

My Satisfaction is
○ / 10

BURNOUT CORE SYMPTOMS (Maslach Burnout Inventory)

- 1) Exhaustion
- 2) "Depersonalization" = C _____ and S _____
" _____ Fatigue"
- 3) "Lack of Efficacy" = "What's the _____"

BURNOUT EFFECTS

- LOWER ==> Patient _____ – Quality of Care
- HIGHER ==> Error Rates - Malpractice Risk – Physician & Staff _____

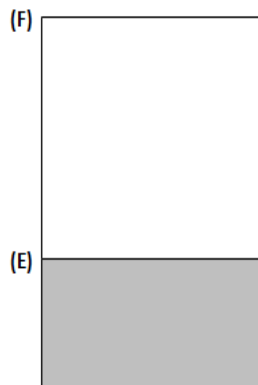
BURNOUT COMPLICATIONS

Physician Divorce - Alcohol and Drug Abuse / Addiction and S _____

PHYSICIAN BURNOUT PREVALENCE

In 2014 a Mayo survey showed _____ % of American physicians suffering from burnout

BURNOUT PATHOPHYSIOLOGY Your energetic bank account

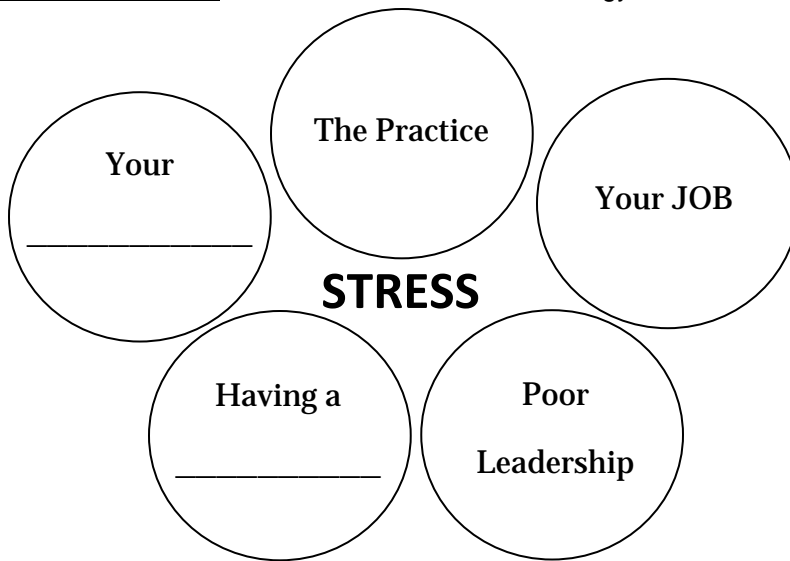


FIRST LAW OF BURNOUT

You can't _____
 What you aint _____
 - Patients
 - Staff
 - Family

What is YOUR BALANCE?

BURNOUT CAUSES - the sources of stress and energy drain



A PHYSICIAN'S PROGRAMMING

- 1) W _____
- 2) Superhero
- 3) Emotion Free
- 4) L _____ R _____
- 5) P _____

THE PRIME DIRECTIVES: "THE _____ COMES FIRST"
 "NEVER SHOW _____"

BURNOUT IS NOT A PROBLEM ... it's a _____. A perpetual _____ act.

ADDRESSING A DILEMMA

Tool #1

You must build a _____ to maintain the balance you seek
 Only 3- 5 New Actions Make them _____
 Twin Strategies – One for the _____ and one for the Coal Mine

THE COAL MINE STRATEGY IS -- THE QUADRUPLE AIM

Triple Aim is 1) COST 2) _____ and the 3) POPULATION HEALTH
 The Triple Aim is one of the causes of the current BURNOUT EPIDEMIC
 The QUADRUPLE AIM adds in the _____ and _____ of
 the people providing the care – doctors and all staff.

 **The Burnout Prevention Matrix**

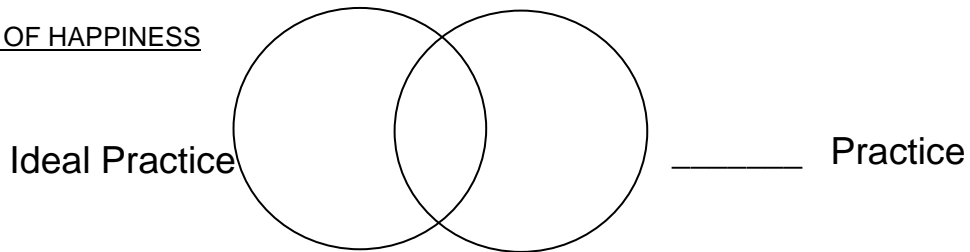
	↓ Stress	↑ Recharge
Personal	I	II
Organization	III	IV

BURNOUT'S HIGHEST AND BEST USE – Return you to a Path with _____

MY IDEAL PRACTICE DESCRIPTION:

Tool #2

VENN OF HAPPINESS



Tool #3

My CURRENT OVERLAP IS _____ %

MY MASTER PLAN

"To align This Practice with my Ideal Practice ... what would I change?"

Tool #4

BUILDING YOUR BURNOUT PREVENTION STRATEGY

YOUR OFF SWITCH

Tool #5

Your role model is Mr. _____

What is Your Boundary Ritual? _____

SCHEDULE HACK FOR WORK-LIFE BALANCE

Tool #6

- 1) Create a Weekly _____ Calendar
- 2) Take a _____ with your Cell Phone
- 3) Always _____ your Life Calendar
- 4) Practice your defense in the by saying, "_____"

FIRST STEPS FOR A COLLEAGUE:

Reach Out -- Expect Intense _____

Take your doctor or leader _____ off

Be Persistent -- Come from your _____ Your Outreach Could Save Their _____

What did you learn?

What will you now do differently?

When?

NEXT STEPS: *The Burnout Prevention MATRIX* – 235 ways physicians and organizations can work together to prevent burnout. Free white paper and many more burnout prevention and physician leadership resources
www.TheHappyMD.com/next

