Exploring Resilience: What Do We Know?

Literature and Data Review
Workforce Studies, Health Care Affairs
Why the focus on physician burnout, resilience and well-being?

Well-being in Academic Medicine

“Our well-being, and the well-being of our teams, ultimately affects the health and well-being of our patients and communities.”

Physicians have the highest suicide rate of any profession. So why haven't you heard about it?

Nearly 400 doctors commit suicide each year

To Your Health

Burnout increasing among U.S. doctors

How Being a Doctor Became the Most Miserable Profession

Nine of 10 doctors discourage others from joining the profession, and 300 physicians commit suicide every year. When did it get this bad?

Half Of U.S. Doctors 'Burned Out' As Obamacare Begins Third Year

The number of U.S. physicians who say they are suffering “burnout” has jumped to more than half of doctors as the practice of medicine becomes more complicated and millions more Americans gain health coverage under the Affordable Care Act.

An analysis from researchers at the Mayo Clinic and the American Medical Association say doctors’ work-life balance is worsening, with the percentage of physicians who say they are suffering burnout rising to 54% in 2014 from 45% in 2011. The research, published in the December issue of Mayo Clinic Proceedings.
Burnout, defined

- Emotional exhaustion, depersonalization and sense of low personal accomplishment.
- Most often measured using the Maslach Burnout Inventory, which is considered the standard for measuring burnout.
Medical Students and Residents
Medical Student Burnout & Contributing Factors

**Burnout:**
1. Approximately 50% of medical students experience burnout (2008)
2. Approximately 9% of medical students experience suicidal ideation (2014)
3. Being a medical student is associated with increased odds of depressive symptoms than those of medical residents and physicians
4. Medical students have a higher prevalence of psychological distress compared to the general population and age-matched peers

**Contributing Factors:**
5. Demanding work load
6. Bullying in the medical school environment
Medical Resident Burnout & Contributing Factors

**Burnout:**
1. Prevalence of burnout among medical (IM) residents is 51.5%
2. Burnout and depression are more prevalent among residents than college graduates of similar age
3. Symptoms of emotional exhaustion decrease during training, but symptoms of depersonalization increase

**Contributing Factors:**
4. Work overload
5. Limited control
6. Low pay
Medical students are less rested after two years

Average hours sleep per night and feel rested (0-10 scale), 2015

<table>
<thead>
<tr>
<th>Sleep nightly</th>
<th>Start med school</th>
<th>Year 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feel rested</td>
<td>Start med school</td>
<td>Year 2</td>
</tr>
<tr>
<td>7.7</td>
<td>7.1</td>
<td>6.2</td>
</tr>
<tr>
<td>4.8</td>
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</tbody>
</table>

Source: AAMC 2015 MSQ and Y2Q questionnaires.
For medical students, stress goes up as social support goes down.

Perceived stress and social support (0-10 scale), 2015

- Start med school: Stress 4.3, Social support 8.5
- Year 2: Stress 5.8, Social support 8

Source: AAMC 2015 MSQ and Y2Q questionnaires.
Quality of life declines during medical school

Mean Quality of Life (0-60 scale)

<table>
<thead>
<tr>
<th>Year</th>
<th>QOL MSQ 2014</th>
<th>QOL Y2Q 2014</th>
<th>QOL MSQ 2015</th>
<th>QOL Y2Q 2015</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>47.2</td>
<td>40.4</td>
<td>46.9</td>
<td>40.1</td>
</tr>
</tbody>
</table>

Source: AAMC 2015 MSQ and Y2Q questionnaires.
During last years of medical school, students become less likely to choose a career in medicine again.

If you could revisit your career choice, would you choose to go to med school/become a physician? (Yes or probably yes)

- **2014**
  - Med school year 2: 87.5%
  - Med school completed: 79.2%

- **2015**
  - Med school year 2: 89.2%
  - Med school completed: 81.7%

Source: AAMC 2015 Y2Q and GQ questionnaires.
Practicing Physicians
Physician Burnout

1. Burnout is more common among physicians than among their peers in the population

2. 54.4% of physicians reported at least 1 symptom of burnout (2014), up from 45.5% (2011)

3. 81% of physicians report being overextended or at full capacity (2016)

4. Levels of burnout vary by physician career stage, and by specialty

5. If they had it to do over again, 28.7% would not be a physician
Contributing Factors to Physician Burnout

1. Nonclinical paperwork takes up about 20% of physicians’ time
2. Restricted autonomy
3. Issues with work-life balance
4. Long hours
5. Excessive workload and administrative burdens
6. Decline in the sense of meaning that physicians derive from work
Specialty physicians

1. Burnout is especially prevalent among emergency department physicians, urologists, physical medicine & rehabilitation, radiologists, and family physicians (2014)

2. From 201 to 2014, significant increases in burnout were reported in urology, physical medicine and rehabilitation, family medicine, radiology, orthopedic surgery, dermatology, internal medicine subspecialties, general surgery subspecialties, pathology, psychiatry, and general pediatrics

3. A majority (52.5%) of surgeons have experienced recent work-life balance conflicts (62% of women and 48% of men)

4. 52.3% of Hospitalists and 54.5% of the outpatient internists affected by burnout
Practicing physicians less satisfied with career in 2016 than in 2011

- I would choose medicine as a career: 2011: 69% (69%); 2016: 64% (64%)
- I would choose the same specialty: 2011: 45% (45%); 2016: 50% (50%)
- I would choose the same practice setting: 2011: 61% (61%); 2016: 25% (25%)

29% of physicians would not choose to become a physician again

Source: Physicians Foundation Survey 2014.
Even younger physicians would reconsider

Would leave or retire from medicine if could

- Over 50 yrs: 36.0%
- Under 50 yrs: 30.1%

1 out of 7 Physicians is dissatisfied with their overall career in medicine.

More than a third of all physicians are less satisfied with medicine than they were

Current level of satisfaction with medicine compared to three years ago

- Much more satisfied: 6.1%
- Somewhat more satisfied: 11.4%
- About the same: 43.7%
- Somewhat less satisfied: 29.3%
- Much less satisfied: 9.6%

Retirement scenarios create the two most extreme physician supply projections:

![Projected FTE Physician Supply: All Physicians](chart)

**Source:** AAMC, 2016 Update: Complexities of Physician Supply and Demand: Projections from 2014 to 2025.
39% of physicians planned to accelerate their retirement plans in response to how health care is changing.

Source: Physician’s Foundation 2014 Survey of America’s Physicians
Share of physicians who were self-employed declined from 50% in 1980 to 29% in 2010.

Source: Analysis of U.S. Census Bureau microdata.
81% of physicians would reduce their work hours if they could afford it.

Physician satisfaction with work-life balance is dropping (from 48.5% to 40.9% in just three years - 2011 to 2014)
Physicians struggle to balance work and family life

Physicians feel that fear of litigation affects the practice of medicine
