

Burnout Among Healthcare Providers: Current State and Future Solutions

Recent studies have indicated significant degrees of burnout among physicians, advanced practice providers, nurses, pharmacists, and social workers.

The common themes were “work life imbalance” and “increasing isolation.” All of us make decisions daily that affect the lives of our patients and their families. When our best efforts result in an outcome that is unexpected, we can sustain what is called “moral injury.” This is a sense of shame, grief, meaninglessness, or remorse.

Burnout is associated with medical errors, lower patient satisfaction, and longer recovery times. Those affected by burnout can be found to have increased rates of depression, an increased risk of car accidents, poor self-care, and substance abuse.

Contributing factors include excessive administrative work and excess time spent on the electronic health record.

Solutions to burnout are both organizational and personal.

Organizational solutions include:

1. Workplace flexibility
2. Mentorship
3. Use of scribes
4. Team culture

Individual solutions involve:

1. Outside activities that are enjoyable and that one is good at
2. Activities that benefit our communities at large
3. Practicing control over one's life and the ability to say, “No.”

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