Addressing Clinician Burnout and Wellness Through CPD

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"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

Resilience
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?
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

Nothing is more powerful than an idea whose time has come.
- Victor Hugo
References


