
HEALING YOU WHILE CARING FOR YOUR PATIENTS: STEPS TOWARD WELL-BEING

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DISCLOSURES

- Disclosures:
 - Owner of MOSAIC Medicine
 - Owner RISE Coaching – Wellbeing in Medicine

OBJECTIVES

- Objectives:
 - Understand Burnout – it's contributing factors and current state
 - Review Wellbeing – definition, define/find your current status
 - Strategies to step toward wellbeing in personal life and in work



“MOMENT”

**Artist:
Allison Massari**

BURNOUT – AMERICAN MEDICAL ASSOCIATION DEFINITION

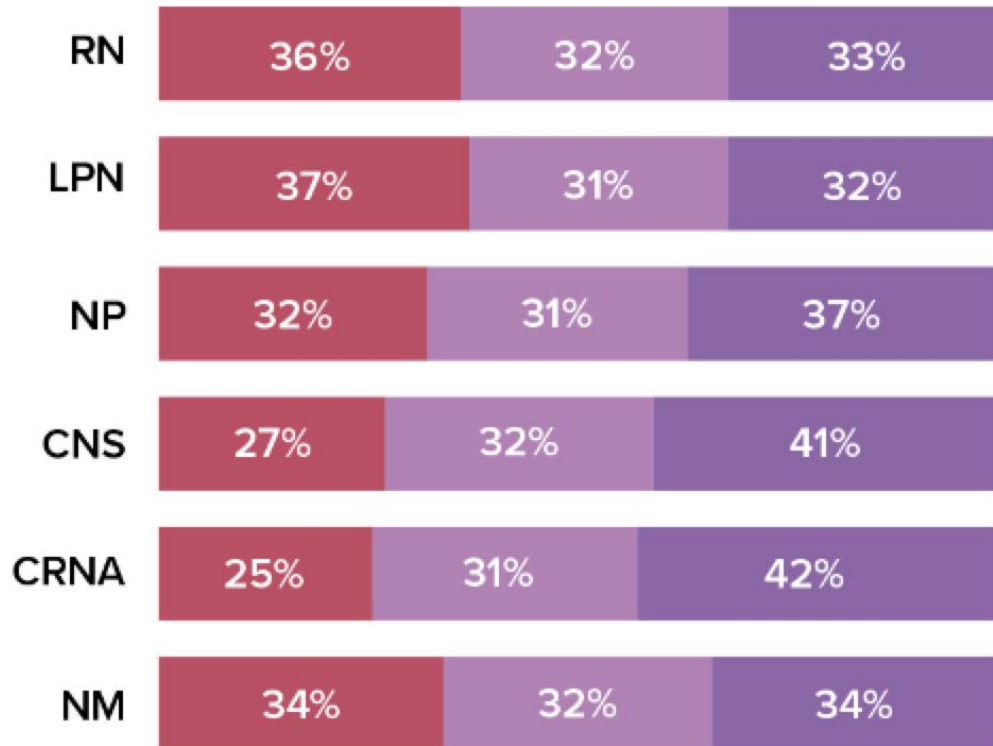
- Physician burnout is a long-term stress reaction which can include the following:
 - Emotional exhaustion
 - Depersonalization (i.e. lack of empathy for or negative attitudes toward patients)
 - Feeling of decreased personal achievement
- Burnout is a condition that affects all specialties and all practice settings.

BURNOUT – OCCUPATIONAL DEFINITION BY WHO

- “Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:
 - feelings of energy depletion or exhaustion;
 - increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
 - reduced professional efficacy.
- Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”

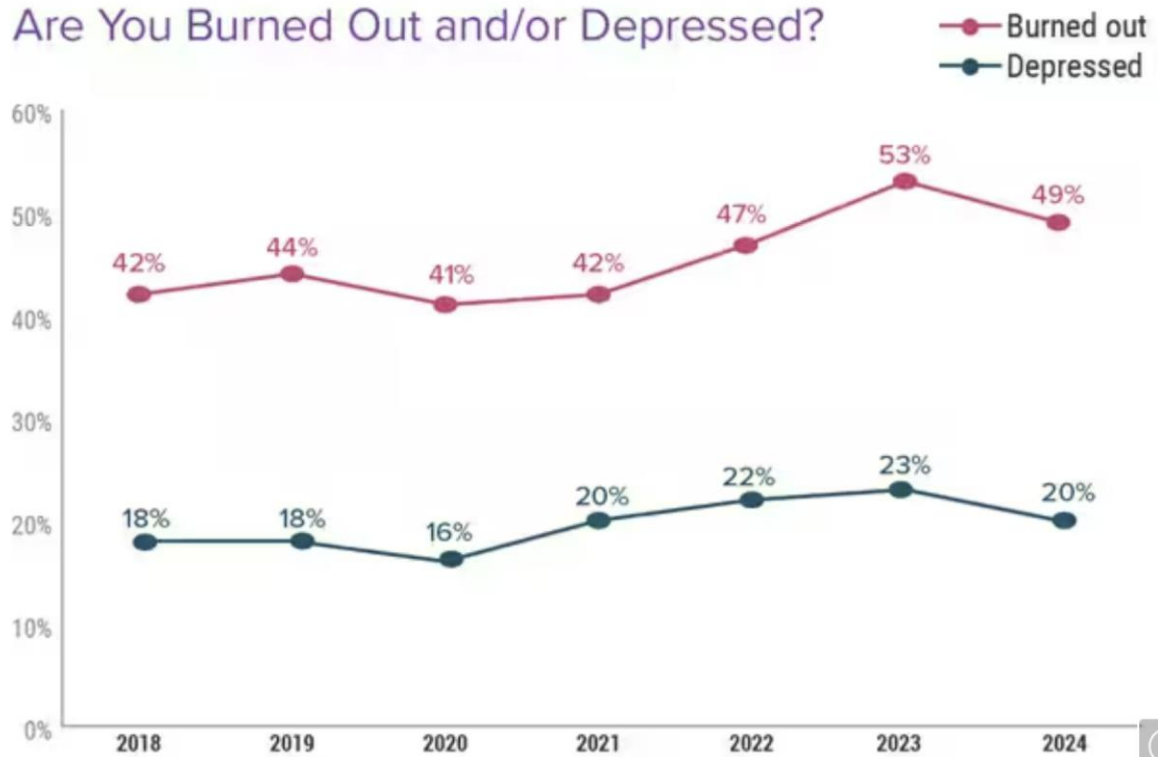
Are Nurses Burned Out?

- Burned out/very burned out
- Somewhat burned out
- Not at all/slightly burned out

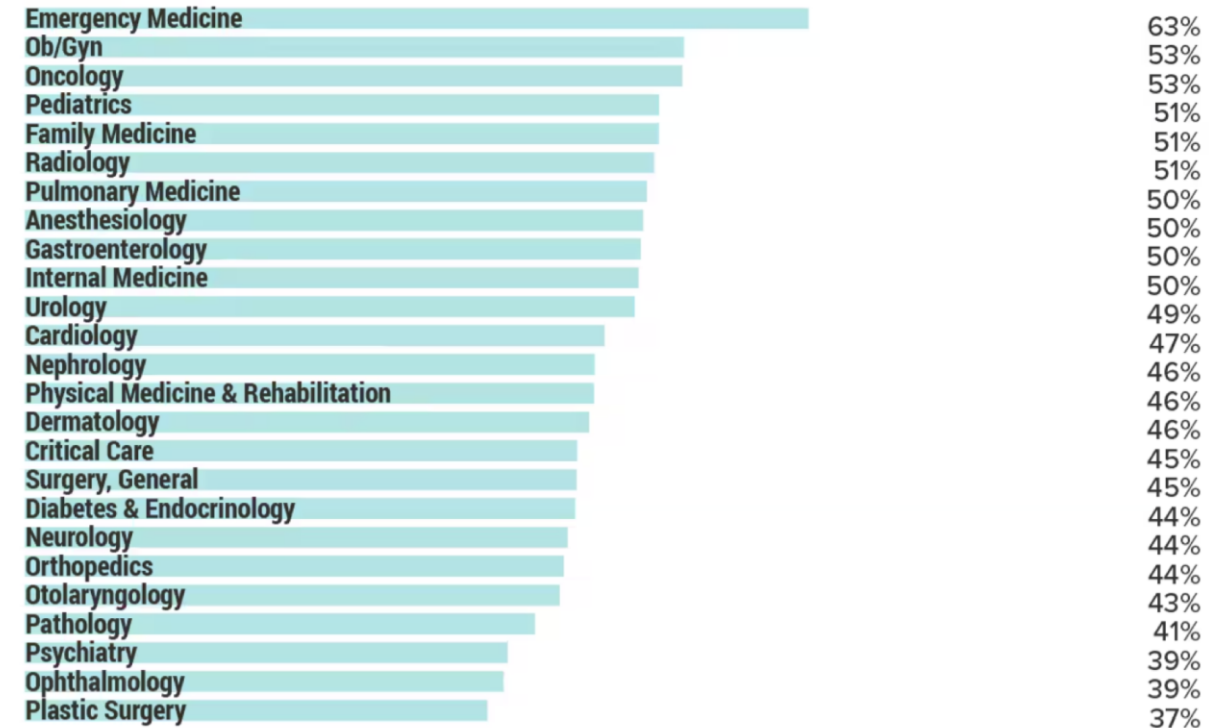


BURNOUT

Are You Burned Out and/or Depressed?



Which Specialties Have the Greatest Burnout Rates?

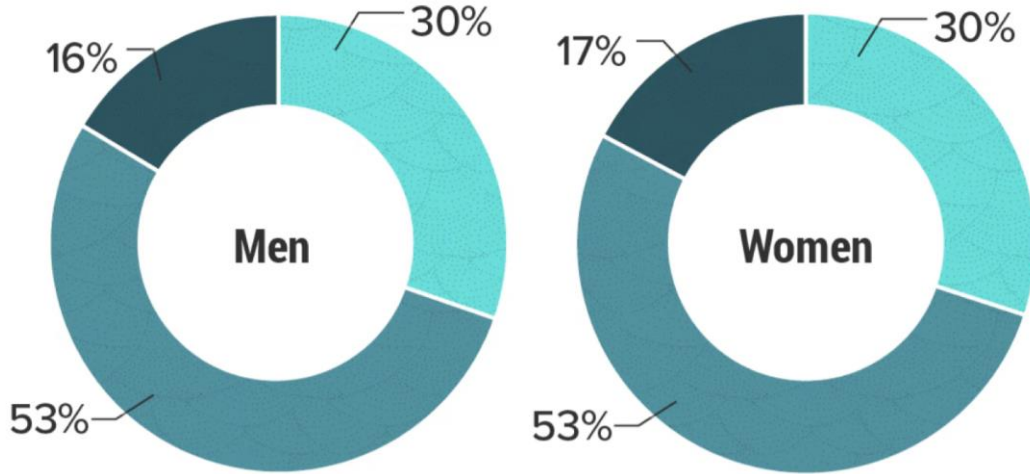


BURNOUT

MEDSCAPE "PHYSICIAN DEPRESSION AND BURNOUT REPORT 2024" JANUARY 26, 2024

How Much of Your Burnout and/or Depression Is Due to Job Stress?

● All of it
 ● Most of it
 ● Some of it



Respondents were asked how much of their burnout and/or depression they attributed to job stress rather than their personal life.

What Contributes Most to Your Burnout?



BURNOUT

MEDSCAPE "PHYSICIAN DEPRESSION AND BURNOUT REPORT 2024" JANUARY 26, 2024

WE CANNOT TREAT BURNOUT AS A SINGLE PROBLEM

- Each group needs different solutions
- When we throw out “yoga” as the fix, we teach tolerance of brokenness
- Resilience is not the only problem





“MOMENT”

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NOW WHAT?

"The definition of insanity is doing the same thing over and over again and expecting different results."

I. WHAT CAN YOU CONTROL: YOUR TIME



NOW WHAT?

1. List all the things that you do or that you say “YES” to
2. Go through the list:
 - 5 “YES” get to stay
 - 5 that you will say “NO” to
 - 5 that need to “get to NO” – **but how....**

OWN WHAT IS YOURS

“Forces beyond your control can take away everything you possess except one thing, your freedom to choose how you will respond to the situation.”

~Viktor Frankl~

2. GROWTH MINDSET

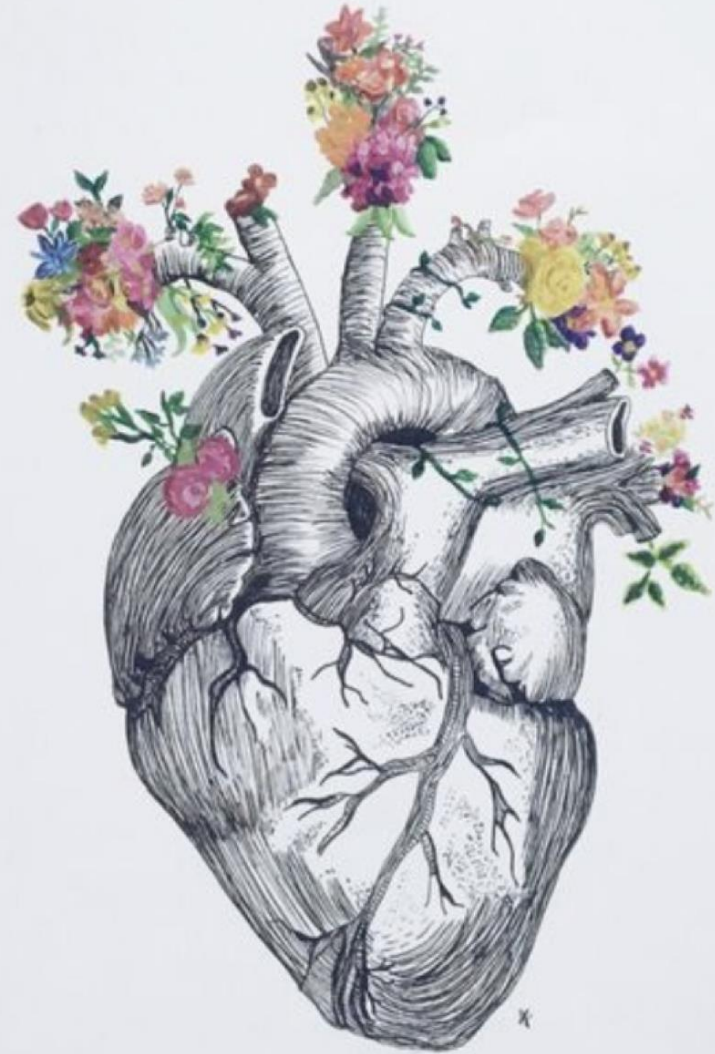
- Vs. Fixed
Mindset



2. GROWTH MINDSET VS FIXED – WHICH ARE YOU?

- Do you possess a growth or a fixed mindset?
- Where do you see each show up in your life?
- Think of a thought that has limited you in some way.
 - What has been the result of the thought or fixed mindset in that scenario? Has it been beneficial? Has it been detrimental? Do you like the result?
 - What can you think to move to a different result?

3. DIASTOLE



WELL-BEING WHEN WE WORK TO CARE FOR OTHERS....

"Sometimes you don't realize you're actually drowning when you're trying to be everyone else's anchor."

**PUT ON
YOUR
OWN
OXYGEN
MASK
FIRST.**

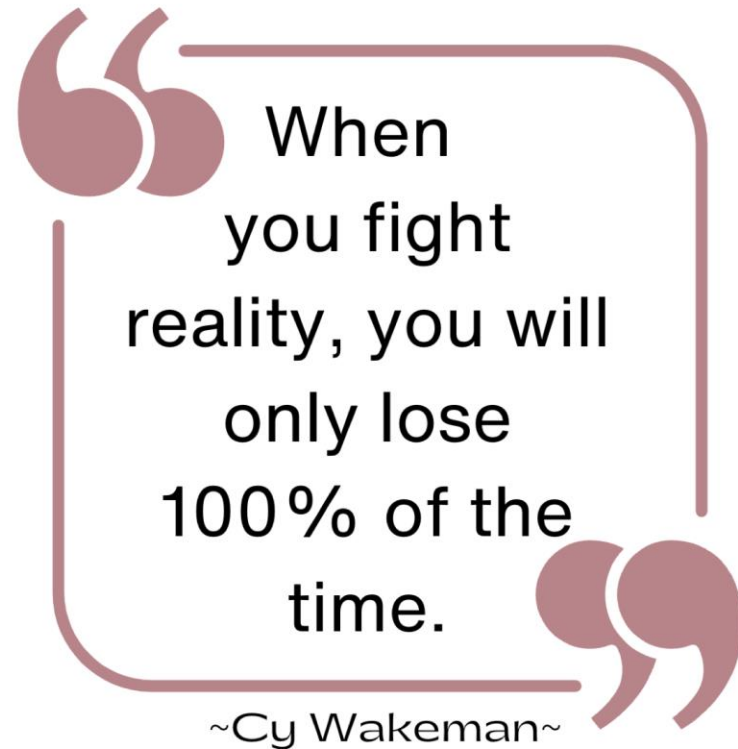
Learning to put your oxygen mask on first, feels counter intuitive when you have spent your life taking care of others.

Kathy Overman



3. SELF CARE AND PRIORITY

- Identify one thought about putting yourself first
- Is it 100% true?
- What else could be true?
- What action can you take **NOW** to care for yourself? ****HINT****



When
you fight
reality, you will
only lose
100% of the
time.

~Cy Wakeman~

4. OWN WHAT IS YOURS

- What can YOU control?
- The Power of “AND”



5. BOUNDARIES

- Dear Doctor on Vacation
- Inbox
- Notes
- Hours

ONE STEP AT
A TIME:

MAKE THE
NEXT BEST
DECISION





THANK
YOU!