WHAT ARE ORGANIZATIONS DOING TO COMBAT PHYSICIAN BURNOUT?

Leading organizations are formalizing efforts to assess and address physician burnout at both the individual and organizational levels. Research suggests this multipronged approach is the key to effective, long-lasting results. Left unchecked, this epidemic exacerbates existing workforce shortages and, more significantly, puts caregivers and patients at risk.

I in 3 of all physicians have experienced burnout at some point during their career.

Burnout rates in health care remain almost twice as high as those in the general US workforce.

Primary care physicians devote more than half their workday to EHR tasks during and after clinic hours.

LEADERSHIP INTERVENTIONS
A critical, if often overlooked, component of a comprehensive burnout prevention program
- Creating a chief wellness officer position
- Engaging stakeholders in efforts to create a culture prioritizing wellness
- Sponsoring dedicated, interactive physician leadership academies to provide leadership training
- Developing an advisory council made up of a dozen appointed “physician well-being champions”

ORGANIZATIONAL INTERVENTIONS
- Reducing administrative burden by optimizing technology (screen workflow redesign, standard order sets)
- Enacting policies to support work-life balance (use of scribes, scheduled time for documentation, part-time work options)
- Engaging physicians so they have a clear voice in clinical issues
- Redesigning doctors’ lounges to promote collegiality

INDIVIDUAL INTERVENTIONS
- Offering a confidential 24/7 physician assistance program with peer coaching, counseling and concierge services
- Fostering a sense of community and empathy with other providers, including physical and social activities
- Exploring cognitive behavioral therapy approaches
- Enabling physicians to practice mindfulness, stress-reduction, and healthy sleep and exercise habits
- Training in patient communication techniques

KEY INSIGHT: “Unfortunately, to date, most organizational efforts to address the [burnout] issue have focused on individual-level solutions, such as resilience training, rather than addressing the system issues that are the primary drivers of this problem.” —Tait Shanafelt, MD, Chief Wellness Officer, Stanford Medicine


LEARN MORE! To view the complete source list and take a deep dive into the issue of physician burnout, visit Sg2.com to read the full article, You Asked: Assessing and Addressing Physician Burnout.