

WHAT ARE ORGANIZATIONS DOING TO COMBAT PHYSICIAN BURNOUT?

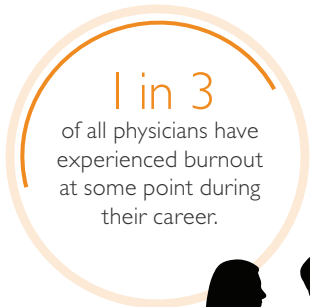
Leading organizations are formalizing efforts to assess and address physician burnout at both the individual and organizational levels. Research suggests this multipronged approach is the key to effective, long-lasting results. Left unchecked, this epidemic exacerbates existing workforce shortages and,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



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”



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



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



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.



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

Sources: Darves B. Targeting physician burnout. NEJM CareerCenter. *The New England Journal of Medicine*. August 7, 2017; Sg2 Analysis, 2019.

LEARN MORE! To view the complete source list and take a deep dive into the issue of physician burnout, visit [Sg2.com](https://www.sg2.com) to read the full article, *You Asked: Assessing and Addressing Physician Burnout*.

