Burnout, Shame, Vulnerability & Resilience: Practicing Primordial Prevention

Influenced by
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Learning Objectives

• Identify barriers to your professional growth, including shame, vulnerability, and burnout

• Examine practices that build your resiliency

• Commit to practicing primordial prevention – ‘resilience is a muscle’
Facebook Version of Our Lives

- CV– triple threat
  - Fabulous clinician, educator, researcher

- Vacation
  - Marvelous

- Children
  - All above average → Exceptional
  - Successful best colleges, best jobs, solving all the world’s problems
What do Burnout and Shame have to do with Academic Health Sciences?

• **Burnout**
  • Shame & vulnerability
  • Resilience
  • Self-reflection

• Please write, speak – react & ask questions
What is Burnout?

- **Job burnout is a special type of job stress —**
  - *State of physical, emotional, or mental exhaustion*
  - *Doubts about your competence*
  - *Doubts about the value of your work*

http://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642
% US Physicians Reporting Burnout
2011 vs. 2014

Report ≥1 Sx burnout
45.5%  2011 to
54.5%  2014

Shanafelt TD Mayo Clin Proc. 2015;90:1600
Conclusion:

• For every hour physicians provide direct patient clinical face time, nearly 2 additional hours is spent on EHR & desk work within clinic day.

• Outside office hours, physicians spend another 1 to 2 hours of personal time each night doing additional computer & clerical work.
% US Physicians Satisfied Work Leaves Enough Time for Personal Life

2011 vs. 2014

Mean Satisfaction Work:Life Balance
48.5% 2011 to 40.9% 2014

Shanafelt TD Mayo Clin Proc. 2015;90:1600
Burnout Throughout the Lifecourse

Observed in all specialties

Dyrbye et al., 2013
Heavy workloads and deadline pressures are a fact of managerial life. Who doesn’t feel overwhelmed or stretched thin sometimes? But when relentless work stress pushes you into the debilitating state we call burnout, it is a serious problem, affecting not just your own performance and well-being, both on the job and off, but also that of your team and your organization.

Hard data on the prevalence of burnout is elusive since it’s not yet a clinical term separate from stress. Some researchers say that as few as 7% of professionals have been seriously impacted by burnout. But others have documented rates as high as 50% among medical residents and 85% among financial professionals. A 2013 ComPsych
Factors influencing career vitality

- Time Famine
- Lack of control
- Isolation
- Personal Responsibilities
- Promotion Policies
- Clinical Demands
- Grant Funding

Dissatisfaction
Burnout
Attrition

Vitality
Productivity
Retention

Campion...Benjamin *J Fac Dev.* 2016;30:49
What do Burnout and Shame have to do with Academic Health Sciences?

- Burnout

**Shame & vulnerability**

- Resilience

**Please** reflect, speak, & ask questions
Flunked First Examination at CWRU SOM
September 1983

No Plan B
PLAN B
It's Important to Always Have One
Internship Boston City Hospital
First Patient Dies August, 1983

- Not a chief, not a mini-chief
- Not on the short list, not on the long list
Inflammation Grants
RO1 HL64753 - 07/01/00 - 06/31/04
R01HL076784 - 06/01/04 - 05/31/09

Vascular Grants
1R01 HL60040 -12/15/98 - 11/30/02
1RO1 HL70100-01 -5/01/02 – 3/31/06

Echocardiographic Genetics:
1U01 HL 66582; Project 5 PI, EJ Benjamin 10/1/00 – 7/31/04
Be careful what you wish for
“I’ve tried to be passionate about my career, but my career just wants to be good friends.”
Principal Investigators (Listed Alphabetically):

BENJAMIN, EMELIA J. MD
HECKBERT, SUSAN MD, PHD (Contact)

Applicant Organization: UNIVERSITY OF WASHINGTON

Review Group: ZHL1 CSR-B (O2)
National Heart, Lung, and Blood Institute Special Emphasis Panel
Jackson Heart Study RFA Review

Meeting Date: 08/15/2012
Council: OCT 2012
Requested Start: 12/01/2012

Project Title: Health Outcomes in the Jackson Heart Study; Advancing Research and Care

SRG Action: Impact Score: 27
New Reality TV Show BUMC
Application Number: 1 R01 HL125386-01

Principal Investigators (Listed Alphabetically):
BENJAMIN, EMELIA, MD (Contact)

Grant Number: 3R01HL092577-06S1
FAIN: R01HL092577

Principal Investigator(s):
Emelia J. Benjamin, MD
Patrick Thomas Ellinor (contact), BS
KATHRYN L LUNETTA, PHD

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Research
A Metaphor for Life

The more you stay in your comfort zone, the smaller it gets

The more you leave your comfort zone, the bigger it gets
Passion

Talent

Fundable

Happy
Passion

Talent

Fundable

Happy
Creative Reinvention
The Power of Plan B

Individually, reflect on and write about (5 min)
- What really drives your work passion? What is most significant to you?
- Imagine ≥2 completely different paths for your life/career that align with your core values & passion
- Share with 1-2 other people (5 min)
Dayenu!
Friedrich Nietzsche

“WHAT DOESN’T KILL US MAKES US STRONGER.”

FRIEDRICH NIETZSCHE
Dear whatever doesn't kill me, I'm strong enough now.
Thanks.
The power of vulnerability

Brené Brown studies human connection — our ability to empathize,
The Power of Vulnerability; Teachings on Authenticity, Connection, & Courage
We Live in a Culture of Scarcity

1. Shame

2. Comparison

“The first thing many of us think about when we wake up is….I didn’t get enough sleep…

“The last thing many of us think about when we fall asleep is….I didn’t get enough done…"
What is the Difference Between Guilt & Shame?

- **Embarrassment**
  - ‘I did something, but I’m human’

- **Humiliation**
  - ‘I did something, but I didn’t deserve that rebuke’

- **Guilt**
  - ‘I did something bad’
  - Focus on behavior

- **Shame**
  - ‘I am bad’
  - Focus on self
So What Do Shame & Vulnerability Have to Do with BUMC?

- Two cultures where shame is rampant
  - Addiction
  - Medicine
Vulnerability Armory?

- Practices that interfere with our ability to live wholehearted lives

1. Perfectionism
2. Numbing
Shame Resilience as a Career/Life Tool

- Stopping shame spirals
  - Recognizing our shame gremlins or triggers
  - Shame hijacks our limbic systems
What do Burnout and Shame have to do with Academic Health Sciences?

- Burnout
- Shame & vulnerability

**Resilience**

- Please reflect, speak, & ask questions
Factors influencing career vitality

- Time Famine
- Lack of control
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Dissatisfaction
Burnout
Attrition

Vitality
Productivity
Retention

Resilience
Self care
Values alignment
Collaboration
Engagement

Campion...Benjamin *J Fac Dev.* 2016;30:49
Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

— Viktor E. Frankl —
Shift the culture

• Resist urge to shame & blame

• Individuals
  ▪ Model & embrace vulnerability
  ▪ Be open to give & receive feedback from place of curiosity and caring

• Institutions
  • Problem solving
  • Systems changes
The 4 Elements of Shame Resilience

1. Recognize shame & understand its triggers

2. Practice critical awareness. Reality check the expectations that are driving your shame

3. Reach out

4. Be strategic in who you share vulnerabilities with in the workplace
Exercise
Reflect individually, then share in dyads

1. What are your shame/burnout spiral triggers?

2. What do you do to practice shame/burnout resilience – primordial prevention?
   - Resilience is a Muscle
Put Your Own Oxygen Mask First

Perspective

My ½ chess board
- My response & Strategy

Networking
- Collaborators
- Peer-mentors

Appreciation of Humor & Irony

Physical health
- Exercise
- Healthy eating
- Sleeping

Emotional Awareness

Problem Solving

Plan B

Resilience
Institutional Antidotes to Burnout

- Watch for Warning Signs
- Set Limits on Workloads
- Insist on Renewal Work hours & Vacation
- Boost Control Clarify expectations Uninterrupted time Flexibility
- Faculty Development
- Build community Zero tolerance incivility
- Learning/Growth Mindset Open ask & give support
- Recognition • Highlight micro wins • Celebrate team
- Resilience

• Valcour Harv Bus Review 11/2016
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• Identify barriers to your professional growth, including shame, vulnerability, and burnout

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Commitment

Journal for 5 minutes

• What practice(s) do you commit to practicing to enhance your resilience?
QUESTIONS?
COMMENTS?