



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER™  
EL PASO



# Faculty Burnout and Resilience

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No disclosures



# Learning Objectives

- Recognize symptoms and contributing factors of burnout
- Discuss best strategies for building resilience and enhancing wellbeing



## Crisis Numbers

Emergency 24 hour Crisis Line: 915-779-1800  
Child/Adult Protective Services: 800-252-5400

**CALL 911 IN AN EMERGENCY**

# What is burnout?

- Burnout is caused by prolonged job stress
- This work-related syndrome hallmarked by:
  - Emotional exhaustion
  - Loss of personal identity
  - Lowered sense of personal accomplishment
- Can lead to:
  - Loss of enthusiasm for work
  - Feelings of cynicism

West et al., 2016; Mayo Clinic, 2018; Shanafelt, Hasan, Dyrbye, et al., 2015

## Consequences of burnout

- Irritability/anger with staff and patients
- Poor patient satisfaction and adherence to physician recommendations
- Reduced standards of patient care
- More likely to prescribe inappropriate medications
- Reports of increased medical errors
- Worse clinical outcomes

Bodenheimer & Sinsky, 2014; Wallace, Lemaire, & Ghali, 2009

# Contributing factors to burnout

- Lack of control
- Unclear job expectations
- Dysfunctional workplace dynamics
- Extremes of activity
- Lack of social support
- Work-life imbalance

Mayo Clinic, 2018

# What is resilience?

- Resilience is regarded as the ability to “bounce back” or to recover effectively from events that produce stress
- Involves an individual’s ability to adapt to acute or chronic stress by responding in ways that promote positive outcomes
- Resources against these various risks can include emotional regulation or positive social support

## Resilience building strategies

- Find job-related sources of gratification
- Leisure time activities to reduce stress
- Cultivation of relationships with colleagues, family, friends
- Defining boundaries and limiting work hours
- Proactive engagement with the limits of skills, complications, and treatment errors
- Cultivating professionalism
- Self-Organization
- Personal reflection and useful attitudes
- Spiritual practices



## Self-care

- “Self-care is any activity that we do deliberately in order to take care of our mental, emotional, and physical health”
  - Get enough sleep
  - Eat enough food and drink enough water
  - Exercise when you can
  - Personal hygiene
- When are some times where it seems impossible to take care of yourself?
- Why do you think it is hard some times to take care of basic needs?



# Resilience Exercise #1

- Senior and junior faculty join to form groups of up to 4 members. The senior faculty should describe the most difficult case/death or trainee situation they have been a part of and the role that they played in it. The group members should discuss the experience to identify emotions and potential for self-growth. At the end of 10 minutes the group leader will report on any new insights they learned from sharing their experience.

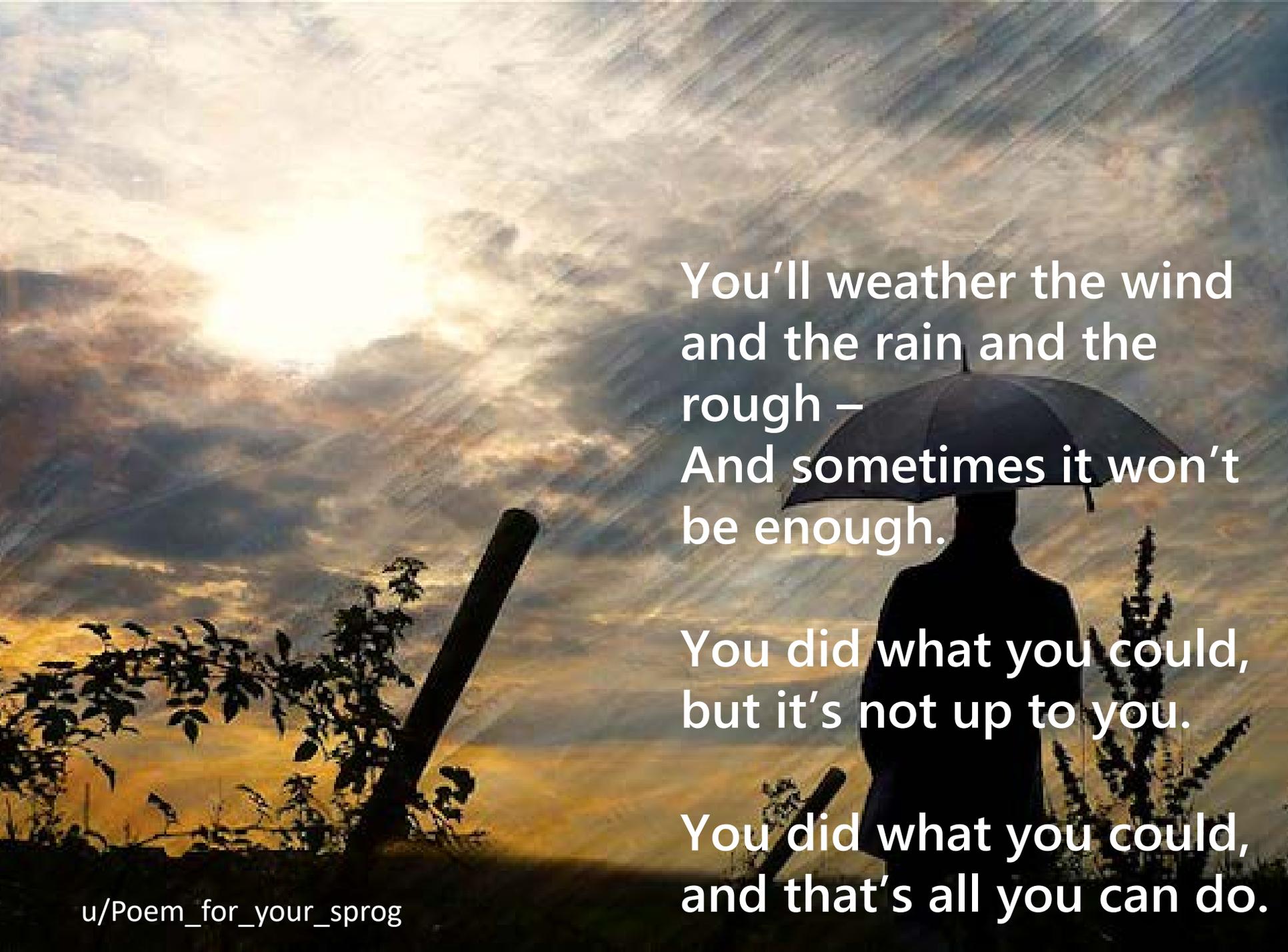
(Total time 10 minutes for group meeting and 10 minutes for group presentations.)



## Resilience Exercise #2

- Develop individual goals in the four domains of **professional development, family development, community development, and self development**. Next, map out changes in your circumstances and surroundings that would allow you to achieve these goals with more proficiency and happiness. How could you change your current environmental situation to achieve these goals?

(10 minutes to outline, 10 minutes for discussion)



You'll weather the wind  
and the rain and the  
rough –  
And sometimes it won't  
be enough.

You did what you could,  
but it's not up to you.

You did what you could,  
and that's all you can do.