

Burnout Syndrome



- What is Burnout?
- Emotional Exhaustion
- Depersonalization (or distancing)
- Reduced personal accomplishment (inefficacy)

Maslach, C. (2003) Burnout: The Cost of Caring. Los Altos, California, ISHK.

Information from notes page: Cieslak, R., Shoji, K., Douglas, A., Melville, E., Luszczynska A., Benight, C. (2014) A Meta-

Analysis of the Relationship Between Job Burnout and Secondary Traumatic Stress Among Workers with Indirect Exposure to Trauma. Psychological Services, Vol. 11, No. 1, 75-86

Who is at risk for Burnout Syndrome

- *Caregivers



- *Doctors, nurses, hospital and health workers



- *Teachers and other professionals



- * Over achievers

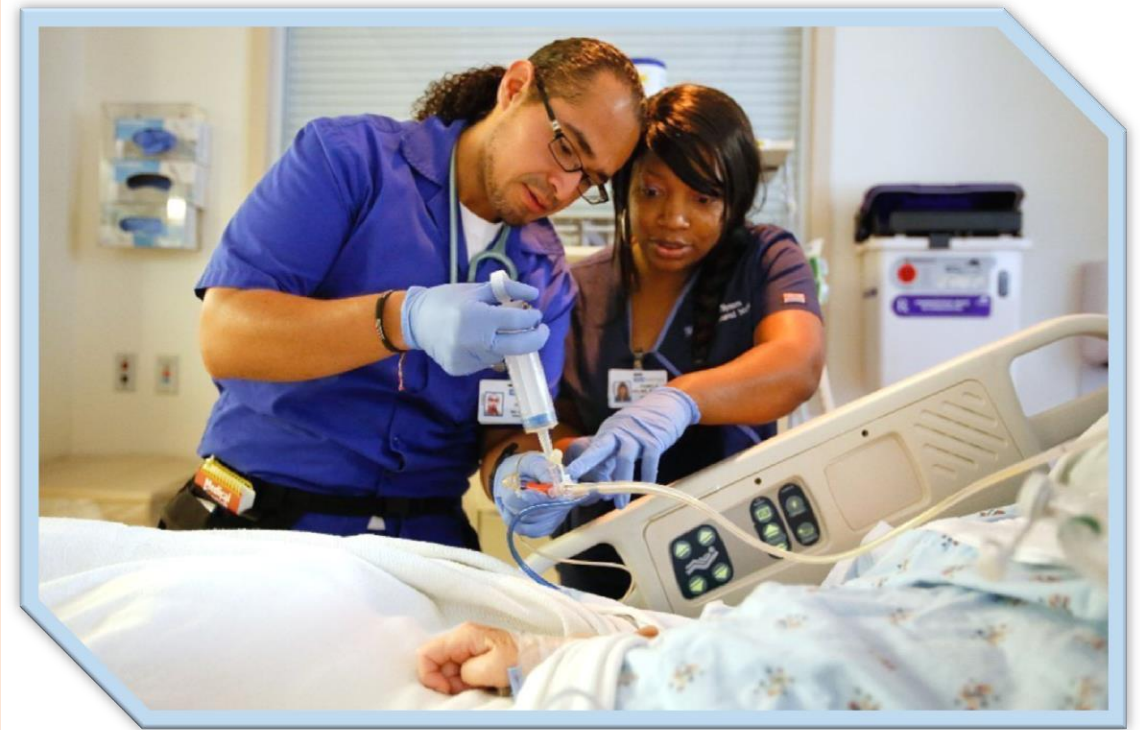


“ I consider burnout a highly personal happening inside the nurse—the literal collapse of the human spirit. It would be more useful and certainly more compassionate to ask what goes on in a professional nurse that transforms caring into apathy, involvement into distance, openness into self-protection, and trust into suspicion. The ICU nurse must protect herself from grief, anxiety, guilt, hostility and physical and emotional exhaustion.” (Storlie, 1979)

Stems from:

- High patient acuity
- High levels of responsibility
- Working with advanced technology
- Caring for families in crisis
- Being involved in morally distressing situations
- Not enough input into moral decisions and physicians not asking for or valuing their viewpoint and expertise (Gutierrez, 2005 as cited by Epp, 2012).
- Work stress such as: physical labor, human suffering, work hours, staffing and interpersonal relationships (Jennings, B. 2008)

Crisis “turning point” for Nurses



Storlie, F.J. (1979). Burnout: The elaboration of a concept. *American Journal of Nursing*. 79, 2108-2111.

Epp, K. (2012) Burnout in critical care nurses: A literature review. *Dynamics: The Official Journal of Canadian Association of Nurses*, 23(4), 25-31.

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Crisis in Physician Burnout

“The prevalence of burnout of US physicians is at an alarming rate...
burnout can have serious personal repercussions for physicians”

- 30 -40% experience burnout
- Stems from:
 - Work related stress
 - Excessive work loads
 - Difficulty balancing personal and professional life
 - Deterioration in work control/autonomy
 - Meaning in work
- Results in:
 - Medical errors
 - Scores lower on empathy measures
 - Retire early
 - Higher job dissatisfaction
 - Reduced patient satisfaction
 - Reduced adherence to treatment plans

- 45.8 % report at least one symptom of burnout
- Highest risk- front line of care access-
 - family medicine
 - general internal medicine
 - emergency medicine
- Loss enthusiasm for work
- Feelings of cynicism
- Loss sense of personal accomplishment
- Adverse personal consequences:
 - Broken relationships
 - problematic alcohol use
 - suicidal ideation.

(left slide) Dyrbye, L.N., Shanafelt, T. (2011) Physician Burnout: A Potential Threat to Successful Health Care Reform. JAMA 305(19):2009-2010.

(right slide) Shanafelt, T., Boone, S., Litjen, T. (2012) Burnout and Satisfaction with work life balance among US physicians relative to the general US population. Archives of Internal Medicine, 172(18):1377-1385.

Your Issues are in your Tissues

1) One study found a correlation between burnout and physical illness:

Cardiovascular diseases in men and **musculoskeletal disorders in women** were correlated with the severity of all three dimensions of burnout even “when adjusted for age, marital status, education, socioeconomic status, physical strenuousness of work, smoking, physical activity, alcohol consumption, body mass index, and depressive symptoms” (Honkonen et al., 2006)

2) 2nd study was a literature review-

burnout and vital exhaustion can influence ill health, “including the **metabolic syndrome**, **dyregulation of the HPA axis** along with **sympathetic nervous system activation**, **sleep disturbance**, **systemic inflammation**, **impaired immunity functions**, blood coagulation and fibrinolysis, and **poor health behaviors** (Melamed et al. 2006)

Body Scan





Caregiver/Attendee Stories



Skillful solutions include finding balance within the chaos of daily, even moment to moment life. Discover and create harmony by interconnecting the pieces of emotional, spiritual, environmental and social dimensions of your life.

Triumvirate Technique

Homeopathic Medicine

Mindfulness



CBT-Pos Emo

Three angles to form a whole. A triumvirate references three pillars of support. Usually used when describing three people holding power. In our definition, a triumvirate is three techniques holding power for/in you.

Homeopathic Medicine: a whole medical system

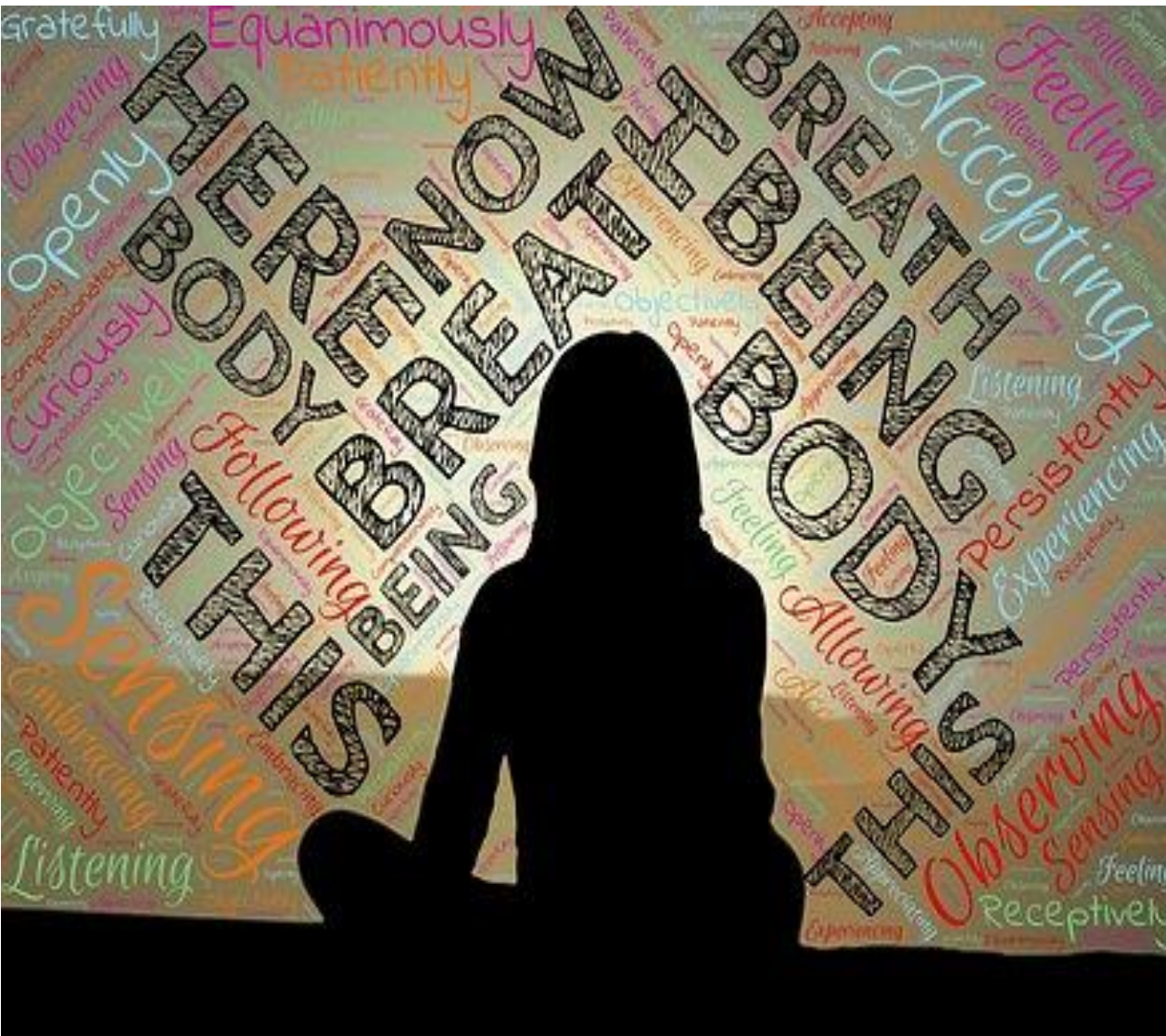


Fatigue: Homeopathy is an ideal type of treatment for people with fatigue because its remedies are primarily prescribed to strengthen a person's overall constitution. Fatigue is usually a complex syndrome that is treated by taking the totality of symptoms, body, mind, spirit, environment, into consideration. (1)Davidson et al., 2011; (2)Dean et al., 2012; (3)Weatherly-Jones et al., 2004)

Stress: In 2012, a randomized double-blind, placebo-controlled single center study was conducted over a 15 day period, with 40 women (30-50 yrs.) who regularly experienced impaired well-being when feeling stressed. Primary endpoints were saliva cortisol responses to the stress test and psychological secondary endpoints were well-being, anxiety, stress, insecurity, sleep and quality of life. Homeopathic medicine improved sleep quality and this was positively correlated with a normal neuroendocrine response. (4)Hellhammer and Schubert, 2012)

- 1) Davidson JR, Crawford C, Ives JA, Jonas WB. (2011) Homeopathic treatments in psychiatry: a systematic review of randomized placebo-controlled studies. Journal of Clinical Psychiatry. Jun;72(6):795-805. <http://www.ncbi.nlm.nih.gov/pubmed/21733480>
- 2) Dean M.E., Karsandas J., Bland J.M., Gooch D., and MacPherson H. (2012) Homeopathy for mental fatigue: lessons from a randomized, triple blind, placebo-controlled cross-over clinical trial. BMC Complementary and Alternative Medicine, 12:167 doi:10.1186/1472-6882-12-167
- 3) Weatherly-Jones, E., Nicoll, J.P., Thomas K.J., et al., (2004) A randomized, controlled, triple-blind trial of the efficacy of homeopathic treatment for chronic fatigue syndrome. Journal Psychosomatic Research. Feb, 56 (2): 189-197.
- 4) Hellhammer, J., Schubert, M. (2012) Effects of a homeopathic combination remedy on the acute stress response, well-being, and sleep: a double blind randomized clinical trial. Journal of Alternative Complementary Medicine. Sept 10, <http://www.ncbi.nlm.nih.gov/pubmed/22963271>
- 5) From notes section: Whole Medical Systems/NCCIH, nccih.nih.gov/news/multimedia/gallery/wholesys.htm; nccih.nih.gov/health/homeopathy.

Mindfulness



1) A before and after design provided an intensive education program including **mindfulness, communication** and **self awareness** training for 8 weeks and then 10 months of maintenance.

Results:

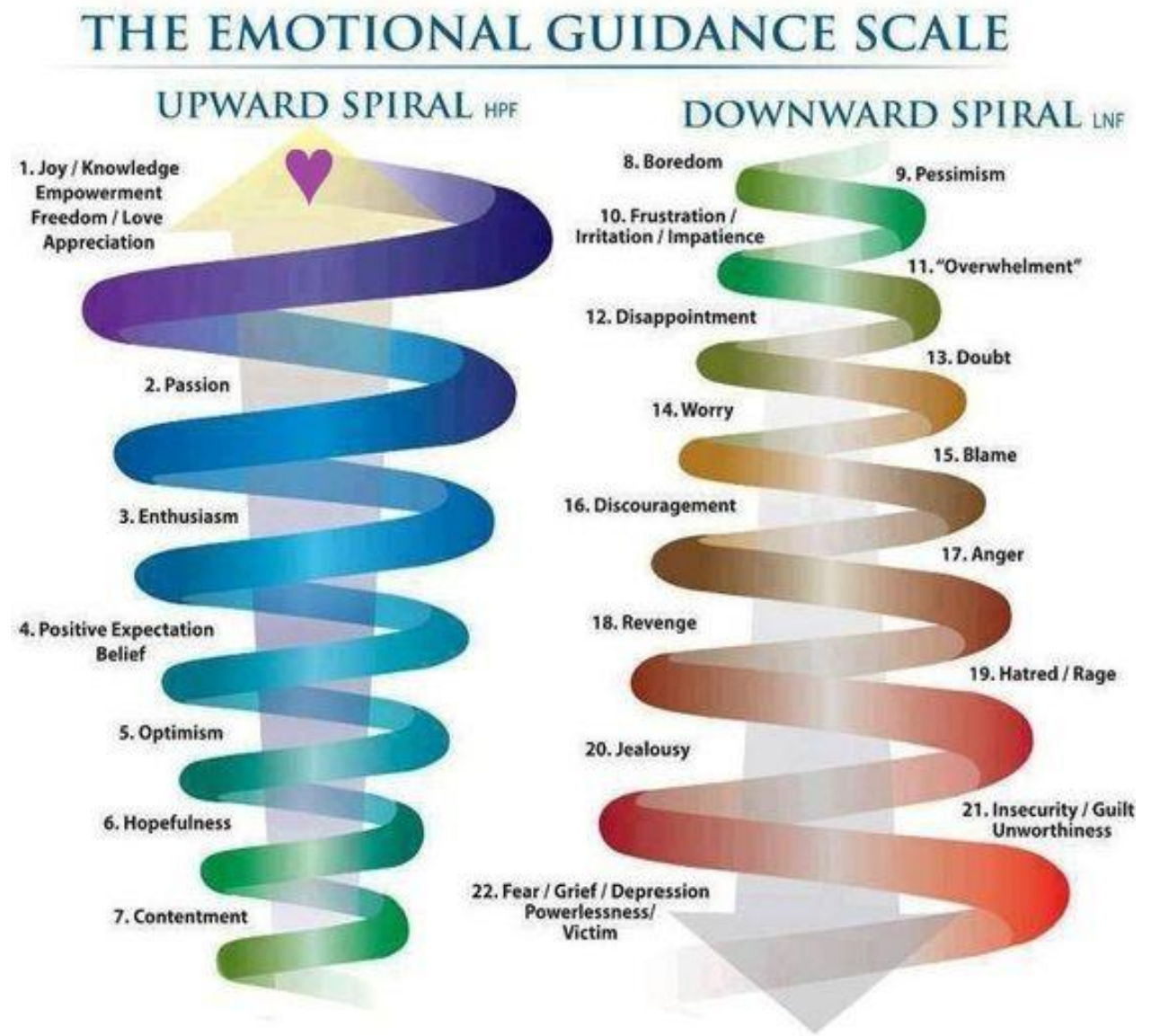
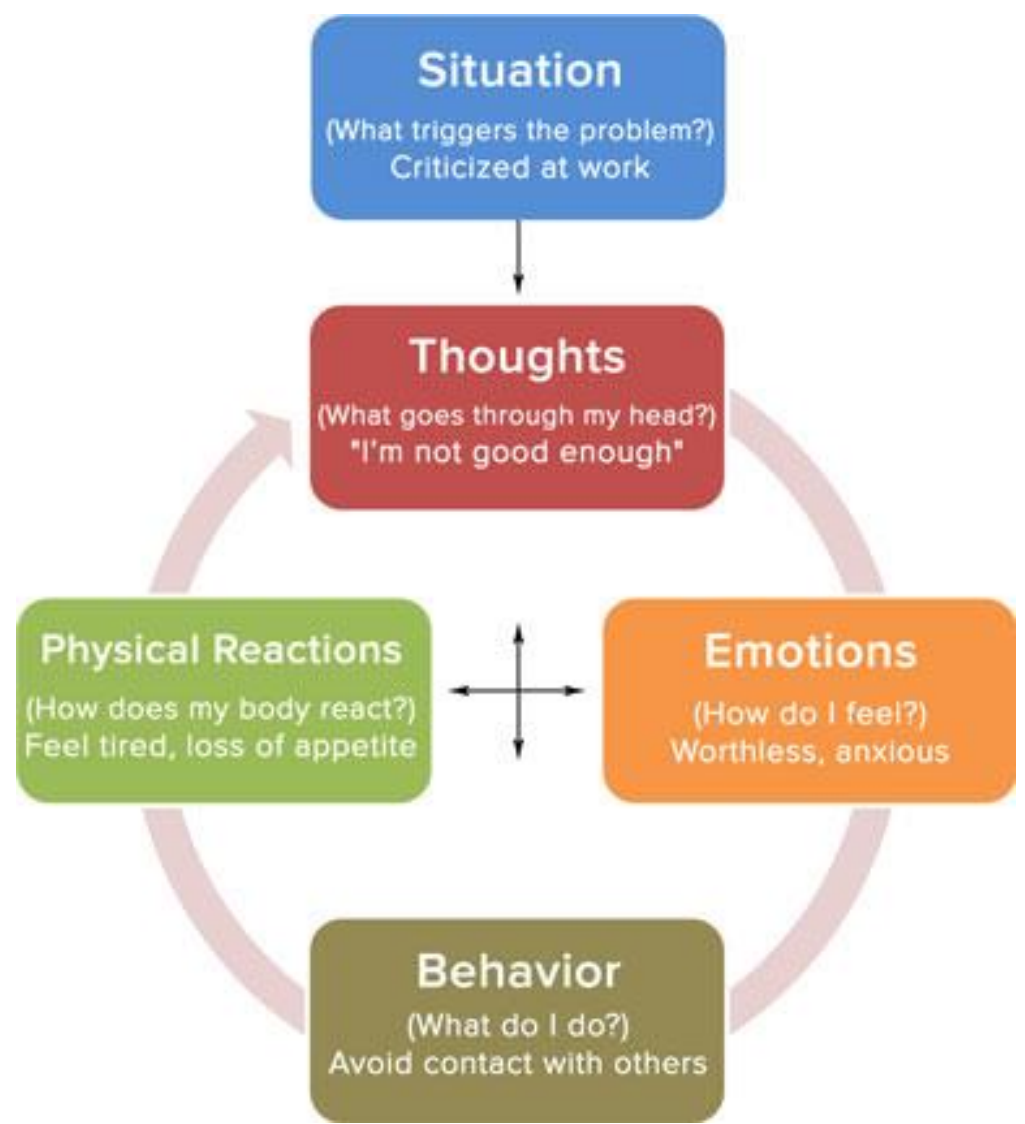
- ☐ improved mindfulness
 - ☐ decreased emotional exhaustion
 - ☐ depersonalization
 - ☐ increased personal accomplishment
 - ☐ increased empathy
 - ☐ mood disturbance decreased
 - ☐ increased conscientiousness and emotional stability
- (Krasner et al., 2009)

2) A Systematic Review of **Mindfulness Practice for Reducing Job Burnout** found that “**6 of the 8 studies** (that met inclusion criteria) demonstrated statistically significant **decreases in job burnout** after **mindfulness training** (Luken and Sammons, 2016).

1) Krasner et al. (2009) Association of an Educational Program in Mindful Communication With Burnout, Empathy, and Attitudes Among Primary Care Physicians. JAMA, September 23/30, Vol.302 No.12, pp. 1284-1293.

2) Luken, M., & Sammons, A. (2016) Systematic review of mindfulness practice for reducing job burnout. *American Journal of Occupational Therapy*, 70,7002250020.

CBT- Pos Emo (Cognitive Behavior Therapy and Positive Emotion Induction)



Cognitive Behavior Therapy

- a systematic literature search between 2006-2011
- Found that CBT showed a decrease in emotional exhaustion in most studies and had the most efficacy over a stress management approach and music therapy
- One of the 17 studies sampled showed that CBT and work related interventions resulted in a “faster return to work” outcome (Korczak et al. 2012)

- A randomly assigned intervention vs. wait list control study was done and assessed over 4 points in time.
- A particular type of CBT was used called ACT (acceptance and commitment therapy) which enhances “**psychological flexibility**” (being able to deal with the immediate situation despite adverse events and not get caught up in attending to altering, avoiding or suppressing one’s *internal psychological state*).
- Increasing “**psychological flexibility**” in the experimental group led to **decreased emotional exhaustion** which in turn led to **decreased depersonalization** even while the control group increased in depersonalization and showed no decreases in emotional exhaustion (Lloyd et al., 2013)

Left slide: Korczak, D., Wastian, M., Schneider, M. (2012). Therapy of the Burnout Syndrome. GMS Health Technology Assessment, 2012, 8:Doc 5 Published online Jun 14 doi: 10.3205/hta000103

Right slide: Lloyd, J., Bond, F. W. & Flaxman, P. (2013). Identifying Psychological Mechanisms Underpinning a Cognitive Behavioural Therapy Intervention for Emotional Burnout. Work & Stress, 27(2), pp. 181-199. doi: 10.1080/02678373.2013.782157

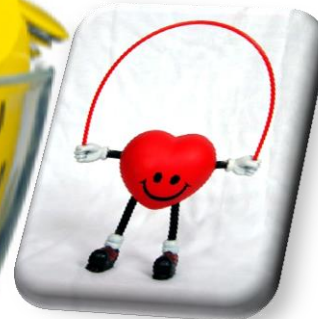
The Benefits of Strategically Inducing Positive Emotions

Fredrickson et al., 2003 article states:

- Positive emotions put our bodies at ease
- Quell or undue lingering cardiovascular effects of negative emotions
- Positive emotions allow us to take a “breather” or “psychological break” and replenish us through cardiovascular quiescence (the undoing effect of positive emotions)
- Positive Emotions have a broaden and build effect on our cognitions, attention, and behavior that increases flexibility, creativity and integrative, open, efficient problem-solving. Increase broad minded coping.
- Negative emotions narrow our range of thinking (escape and avoidance tendencies)
- “The theory holds that, over time, the broadening triggered by positive emotions builds a range of personal resources, including physical resources (eg. Physical skills, health longevity), social resources (eg. friendship, social support, networks) intellectual resources (eg. Expert knowledge, intellectual complexity), and psychological resources (eg. Resilience, optimism, creativity)”.

Well-Being

3:1 ratio and above



Adds up



Left slide: Fredrickson, B. L., Cohn, M. A., Coffey, K. A., Pek, J., & Finkel, S. M. (2008). Open hearts build lives: Positive emotions, induced through loving-kindness meditation, build consequential personal resources. *Journal of Personality and Social Psychology*, 95(5), 1045-1062. <http://dx.doi.org/10.1037/a0013262>

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Positive Emotion Induction



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