Mental Health Provider Burnout- Are We Talking About This?

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Disclosures

I have no actual or potential conflict of interest in relation to this presentation.
Emotional depletion
Detachment/cynicism
Low personal achievement
Depersonalization
What Drives Burnout

- Excess stress mediated by long hours and fatigue
- Decreased support, increased responsibility, without autonomy and flexibility
- Perceived lack of peer support, lack of professionalism, disengaged leadership
- Problems with work-life balance
Risk Factors

- Sleep deprivation
- High level of work/life conflict
- Work interrupted by personal concerns
- High level of anger, loneliness, or anxiety
- Stress of work relationships
- Anxiety about competency
- Difficulty “unplugging” after work
- Regular use of alcohol and other drugs
Stress Response

![Stress Response Diagram](image)
Career Stage and Burnout

![Bar chart showing the percentage of physicians with burnout by career stage and gender. The chart indicates that women have a higher percentage of burnout compared to men in the middle career stage.](chart.png)
Career Stage and Burnout

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Career Stage and Burnout
Mental Health Providers

- Psychiatrists
- Mental Health Nurse Practitioners
- Psychologists
- Therapists
- Social Workers
Why care?
That’s why…

- 48% Psychiatrists report burnout
- Rates of suicide in physicians are higher than dentists and general population
- Suicide completion is higher in psychiatrists than most physicians
- Suicide ratio for physicians compared with general population:
  - 1.41 times higher for men
  - 2.27 times higher for women
Bad for Business!

Costs Associated with Turnover

- Burnout is a major driver of provider turnover
- Cost to replace a physician is 2-3 times a psychiatrist’s annual salary
- Mean cost of replacing a psychiatrist = $500,000 to $1,000,000.

Costs associated with decreased productivity

Financial risk- quality of care, patient safety and patient satisfaction

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How to address burnout

- Education
- Create an open environment
- Share the caseload
- Social events/Yearly retreat
- Encourage healthy self-care habits
- Reward effort
- Flexible work hours
Build Resilience

- Personal Characteristics
- Challenges
- Workplace Characteristics
- Social Network
- Resilient Health Professional
Systemic Solutions

- Organization-directed interventions are more likely to lead to reductions in burnout than physician-directed interventions
  - Structural changes
  - Fostering communication between members of the health care team
  - Cultivating teamwork- collaboration
Finally!!

• Burnout is the individual’s response to a systemic problem!
• Burnout needs a systemic organizational response
• Both individual focused and organization focused interventions can reduce burnout
• Organization based interventions are more effective for burnout
Are We Ready to Talk?

Thanks