

Clinician Well-Being

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Disclosure of Conflicts of Interest

Riva Kamat, MD FAAP has no relevant financial relationships to disclose.





Lotus Clinician Well-Being

Coaching • Assessment • Retreats



LEARNING OBJECTIVES:

1. Define clinician well -being and understand why it is important in the context of the healthcare workforce.
2. Define and describe the current state of clinician burnout.
3. Identify key factors that contribute to clinician burnout.
4. Recognize different interventions and strategies to connect with ourselves and each other, including self compassion and empathy.



Let's Establish Psychological Safety

This is a Safe Space

This is a Judgment-Free Zone

Please Respect Privacy



Clinician Well Being is: (Multiple choice question)

- A. Experiencing satisfaction and engagement with work
- B. A feeling of professional fulfillment
- C. A sense of meaning in work
- D. All of the above



In a recent (2022) Medical Economics survey, what percent of physicians report feeling burned out at some point in time?

A. 20%

B. 40%

C. 60%

D. 90%



Clinician Well Being Defined

- An experience of satisfaction and engagement with work
- A feeling of professional fulfillment
- A sense of meaning in work.



Exercise # 1



Break up into groups of 2 or 3 people



Discussion Question:

Why is clinician well-being important in healthcare?

5 minutes: Discuss question with your partner(s)

5 minutes: Group report out



Why is Clinician WellBeing Important?

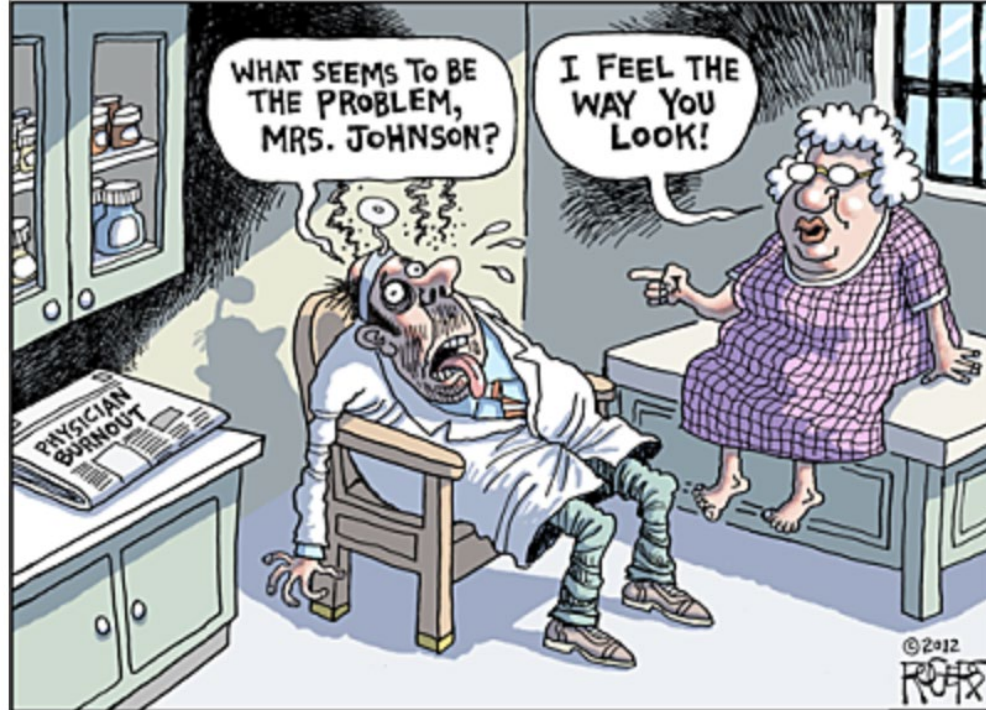
- Improves Quality of Care
- Improves Medical Errors
- Decreases Lawsuits
- Improves in Productivity
- Decreases Turnover
- Improves mental health and decreases suicide risk + substance abuse



Clinician Burn-out

SECOND OPINION

BY ROB ROGERS



Burnout is defined as:



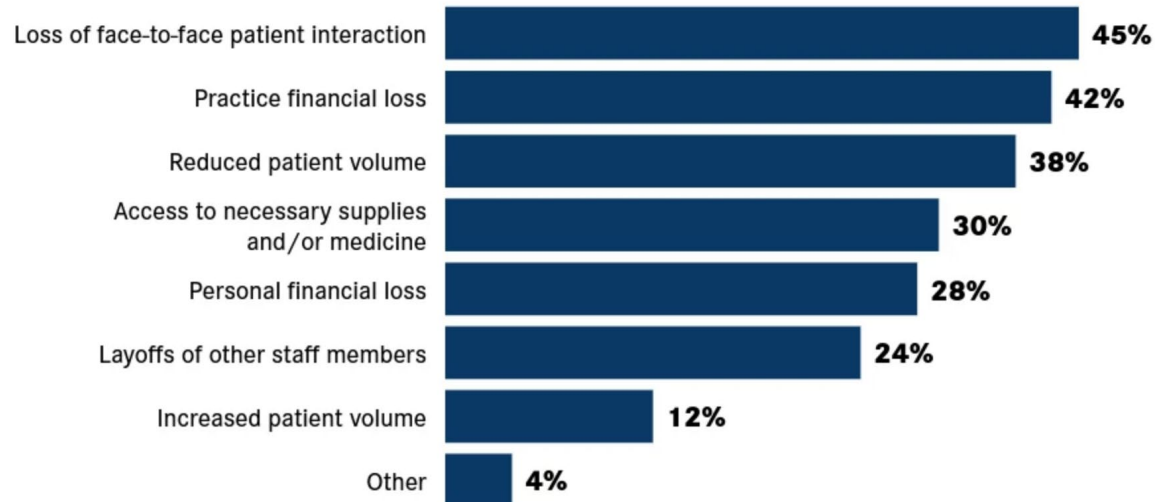
- 1 Loss of enthusiasm for work
- 2 Feelings of cynicism
- 3 Low sense of personal accomplishment
- 4 A negative attitude toward others at work
- 5 Not being able to recover between days in the office



Factors Contributing to Oncology Burnout

Which of the following factors have contributed to your feelings of burnout during the pandemic?

N = 110



Half of participating oncologists report more burnout at work since the pandemic began, with loss of face-to-face patient interaction cited as the leading cause, according to a survey by Cardinal Health.

Oncology Insights
December 2020, Cardinal
Health, December 2020.
Accessed February 15,
2021.
<http://bit.ly/3rWJsuX>



Exercise # 2



Break up into groups of 23 different people.



Factors associated with burnout among health workers



Societal and Cultural

- Politicization of science and public health
- Structural racism and health inequities
- Health misinformation
- Mental health stigma
- Unrealistic expectations of health workers

Health Care System

- Limitations from national and state regulation
- Misaligned reimbursement policies
- Burdensome administrative paperwork
- Poor care coordination
- Lack of human-centered technology

Organizational

- Lack of leadership support
- Disconnect between values and key decisions
- Excessive workload and work hours
- Biased and discriminatory structures and practices
- Barriers to mental health and substance use care

Workplace and Learning Environment

- Limited flexibility, autonomy, and voice
- Lack of culture of collaboration and vulnerability
- Limited time with patients and colleagues
- Absence of focus on health worker well-being
- Harassment, violence, and discrimination



“This is beyond my control...”

Exercise # 2

1. Pick 1 factor from the slide

1. Discussion Questions:

A. How does this show up in my practice?

B. Come up with one solution

5 minutes each partner group

5 minutes group report out



Interventions and strategies to prevent burnout

1. Watch a short film on how to connect with our colleagues
2. Discuss Self-Compassion



Brene Brown: Empathy vs Sympathy



Definition: Self-Compassion

Being kind to ourselves when we fail, rather than beating ourselves up

-Kristin Neff



Three Parts of Self-Compassion:



Self Kindness



Common Humanity



Mindfulness

Kristin Neff



An illustration of a diverse crowd of people, all wearing white face masks. The people are depicted in various colors (blue, pink, black, light blue) and are shown from the chest up. The background is a solid light green color. The text "It is OK not to be OK" is centered in a white rectangular box.

It is OK not to be OK

Thanks!

Contact us:

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