

A woman with dark hair, wearing blue scrubs, is sitting on the floor in a brightly lit hospital hallway. She is smiling and looking towards the camera. The hallway has white walls and a light-colored floor. There are some blurred lights and architectural details in the background.

Burnout

*Recognizing Moments for
Better Impact*

Jim Damron, MDiv, MBE, RRT

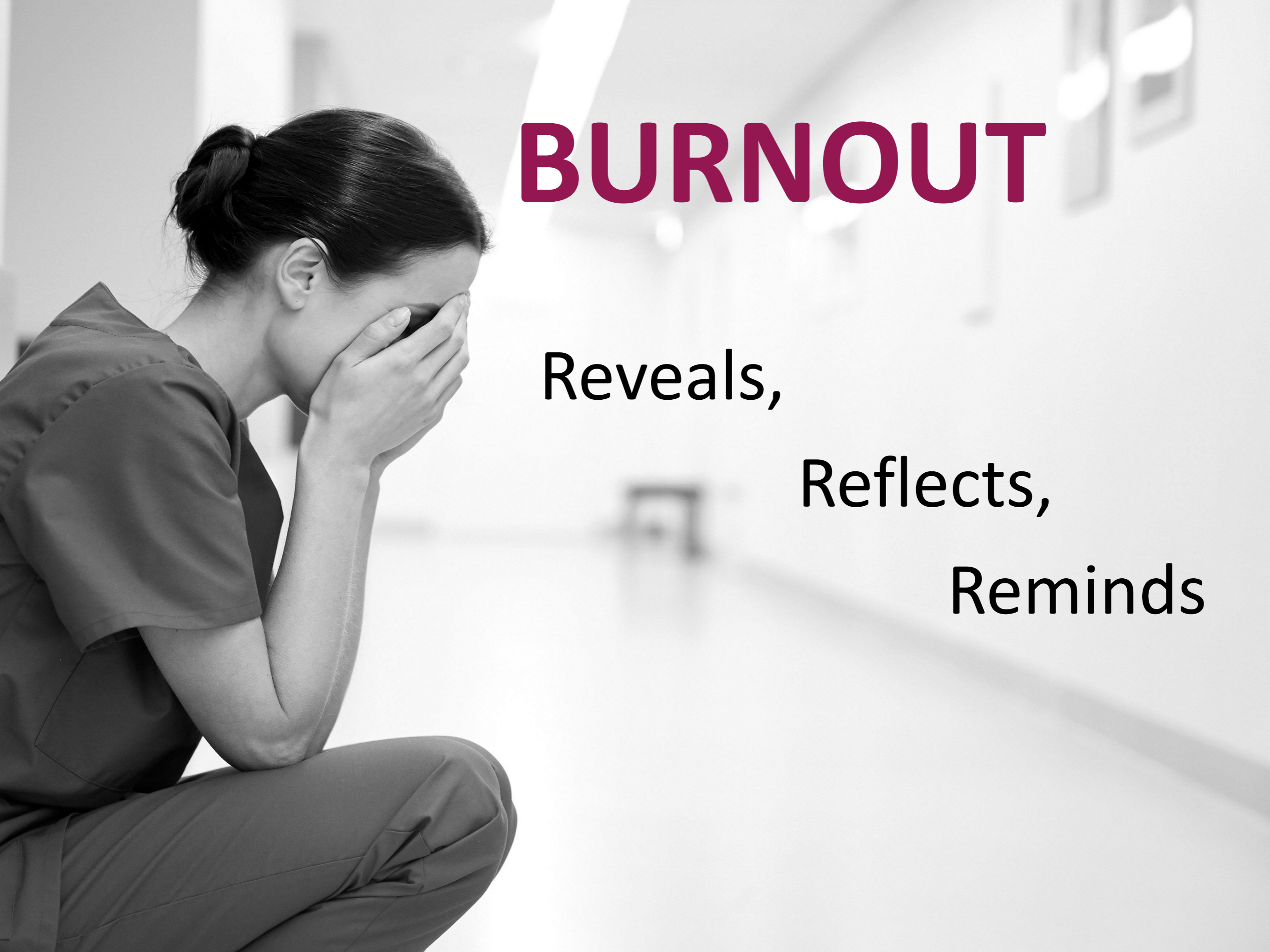
BURNOUT



- * Identify the impact RTs have on patients
- * Recognize key moments that can mitigate burnout

OBJECTIVES



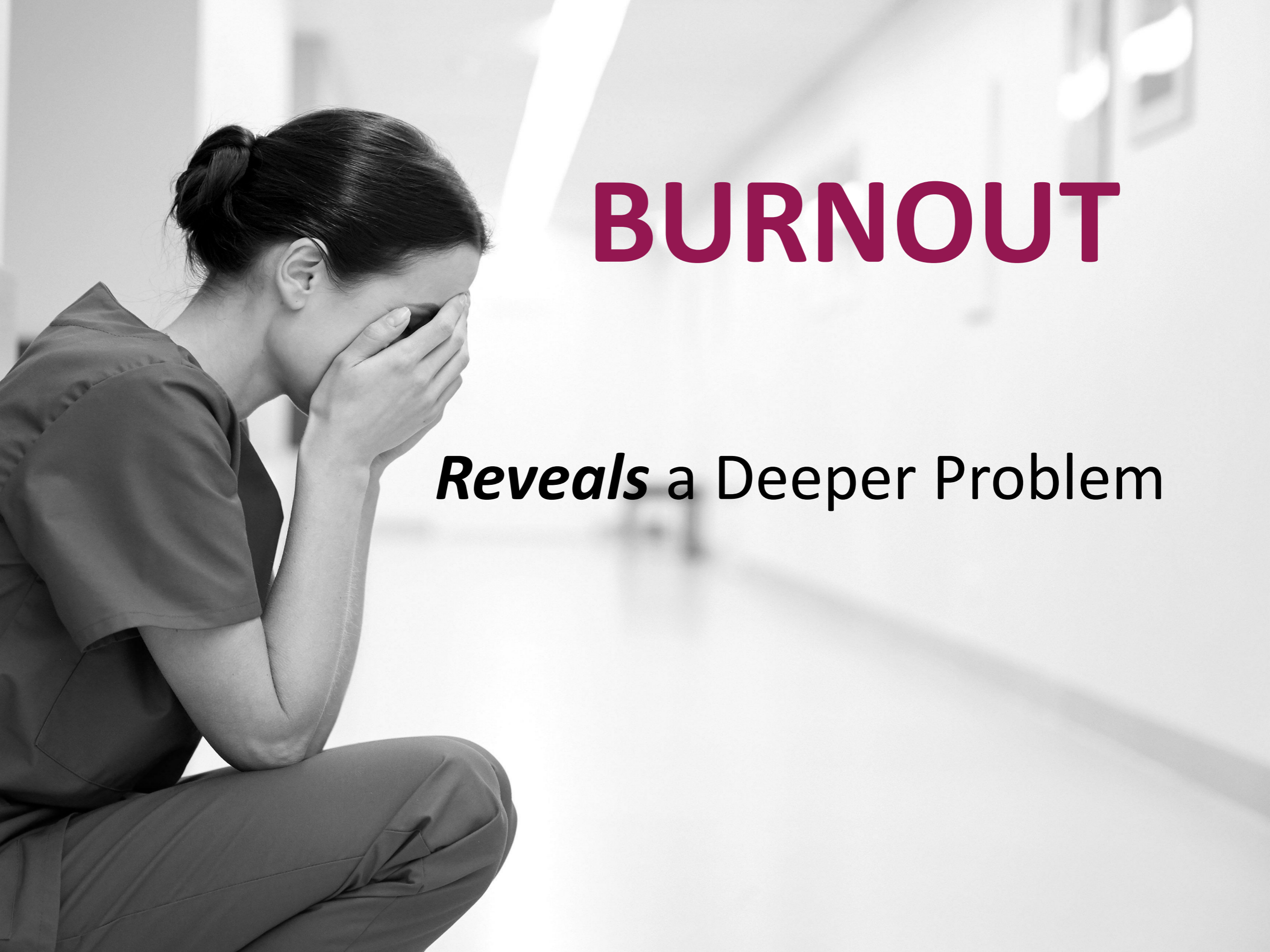


BURNOUT

Reveals,

Reflects,

Reminds



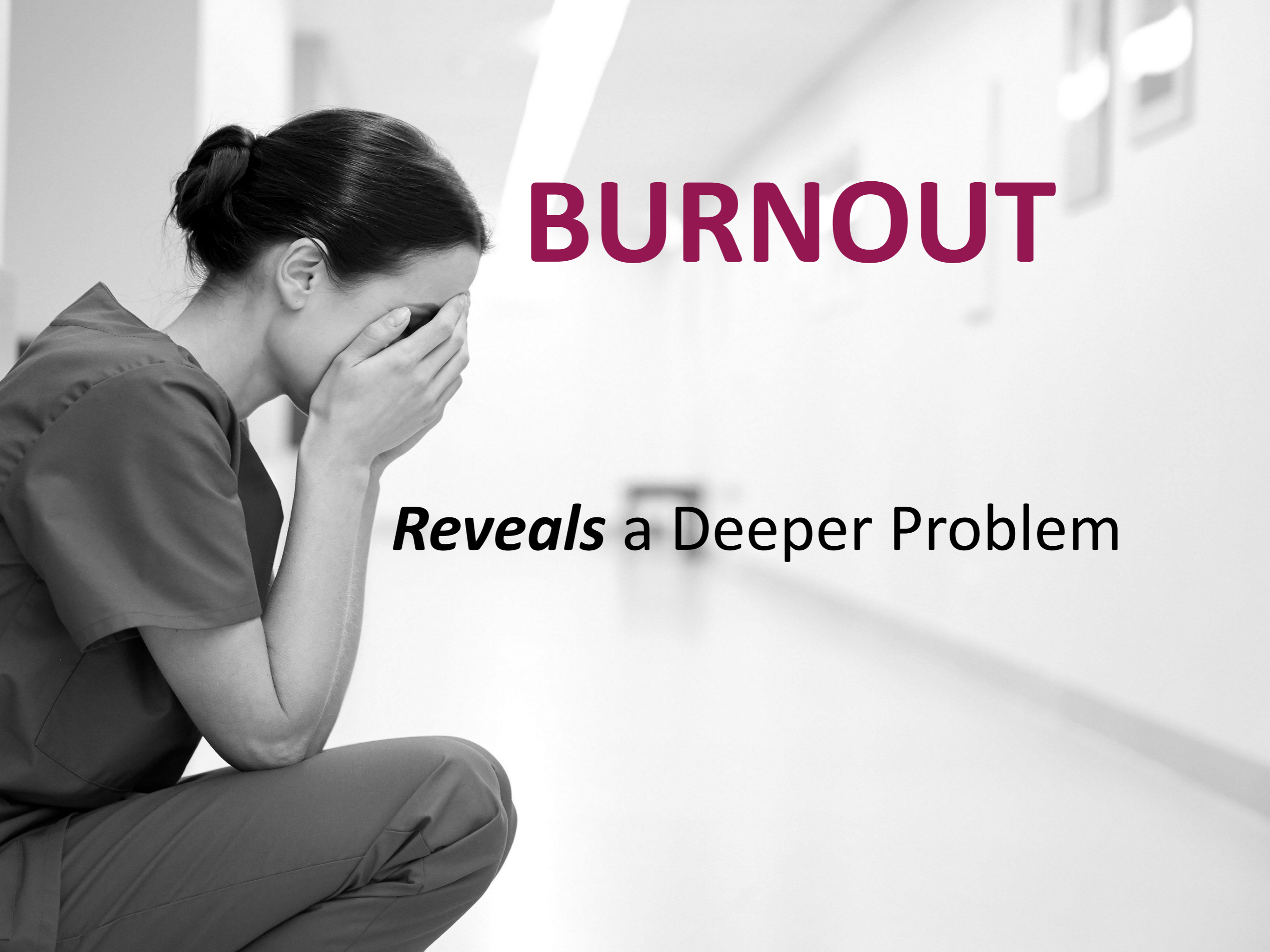
BURNOUT

Reveals a Deeper Problem



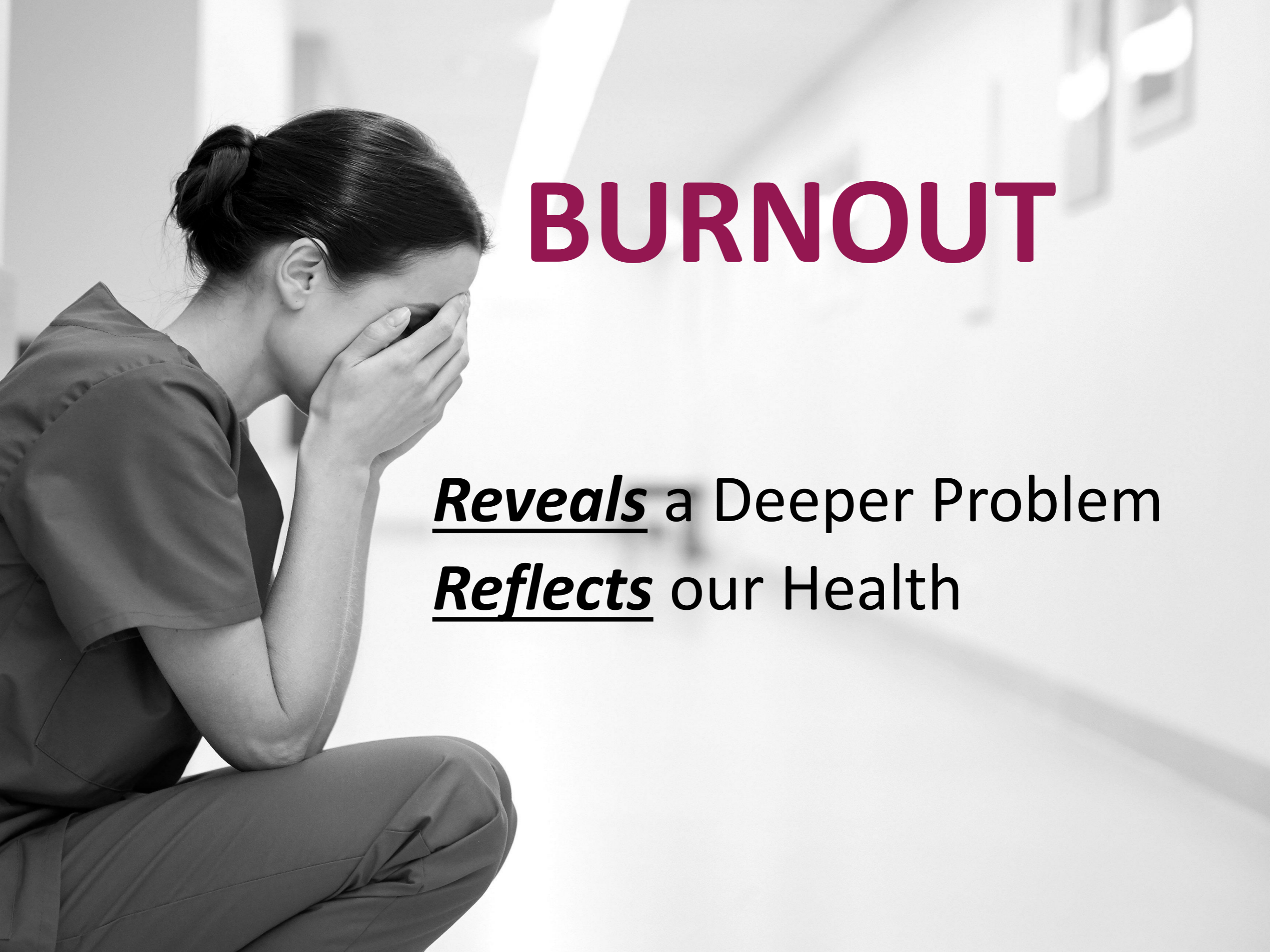
Tanya





BURNOUT

Reveals a Deeper Problem



BURNOUT

Reveals a Deeper Problem

Reflects our Health

emotional strain or *stress*

adverse or demanding circumstances

he's obviously under a lot of stress

the stresses and strains of family life

Stress

is defined

ve

people had as the

stress

of excessive

placed on them

the

from

sure, when

the

and to a mot.

several

on cars

effect the mental

employees, for example

described

anxiety or depression

and also have a significant

effect

on their physical

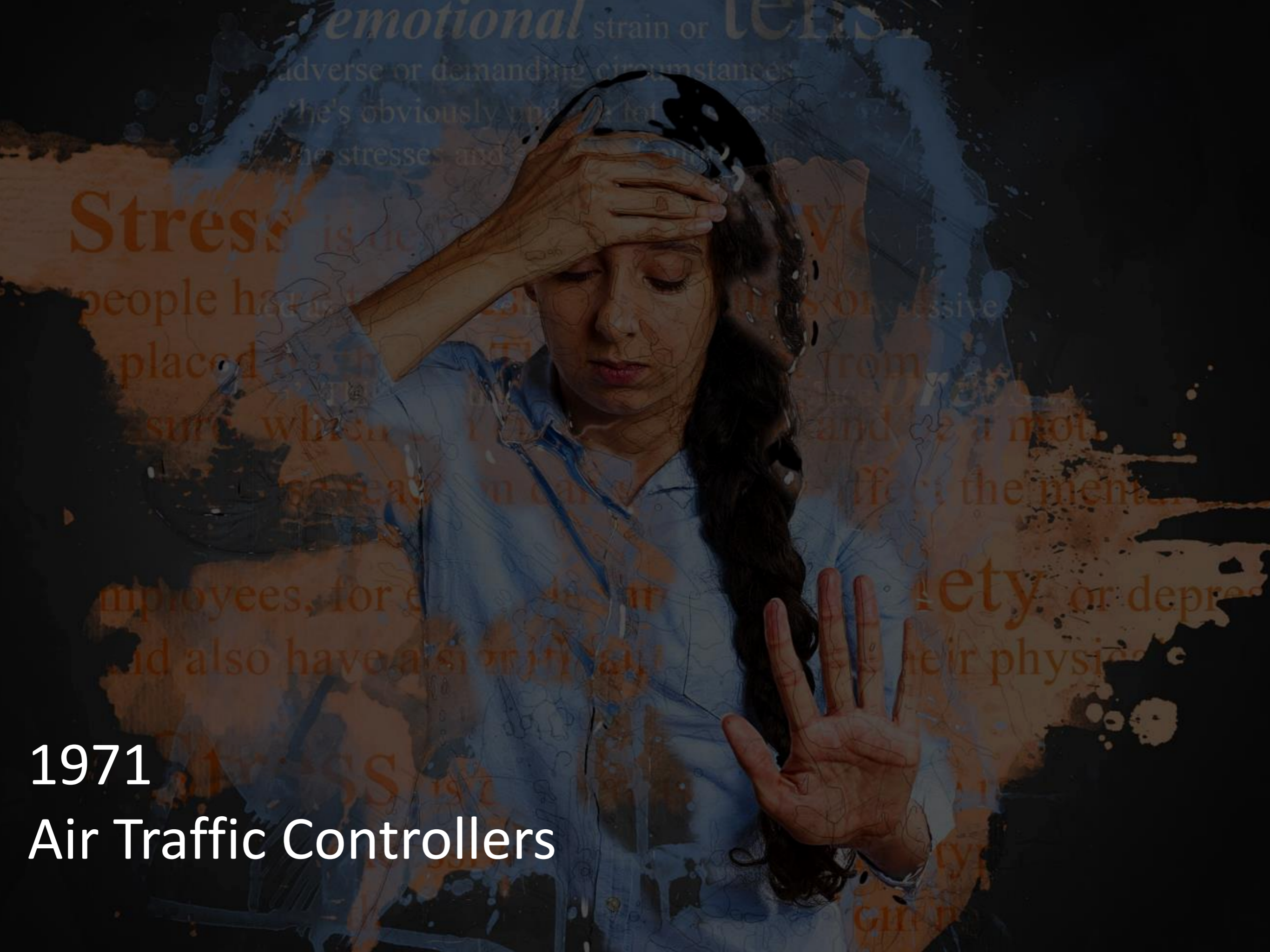
STRESS

excessive

type

GINN





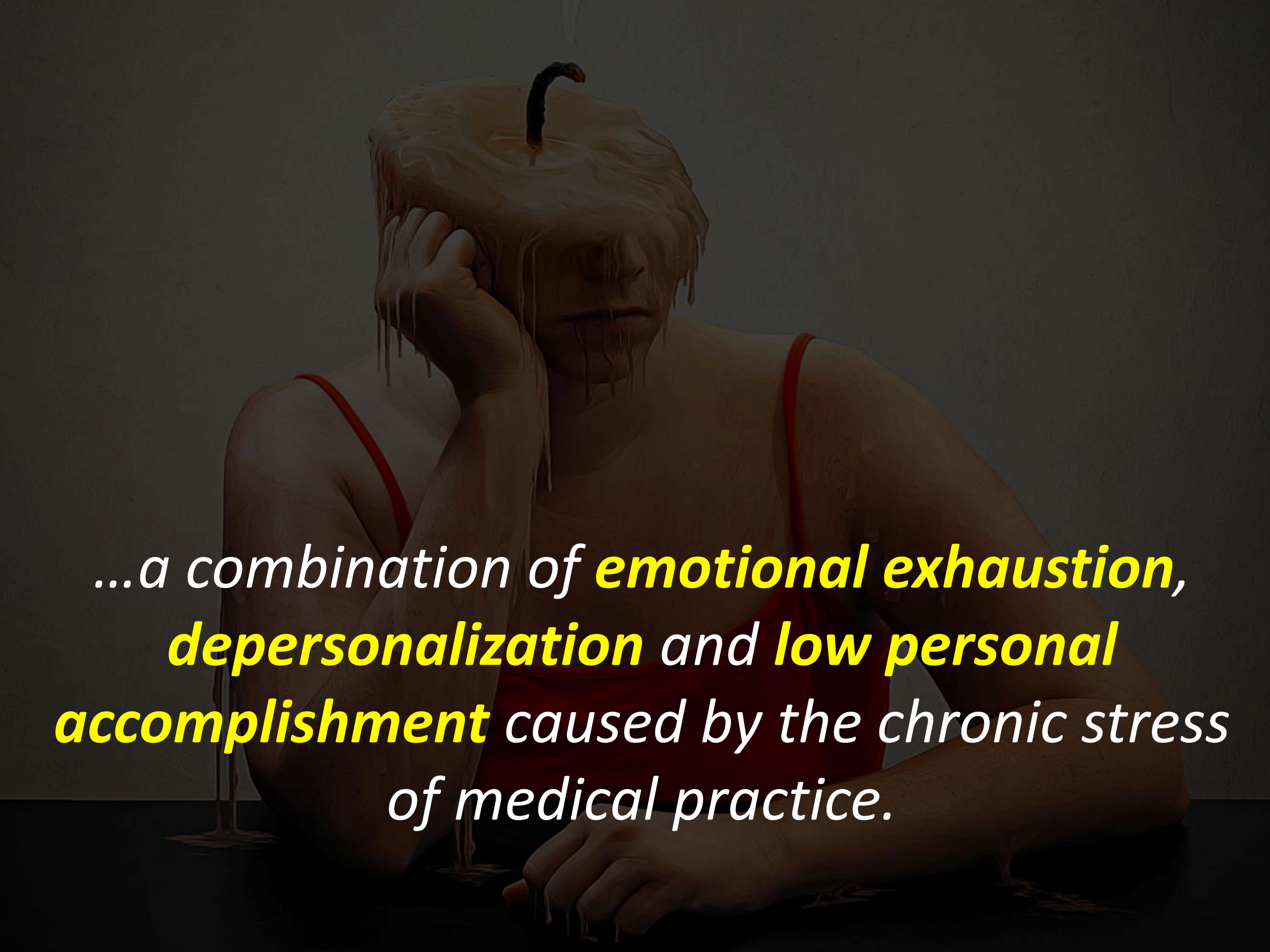
1971
Air Traffic Controllers



1974

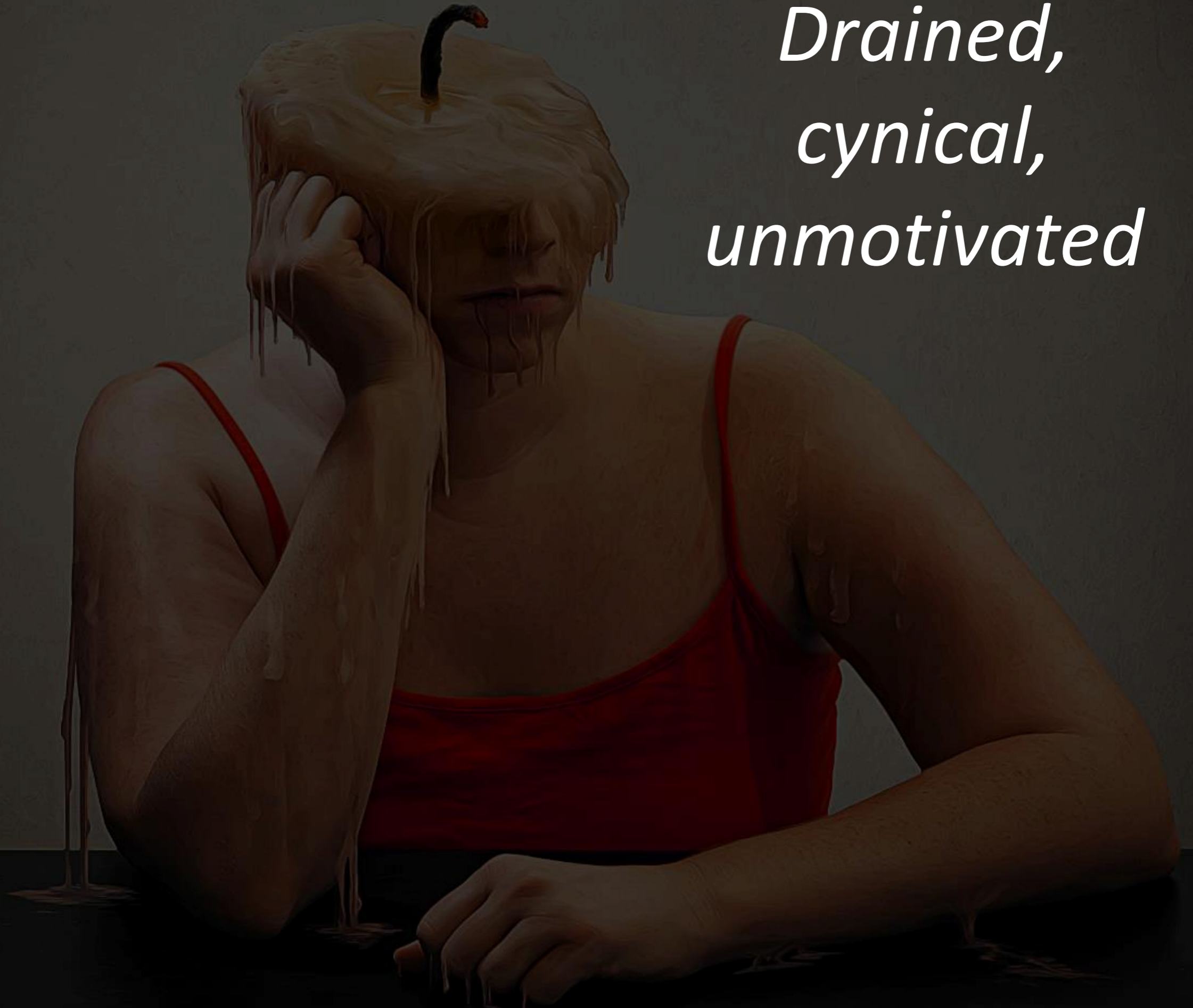
Volunteers at Free Clinic



A person with long blonde hair, wearing a red tank top, is shown from the chest up. They have a snake coiled around their head, with its head raised. The person's eyes are closed, and they appear to be in a state of distress or exhaustion. The background is a plain, light-colored wall. The overall image has a dark, moody atmosphere.

*...a combination of **emotional exhaustion**,
depersonalization and **low personal
accomplishment** caused by the chronic stress
of medical practice.*

*Drained,
cynical,
unmotivated*

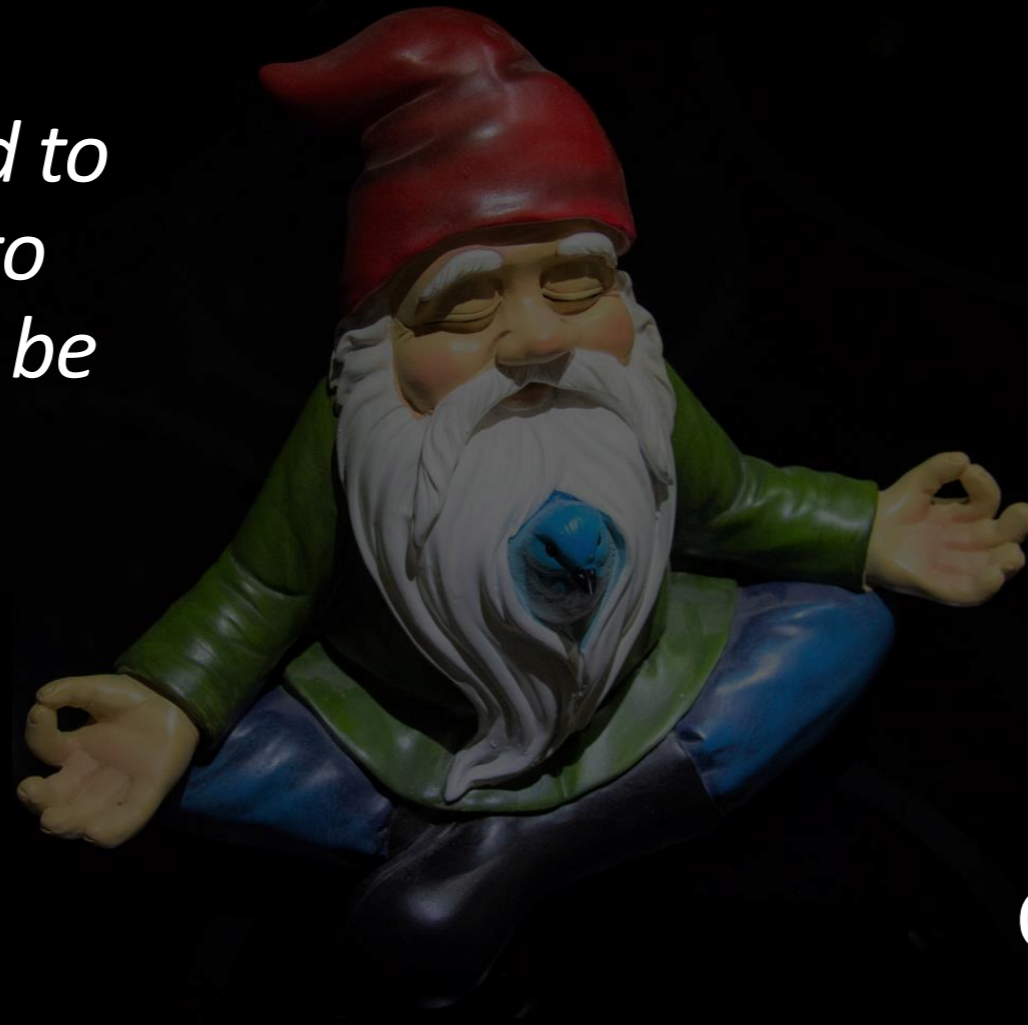




What are some remedies you have heard to mitigate burnout?

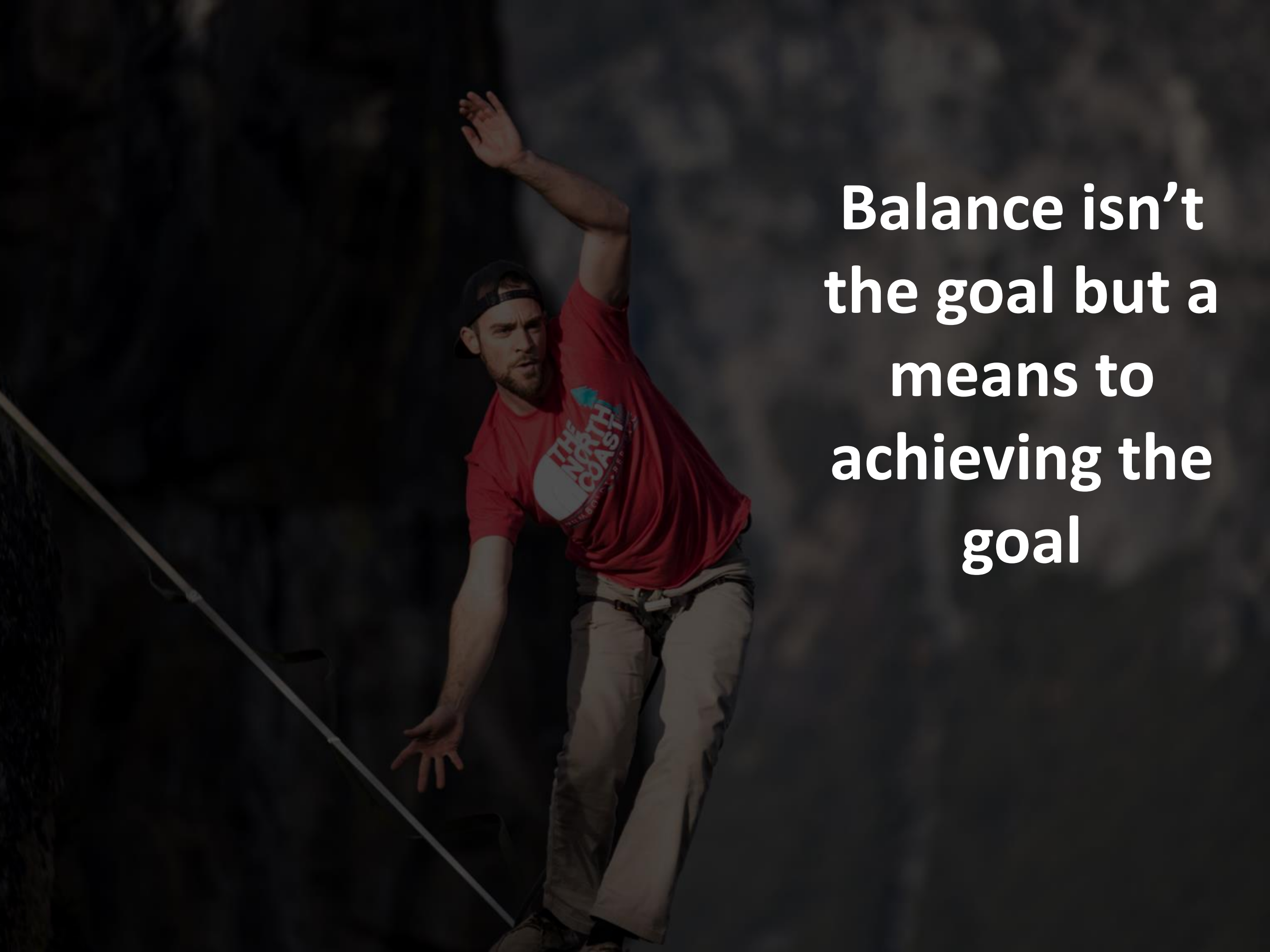


*“To worry you need to
be in the future, to
regret you need to be
in the past.”*



Chade-Meng Tan



A man with a beard, wearing a red t-shirt and a black cap, is balancing on a rope. He is leaning forward with his arms outstretched, one hand touching the rope. The background is a blurred, dark outdoor setting. The text is overlaid on the right side of the image.

**Balance isn't
the goal but a
means to
achieving the
goal**



Job - something you **GO** to

Vocation - something you're **CALLED** to



Dr. Lorna Breen

Died from self-inflicted
injuries





**Level of alcohol
abuse among MD's**

25% higher



Level of suicidal thoughts among MD's

200% higher

Oreskovich M, Kaups K, Balch C, et al. The prevalence of alcohol use disorders among American surgeons. *Arch Surg* 2011;147:168-74;

Shanafelt TD, Balch CM, Dyrbye LN, et al. Suicidal ideation among American surgeons. *Arch Surg* 2011;146:54-62

Medical Errors



Medical Errors

250,000
deaths/year





Medical Errors

*Doctors suffering from Burnout, specifically
depolarization, have a*

50%

higher chance of committing medical errors.

Organization

Annual Financial Impact on US Healthcare System

\$4.6 Billion

Jones CB. The costs of nurse turnover, part 2: Application of the Nursing Turnover Cost Calculation Methodology. *J Nurs Adm* 2005;35:41-9.

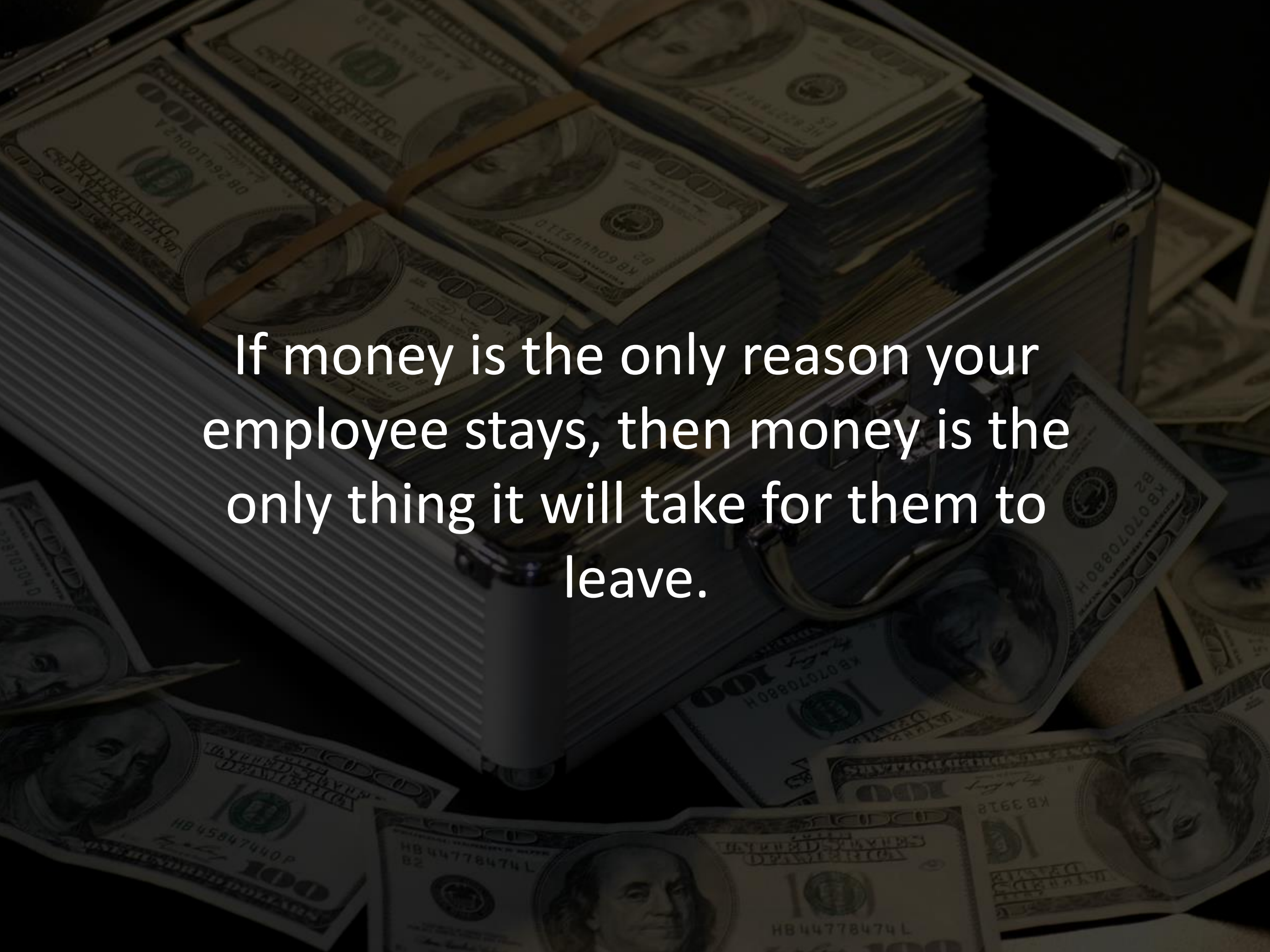
Fibuch E, Ahmed A. Physician turnover: A costly problem. *Physician Leadersh J* 2015;2:22-5

Hamidi, MS, Bohman B, Sandborg C, et al. Estimating institutional physician turnover attributable to self-reported burnout and associated financial burden: a case study. *BMC Health Serv*

Res. 2018; 18(1):851 11/27/2018



**What kept you at
your
organization?**

A metal briefcase is shown, overflowing with stacks of US dollar bills. The bills are bundled together with rubber bands. The briefcase is open, and the stacks are piled high inside. Some bills are scattered around the briefcase on the surface it's resting on. The overall scene is dimly lit, with a dark background, emphasizing the texture and details of the currency.

If money is the only reason your
employee stays, then money is the
only thing it will take for them to
leave.

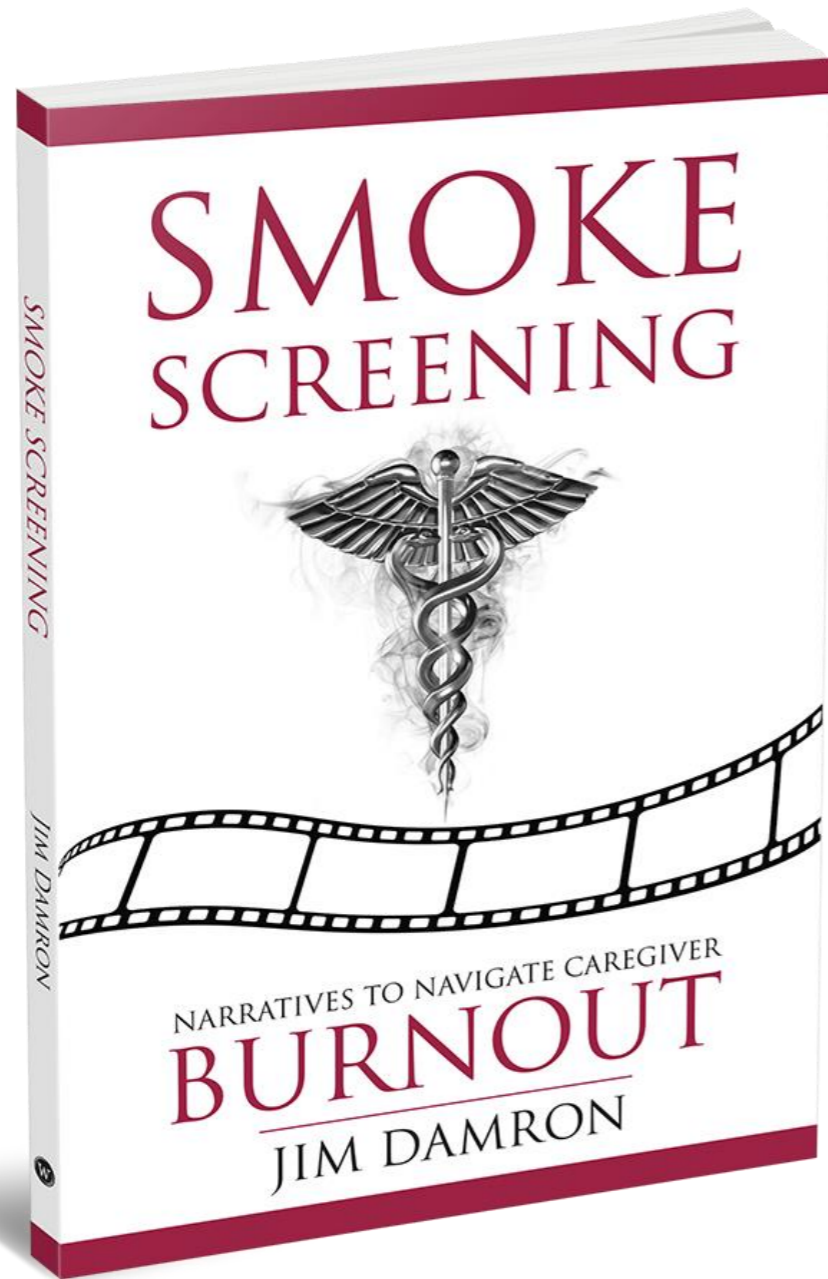


BURNOUT

Reveals a Deeper Problem

Reflects our Health

Reminds us of our Purpose



Amazon Discount for all
Participants

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