

Addressing Clinician Burnout and Wellness Through CPD

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Med-IQ

"you look stressed"

thanks.. it's the stress



Burnout, Explained

- Three key dimensions of burnout:
 - Overwhelming exhaustion
 - Feelings of cynicism/detachment from the job
 - Sense of ineffectiveness and lack of accomplishment
- Persistent distress impacts:
 - Resilience
 - **Professional efficacy**
 - **Ability to learn**

Don't forget medical students and residents!



- Over half report burnout
- Highest burnout rates in early career clinicians

Impact of COVID-19 on Clinician Burnout

- Psychological distress is amplified by virus uncertainties, absence of validated therapies or vaccine, and shortages of PPEs
- In addition to staying current on research and guidelines related to their specialties, clinicians also have to ensure alignment with continually evolving protocols related to COVID-19
- Providers must balance the commitment to patients and ensuring safety of their own families
- Many practices are facing financial distress based on the nature of their services
- Don't forget flu season is on the way!

“You will see issues like post-traumatic stress disorder, a lot of chronic grief, in response to this. More depression and, I hate to say it, but I do expect suicides.”

Bernadette Melnyk, PhD, APRN-CNP, The
Ohio State University

What Can We Do?

“I believe that accredited CME has the capacity to be part of the solution to many of the challenges we face— from **clinician well-being to the well-being of our patient communities.” - Graham McMahon, MD, MMSc, President and CEO, ACCME**

But...

How often do we, as CPD providers, consider the well-being of the clinician when designing our education?

Food for Thought

Is it possible for
CPD to be

Engaging?

- Engagement is the positive antithesis of burnout
- Make them *lean in*

Fun?

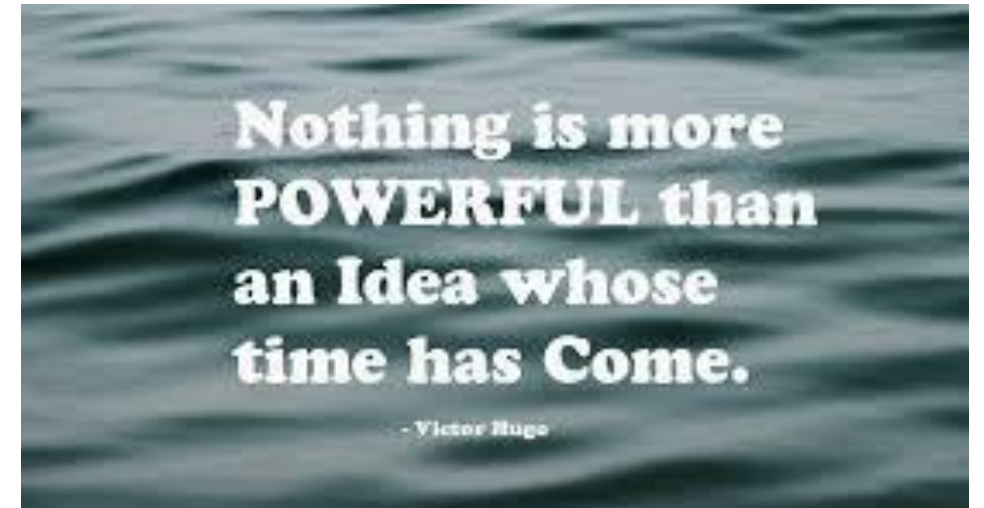
- Airline safety announcements
- Why so serious?

Mindful?

- Integration of mindfulness-based exercises
- Make clinicians feel *seen*

Opportunities

- COVID-19 is forcing organizations to take a deep look at the systems and processes they have in place to support clinician well-being, CPD included
- Collaboration
 - We don't know all the answers – research is essential
 - Med-IQ pilot programs



References

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