


**Clinician Wellbeing and Resilience:
Impacting Patient Safety**

Midwest Medication Safety Summit
Indianapolis, Indiana

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Disclosures

- Nothing to disclose


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Community Health Network **A little about me** **CAMC Health System**



Driving the discussion

- Describe the three classic dimensions of clinician burnout
- Outline two potential burnout mitigation strategies supported by science
- Identify two methods to enhance daily performance and safe practice as a clinician


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Driving the discussion

- Burnout syndrome definition: A prolonged response to chronic emotional and interpersonal stressors on the job
- Dimensions of burnout syndrome


Emotional Exhaustion

Depersonalization and Cynicism

Decreased sense of Personal Accomplishment

- MBI – Maslach Burnout Inventory

J Organizational Behav 1981 Apr;2:99-113
Annu Rev Psychol. 2001; 52:397-422.


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Driving the discussion

Article

Factors Associated With Burnout Among US Hospital Clinical Pharmacy Practitioners: Results of a Nationwide Pilot Survey

G. Morgan Jones^{1,2,3}, Neil A. Roe⁴, Les Louden⁵, and Crystal R. Tubbs¹


Table 1. Burnout Assessment of Hospital Clinical Pharmacists

Burnout Index	Median score	Number (%)
Emotional exhaustion		
Low score (≤18)	28	231 (23.7)
Midrange score		238 (24.4)
High score (≥27)		515 (52.9)
Depersonalization		
Low score (≤3)	6	443 (45.3)
Midrange score		213 (21.8)
High score (≥8)		318 (32.6)
Personal accomplishment		
Low score (≤25)	34	437 (45.0)
Midrange score		286 (29.2)
High score (≥35)		351 (35.8)
Burnout rate	---	376 (38.2)

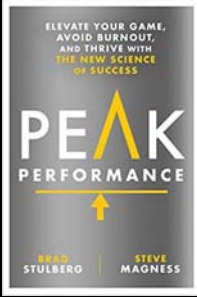
Note. A respondent was determined to have burnout if they or their scores for emotional exhaustion and/or depersonalization were in the "high" category.

- Survey of American College of Clinical Pharmacy (ACCP) members – 974 responses (11.4% response rate)
- Assessed using Maslach Burnout Inventory
- 61% burnout rate among respondents

Hosp Pharm 2017 Dec; 52(11):742-751


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Maintaining Performance and Avoiding Burnout



- Brad Stulberg
 - High ability growing up
 - Athletic recognition
 - Consummate worker
 - McKinsey and Co
 - Consultant to the White House at 24
- Steve Magness
 - Running phenom in HS
 - One of the fastest 18 yo on Earth
 - Scholarship offers and Olympics

Peak Performance. Stulberg and Magness. 2017.

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Maintaining Performance and Avoiding Burnout

- Stulberg and Mangness
- High Performers that “Burntout” and plateaued
- Evidence based suggestions

The Growth Equation


- The scientific cycle behind growth and development

Priming

- How to prime for peak performance and daily productivity

Purpose

- The power of purpose as a performance enhancer

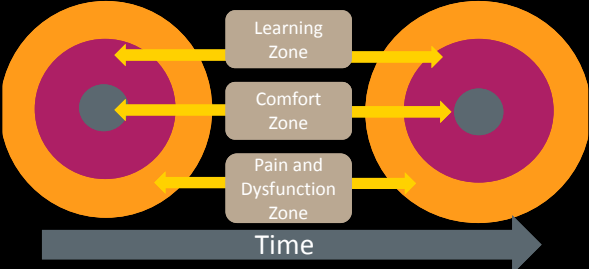


Peak Performance. Stulberg and Magness. 2017.

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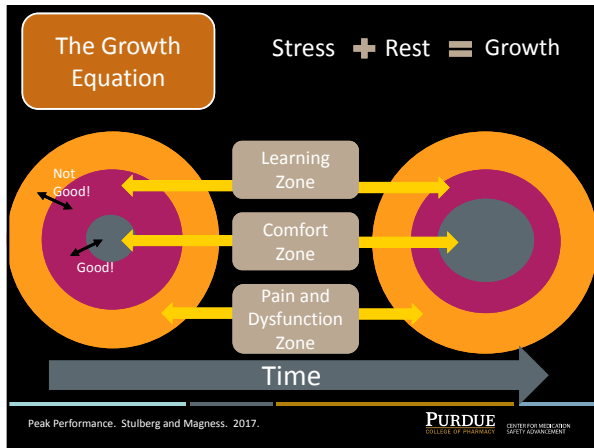
The Growth Equation

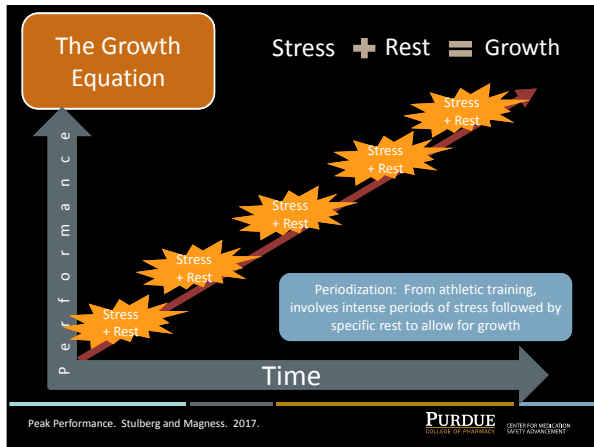
Stress + Rest = Growth



Peak Performance. Stulberg and Magness. 2017.

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The Growth Equation Stress + Rest = Growth

- Stress is the same as practice or a “just manageable challenge”
- Rest is a break (physical or mental) that is restorative

[PRACTICE](#) – Allen Iverson

[Effective Practice](#) – TED Ed

Peak Performance. Stulberg and Magness. 2017. PURDUE COLLEGE OF PHARMACY CENTER FOR MEDICATION SAFETY MANAGEMENT

The Growth Equation

The importance of sleep



- What does the book say about improving your sleep hygiene?
 - Eliminate blue light 90 minutes before bed
 - Try mindfulness meditation
 - No exercise or alcohol right before bed
 - Sleeping Environment – no light, right temperature, no electronics
- What do you say?
 - How could improved or monitored clinician sleep improve patient safety?

Peak Performance. Stulberg and Magness. 2017.



Thank you! Questions?

