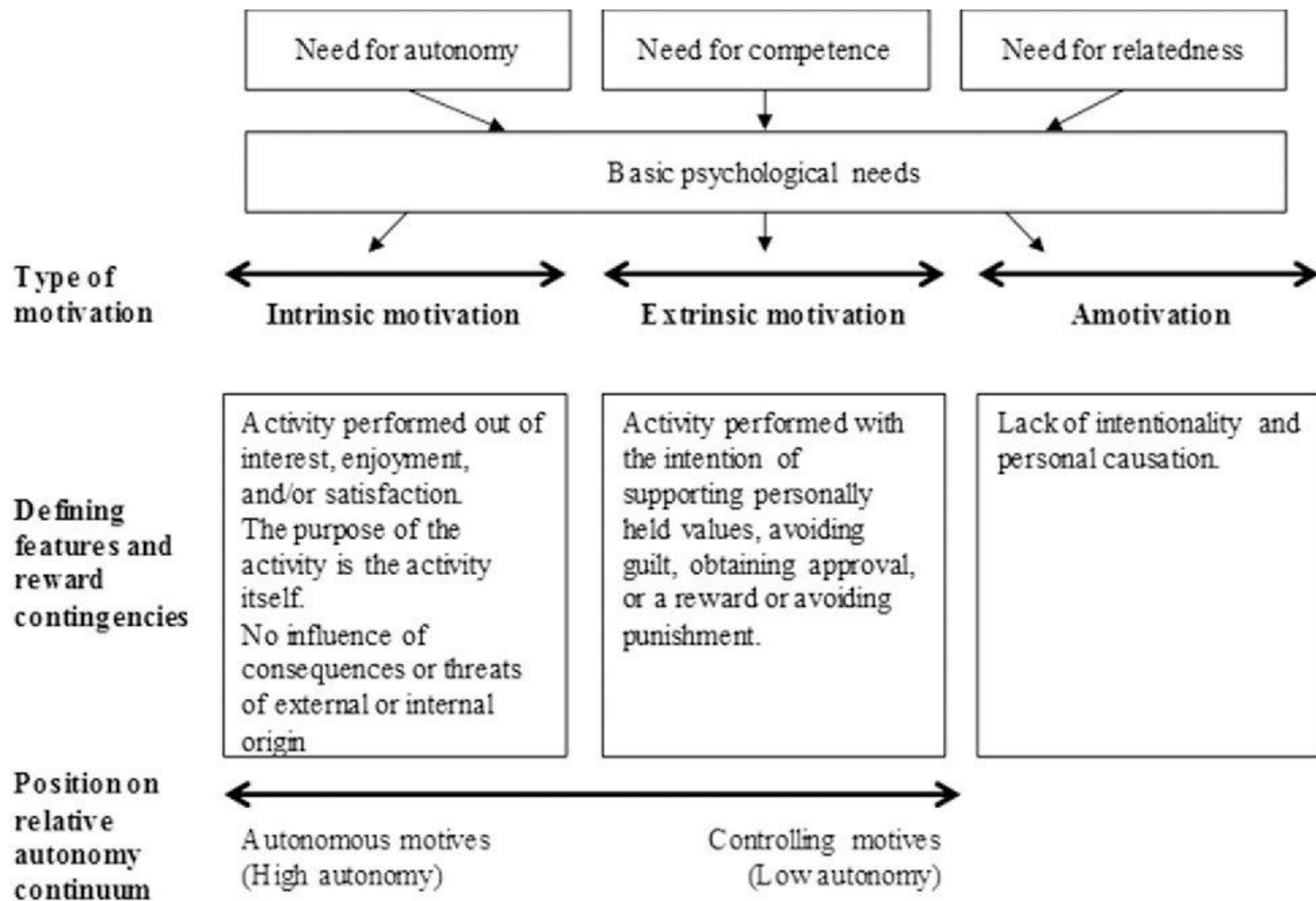
As physicians...

We are King Dongs of pursuing delayed gratification

and that might not always be a good thing

Prioritize your time

<p>I Urgent - Important Crises Pressing problems Deadline-driven projects, meetings, preparations</p>	<p>II Not Urgent - Important Preparation/Prevention Values clarification Planning Relationship building Innovation/Creativity Empowerment "Escape" activities Work-life balance</p>
<p>III Urgent - Not Important Interruptions, some phone calls Some mail, some reports Some meetings Many popular activities</p>	<p>IV Not Urgent - Not Important Trivia, busywork Junk mail Some phone calls Time wasters</p>



Extrinsic motivation summary

- Extrinsic motivation arises from environmental rewards and punishments (operant conditioning)
- Hidden cost → undermining of intrinsic motivation
- Cognitive evaluation theory controlling or informational?
- Types of extrinsic motivation
- Motivating others to do uninteresting activities

Incentives
Consequences
Rewards

Autonomy
Competence

External Regulation
Introjected Regulation
Identified Regulation
Integrated Regulation

Job Dissatisfaction

Influenced by
Hygiene
Factors

- Working conditions
- Coworker relations
- Policies and rules
- Supervisor quality
- Base wage, salary

Herzberg's Two-Factor Principles

Improving the
motivator factors
increases
job satisfaction

Improving the
hygiene factors
decreases
job dissatisfaction

Job Satisfaction

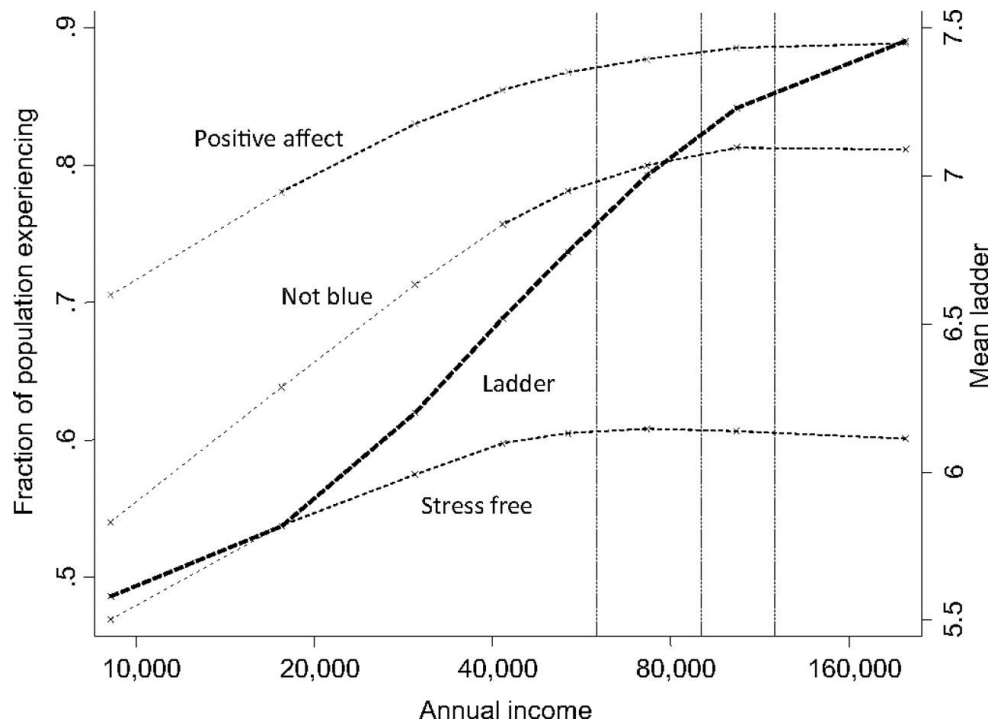
Influenced by
Motivator
Factors

- Achievement
- Recognition
- Responsibility
- Work itself
- Advancement
- Personal growth

Extrinsic vs. Intrinsic Motivators


- Academic Success
 - Publication
 - Salary
 - Certifications
 - “Climbing the ladder”
- Altruism
 - “Work / Life Balance”
 - Philanthropy
 - Personal interests / motivation

Does money buy happiness?



Daniel Kahneman and Angus Deaton. High income improves evaluation of life but not emotional well-being . PNAS September 21, 2010 107 (38) 16489-16493; <https://doi.org/10.1073/pnas.1011492107>

<https://www.nytimes.com/2019/03/30/opinion/sunday/dan-price-minimum-wage.html>



One day you will wake up
and there won't be any more
time to do the things you've
always wanted. Do it now.

PAULO COELHO

Find your bliss

- If you follow your bliss, you put yourself on a kind of track that has been there all the while, waiting for you, and the life that you ought to be living is the one you are living. Wherever you are — if you are following your bliss, you are enjoying that refreshment, that life within you, all the time.
- Our life has become so economic and practical in its orientation that, as you get older, the claims of the moment upon you are so great, you hardly know where the hell you are, or what it is you intended. You are always doing something that is required of you. Where is your bliss? You have to try to find it.

This morning,
with her,
having coffee.

Johnny Cash, when asked for his
description of paradise.

So where does that leave physicians?

Perfectionism is the belief that if we do things perfectly and look perfect, we can minimize or avoid the pain of blame, judgment, and shame.

Perfectionism is a twenty-ton shield that we lug around, thinking it will protect us, when in fact it's the thing that's really preventing us from being seen.

– Brene Brown

Signs of High Functioning Anxiety

What they see vs what you experience

Detail oriented	•	Overthinking
	•	
Outgoing	•	People pleasing
	•	
Active	•	Inability to slow down
	•	
Super helpful	•	Trouble saying no
	•	
Hardworking	•	Fear of failure
	•	
Performs under pressure	•	Procrastination or overplanning
	•	
Loyalty	•	Poor boundaries
	•	

I hope there
are days when
your coffee tastes
like magic, your
playlist makes you
dance, strangers make
you smile, and the
night sky touches
your soul. I hope
you fall in love with
being alive again.

NO

- ✗ Slouched shoulders
- ✗ Bent wrists



YES

- ✓ Running into woods
- ✓ Never to be seen again



Support each other

I just found out that sunflowers usually face the sun but when they cannot find it they face each other and idk it made me smile a lot



jinchūriki
@Chewnano



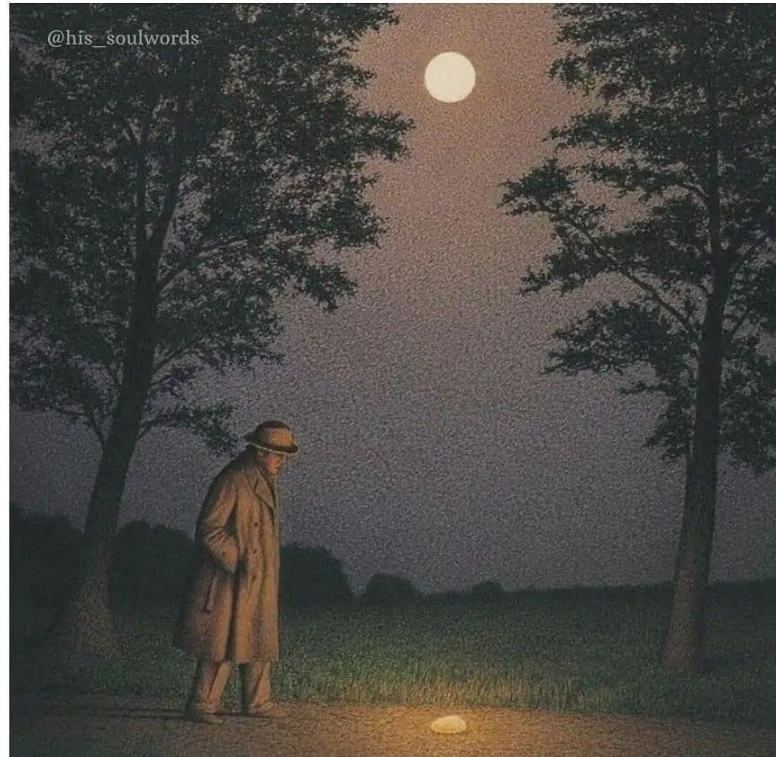
sunflower 1: 🤔 bro wheres the sun?

sunflower 2: 😊 you are my sun

sunflower 1: 😞 bro ...

There will come time when you will lose everything, including your mind. Once you've lost your mind, you'll be left with nothing but your soul - this is when you'll know you're invincible.

- Daniel Saint



Most things will be okay, but not everything will be. Sometimes you'll put up a good fight and lose. Sometimes you'll hold on really hard and realize there is no choice but to let go. Acceptance is a small, quiet room.

—Cheryl Strayed

**“This, my dear, is the
greatest challenge
of being alive:**

**To witness
the injustice of
this world,
and not
allow it
to consume
our light.”**



@oxherdboy

Gotta go, my bus is here!



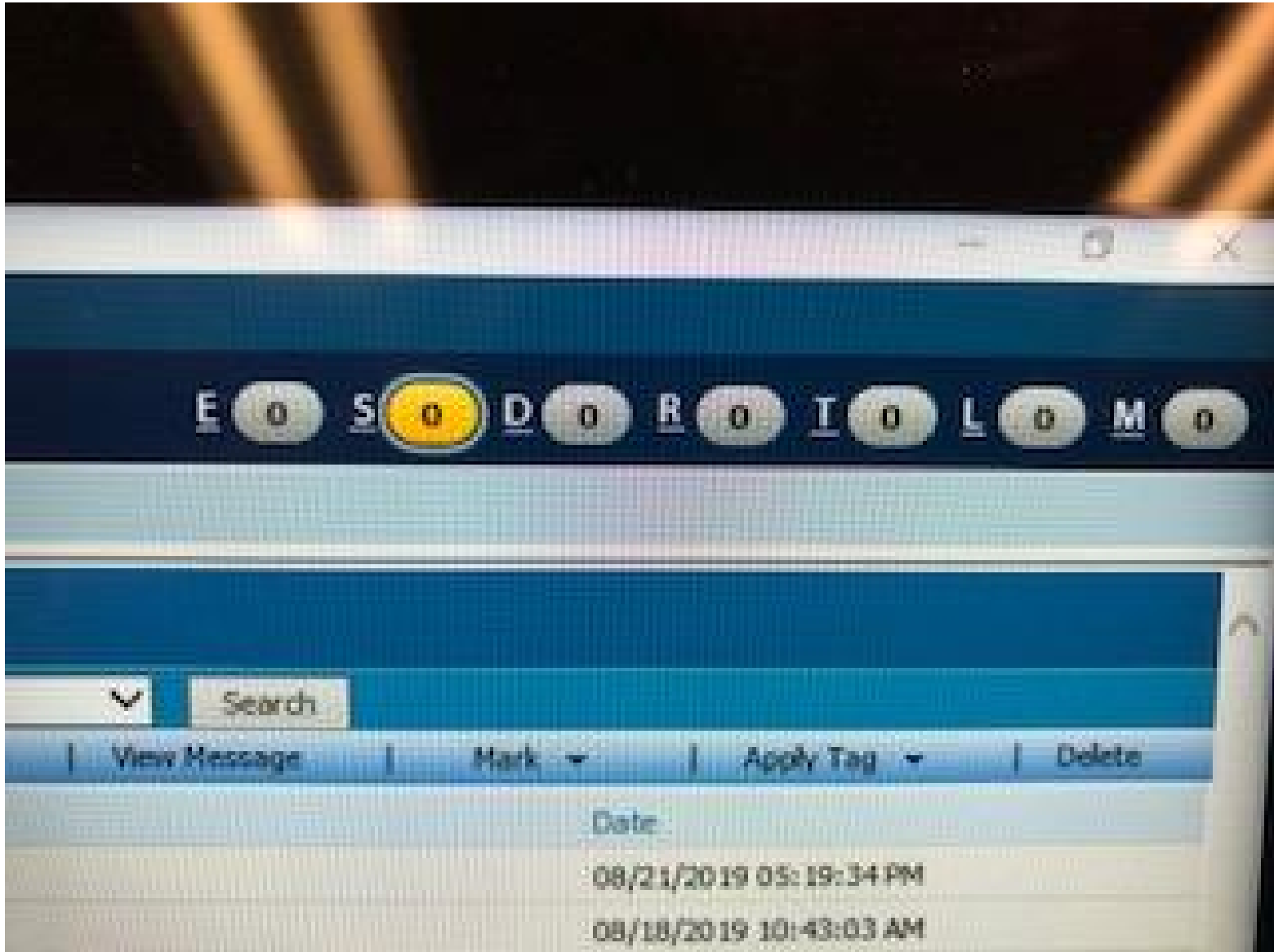
**WHEN YOU STRIKE IT BIG
ON LOTTO**



**BUT THE REDNECK GENE IS TOO
STRONG TO FIGHT.**

Honestly he's probably guilty





1993: You'll be living in a van down by the river.

2022: If you save up \$45k, maybe one day you could live in a van down by the river.



**I GREW UP THINKING THAT
LIVING IN A VAN DOWN BY
THE RIVER WAS A BAD THING**



APPARENTLY NOW IT'S A LIFE GOAL

Things you can say in response to literally anything, when you have nothing else to say:

- As the prophecy foretold.
- But at what cost?
- So let it be written; so let it be done.
- So...it has come to this.
- That's just what he/she/they would've said.
- Is this why fate brought us together?
- And thus, I die.
- ...just like in my dream...
- Be that as it may, still may it be as it may be.
- There is no escape from destiny.
- Wise words by wise men write wise deeds in wise pen.
- In *this* economy?
- ...and then the wolves came.

You're a ghost driving a
meat-coated skeleton
made from stardust,
riding a rock, hurtling
through space.

Fear nothing.



Eros
(erotic love)



Philia
(affectionate love)



Storge
(familial love)



Ludus
(playful love)



Mania
(obsessive Love)



Pragma
(enduring love)



Philautia
(self love)



Agape
(selfless Love)

End

I receive your love and I give
you mine. Not the love of a
man for a woman, not the love
of a father for a child, not the
love of God for his creatures.
But a love with no name and
no explanation like a river that
cannot explain why it follows a
particular course, but simply
flows onwards. A love that asks
for nothing and gives nothing
in return; it is simply there. I
will never be yours and you
will never be mine;
nevertheless, I can honestly
say: I love you

Paulo Coelho