Curbing Physician Burnout:  
*From Risk to Resilience*

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**Disclosures**

- I receive book royalties from various publishers  
- I am a member of the AbbVie Pharmaceutical Co’s speakers bureau  
- I derive income from my organization, Center for Physician Resilience

None of these affiliations will be reflected in the content of this presentation

**Learning Objectives**

Following this presentation, audience members will be able to  
1. List three main characteristics of physician burnout  
2. Discuss at least three strategies for promoting physician resilience  
3. Describe at least two characteristics of thriving medical families
Two Questions

How Happy are You
Who are You to the Ones You Love and Work With?

Toxic Stress
High Demand
Low Control
Low Support

The Most Pervasive, Unchecked Risks to Safety, Quality and Satisfaction?

Burnout & Psychosocial Distress
What About the Physician Life Mate?


• 30% Burned-out
• 80% Misunderstood
• Lonely

Does Physician Burnout Matter?

“Burnout adversely affects quality of care”


↑ Medical Errors

↑ Medical Malpractice Suits

↓ Patient Compliance

↓ Patient Satisfaction
Respect and Manage the “Psychological Underbelly”

Family
Teams
Self

What’s “Beneath Your Feet”?

1. Use Realistic Roadmaps
2. Honestly Assess Yourself
3. Counter Hassles With Uplifts
4. Deepen Your Relationships

Choose a Model

Emotional Intelligence
- Self Management
  - Self-Awareness
  - Self-Regulation
  - Motivation

- Relation Skill
  - Empathy
  - Social Skill
  - Capacity for Influence

Positive Psychology
- Wellbeing Meta Factors
  - Positive Emotions
  - Engagement
  - Relationships
  - Meaning
  - Accomplishment

- Resilience
Realistic Roadmaps

Crucial Cross-Correlations:
- Work Outcomes
- Quality of Collaboration
- Career Satisfaction
- Your Family’s Satisfaction with You
- Your Happiness

Sotile W.M. & Sotile M.O. The Resilient Physician. AMA Press, 2002

Realistic Roadmaps: Look Back with Pride…

Who Becomes a Physician?

Does Medical Training Hurt?

Depression and OBGYN Residents?

48% M, 31% F. depressed

Burnout Rates During Medical Training

47% in Medical Students

50% in Residents

Range:
- 27% - 75%
Holmes E. American Psychiatric Association (APA) 2015 Annual Meeting
Dyrbye LN et al.  *Acad Me.* 2014 Mar;89(3):443-51

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Burnout Rates During Residency

50% OBGYN
Govarban LM et al.  *Burnout, depression and job satisfaction in obstetrics and gynecology residents.*  *Conn Med.* 2012;76(7):389-95

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What's “Beneath Your Feet”?

1. Use Realistic Roadmaps
2. Honestly Assess Yourself
Are You At Risk for Burnout?

- Emotional Exhaustion
- Depersonalization
- Personal Accomplishment

What’s “Beneath Your Feet”?

1. Use Realistic Roadmaps
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3. Counter Hassles with Uplifts
The Magic of Recalling

Three Good Things

Positivity. B. Fredrickson (2009)

- Joy
- Gratitude
- Serenity
- Hope
- Interest
- Amusement
- Inspiration
- Awe
- Pride
- Love

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Choosing Resilience

The absence of hassles does not predict resilience

- Content
- Structure
- Process

Is a Dysfunctional Legacy Holding You Back?

When you end a dysfunctional legacy, you justify your lifetime.

Wayne & Mary Sotile. Letting Go of What’s Holding You Back. 2007

Hero

A hero is someone who creates safe spaces for other people

— The Resilient Physician. Sotile & Sotile, 2002
Thank You!

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