

Beyond Burnout:

Healing from work and the pandemic

Dr Stephanie Smith

Team: Dr's Daniela Isfan, Amanda Tzenov,

Serena Siow



Palais des congrès
de Montréal



THE COLLEGE OF
FAMILY PHYSICIANS
OF CANADA



LE COLLÈGE DES
MÉDECINS DE FAMILLE
DU CANADA

Presenter Disclosure

Presenter: Stephanie Smith

Relationships with financial sponsors:

- Any direct financial relationships, including receipt of honoraria: Canadian Medical Association-Ambassador Program, Dalhousie University, Memorial University of Newfoundland, University of Calgary, Resident Doctors of Canada-Optimum Self Trainer, CFPC Physician Wellness and Resiliency Committee
- Membership on advisory boards or speakers' bureaus: NA
- Patents for drugs or devices: NA

Disclosure of Financial Support

This program has received financial support from **CFPC** in the form of **honoraria, covering registration for day of presentation, and supplies for presentation.**

This program has received in-kind support from **CFPC** in the form of logistical support for the presentation.

Potential for conflict(s) of interest:

None noted.

Learning Objectives



Recognizing occupational hazards in medicine



Acknowledge the impact of our work and the pandemic



Reflect on lessons learned to move forward as a profession

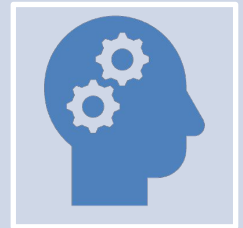


Take Aways for future navigation

Why this talk? Just fix the system



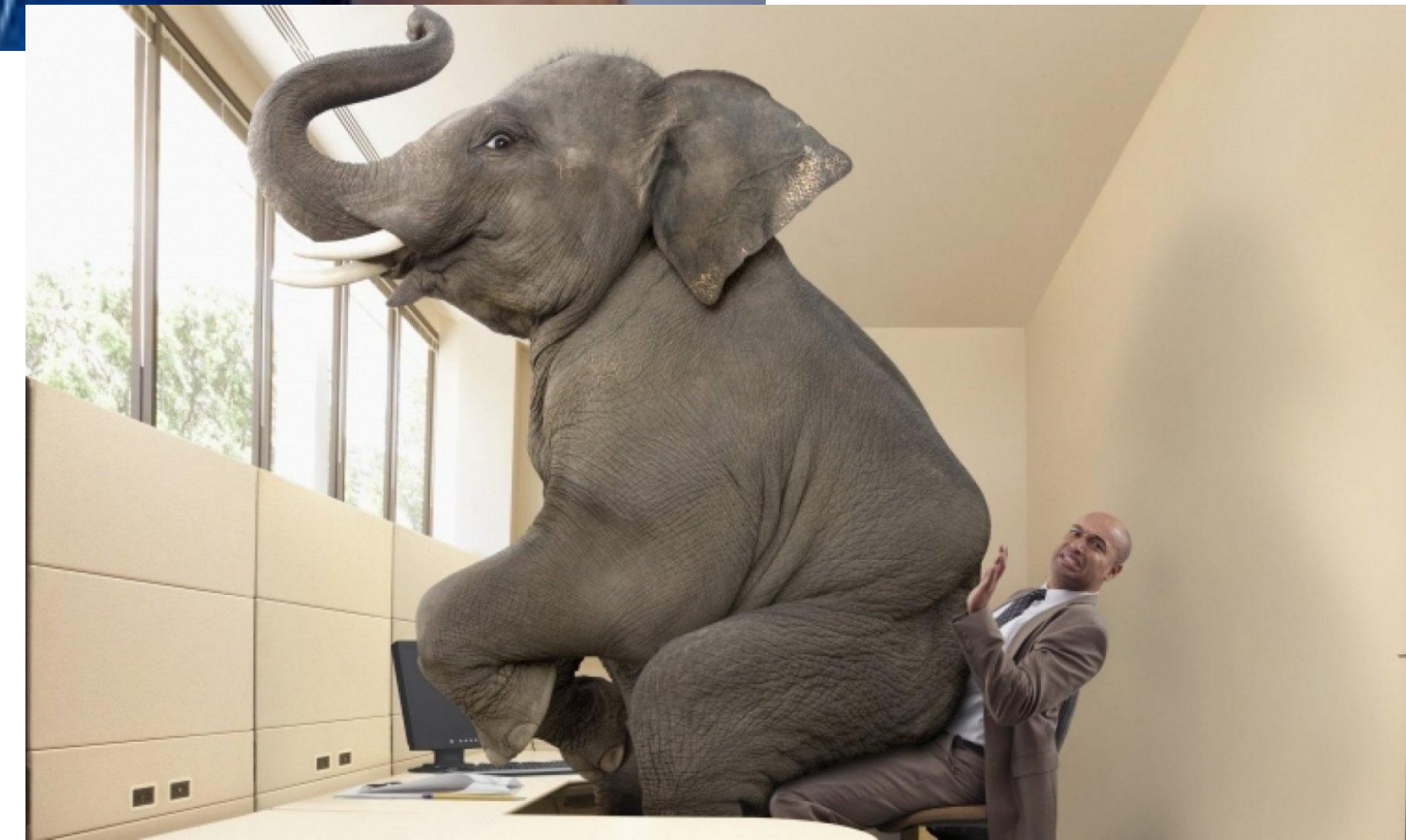
...even in the perfect work environment



Develop an EFFECTIVE approach to stress management and leading our teams



Share resources

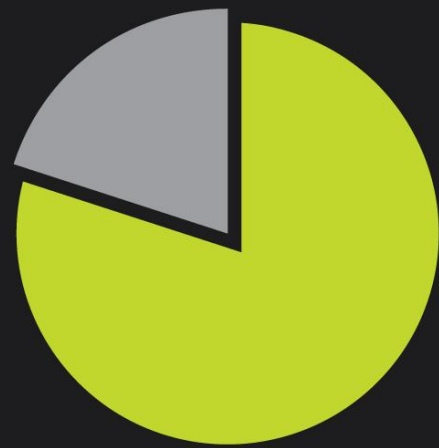


Current climate in medicine

LACK OF PROFESSIONAL FULFILLMENT

79%

of physicians and medical learners lack professional fulfillment



Only one in five respondents score high on professional fulfillment; that is, they feel happy, in control and worthwhile at work, that work is meaningful to them, and that they are contributing professionally in ways they value most.

SIX IN 10 RESPONDENTS

indicate that their mental health is worse now than before the pandemic



BULLYING AND HARASSMENT IN THE WORKPLACE

8
/ 10

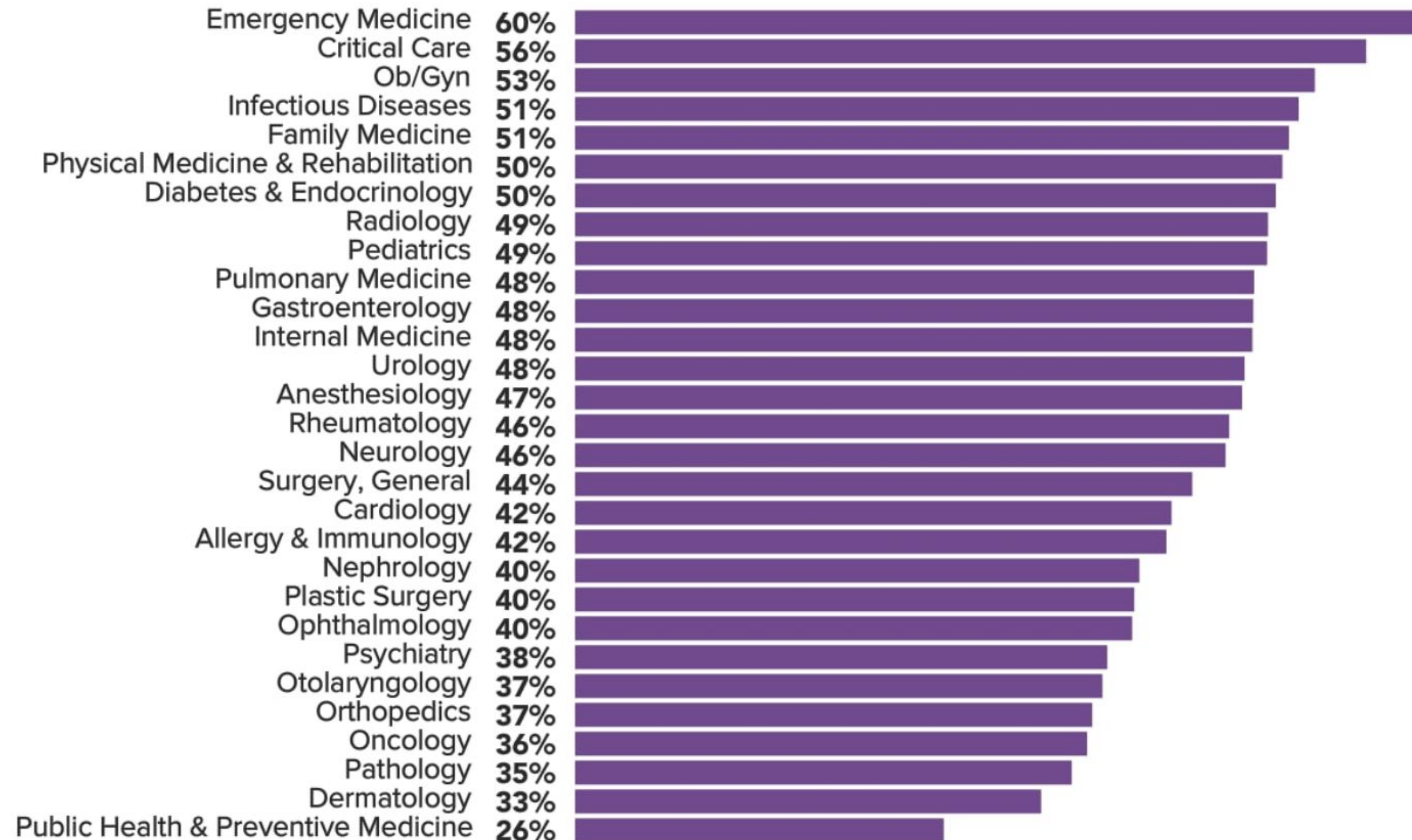


physicians and medical learners (78%) report experiences of intimidation, bullying, harassment, and/or microaggressions at some point in their career

With **40%** having these experiences frequently or often.

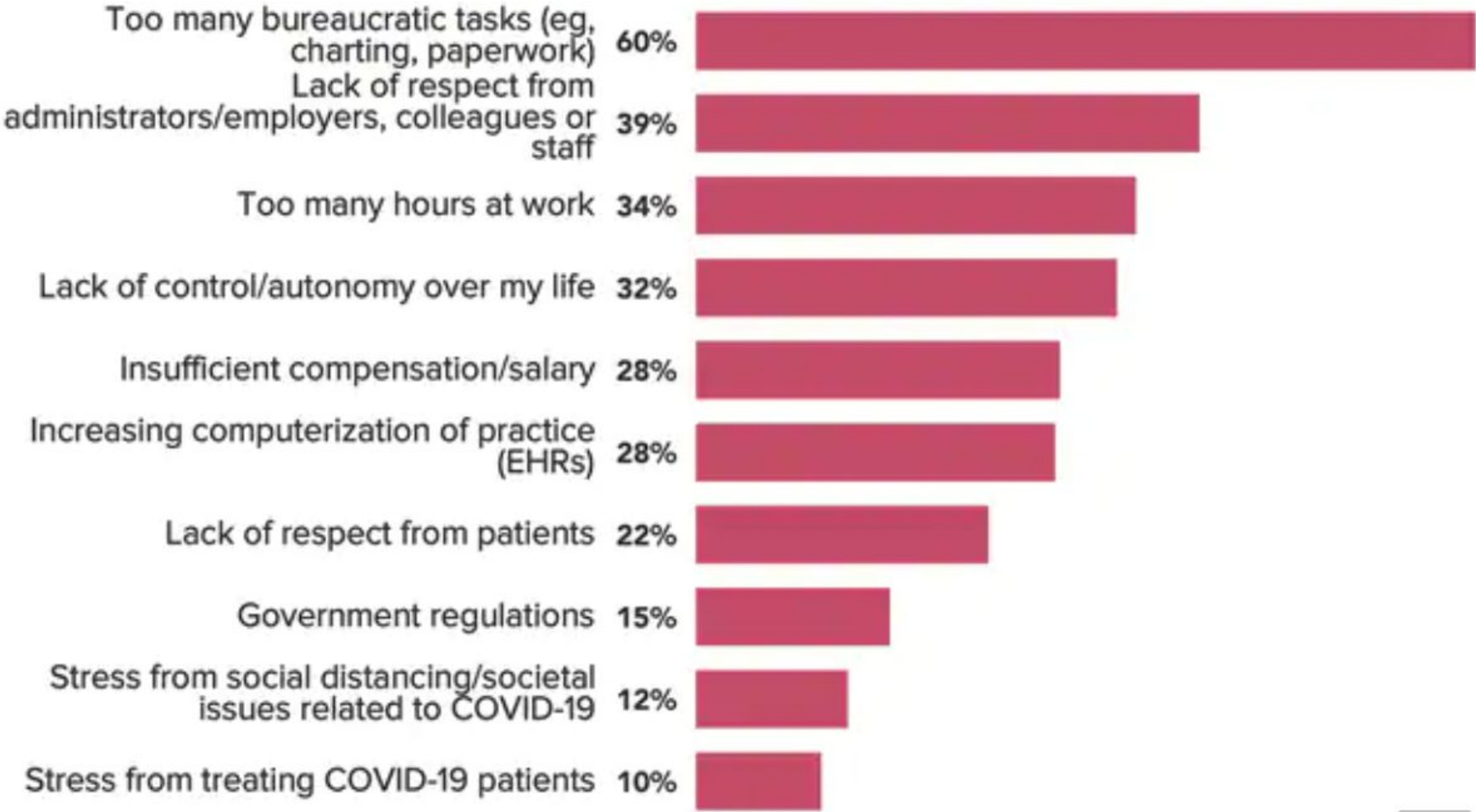
Physician Burnout & Depression Report 2022: Stress, Anxiety, and Anger

Which Physicians Are Most Burned Out?

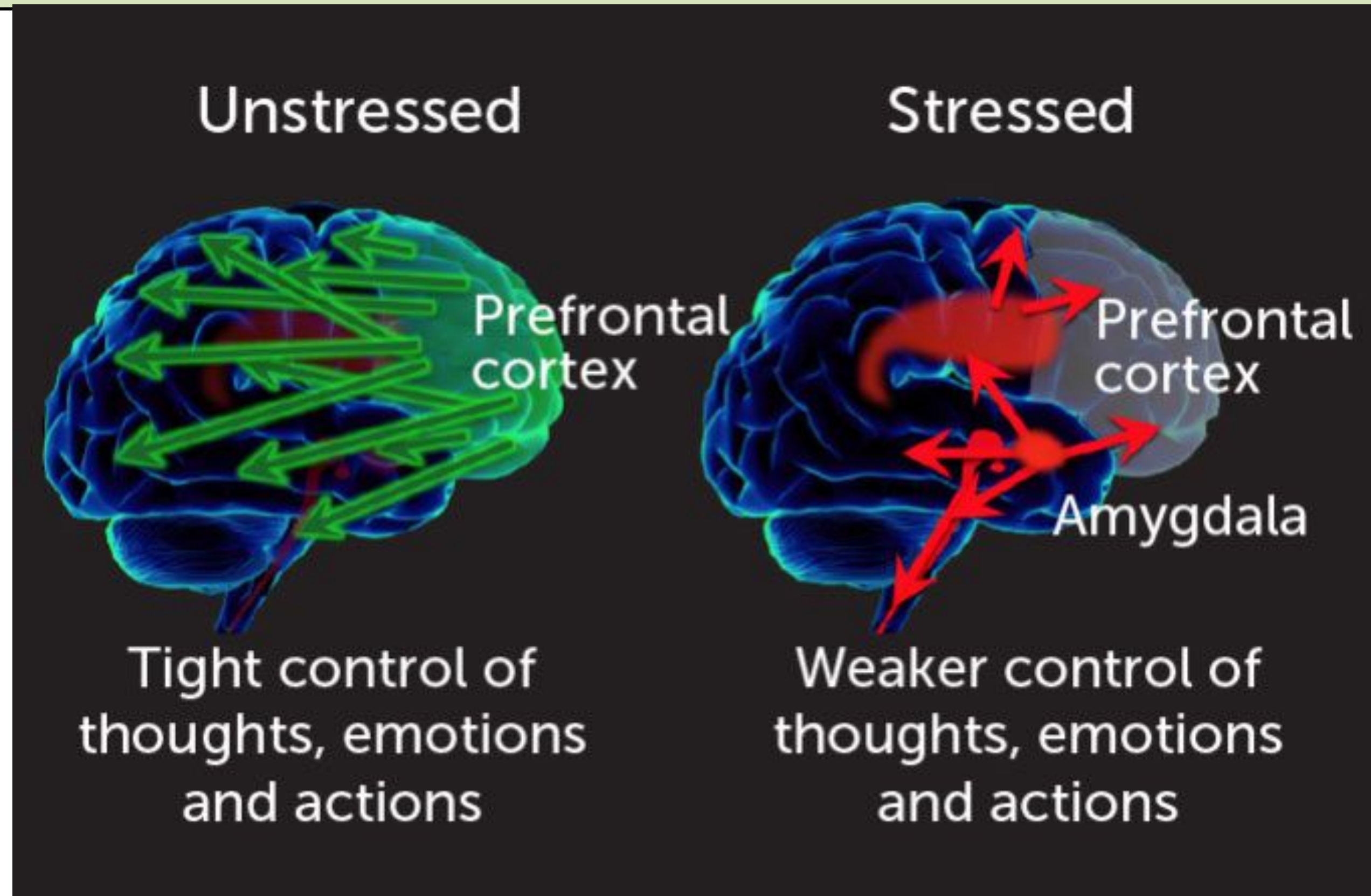


Physician Burnout & Depression Report 2022: Stress, Anxiety, and Anger

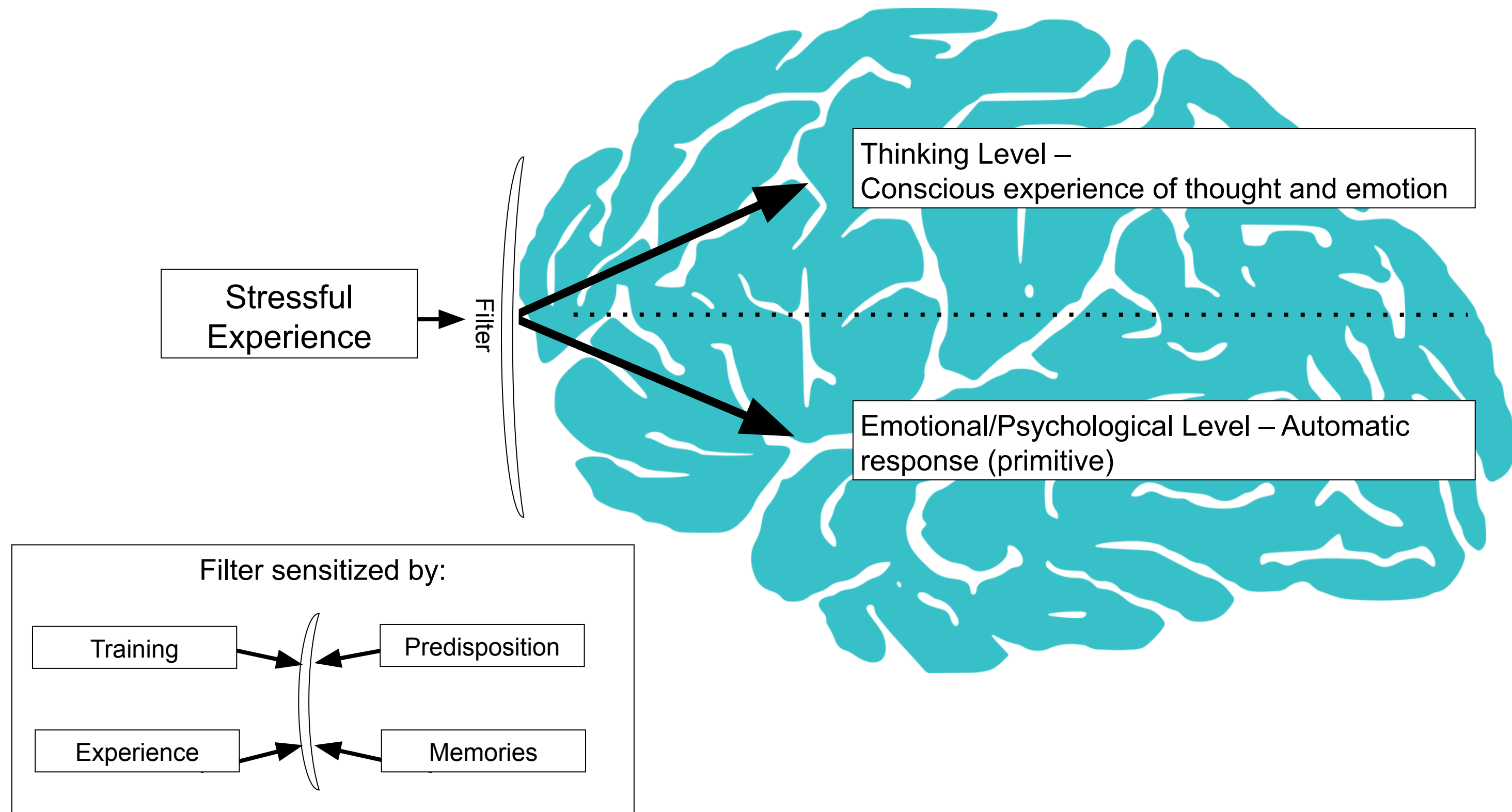
What Contributes Most to Your Burnout?



What does this stress look or feel like for you?



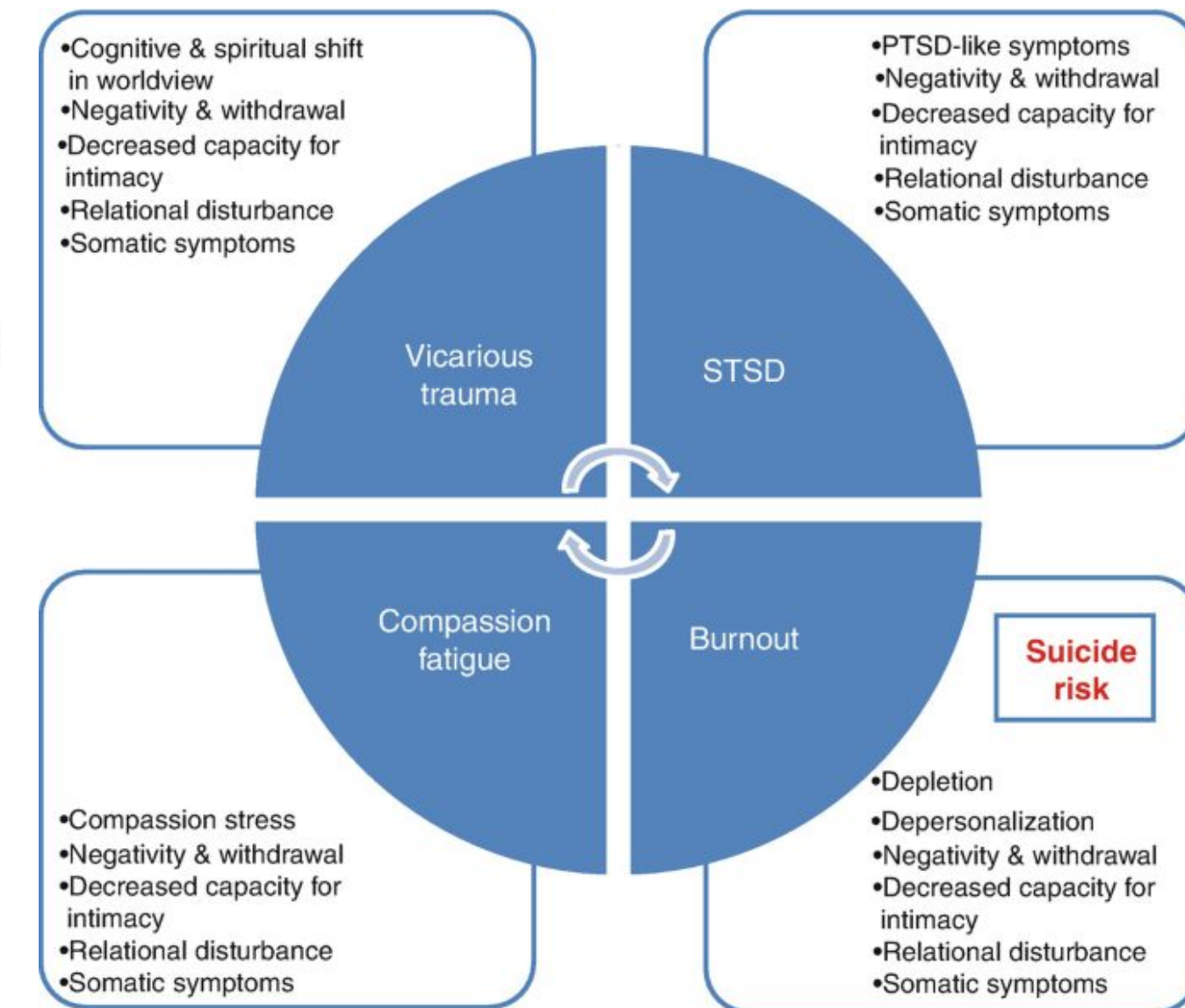
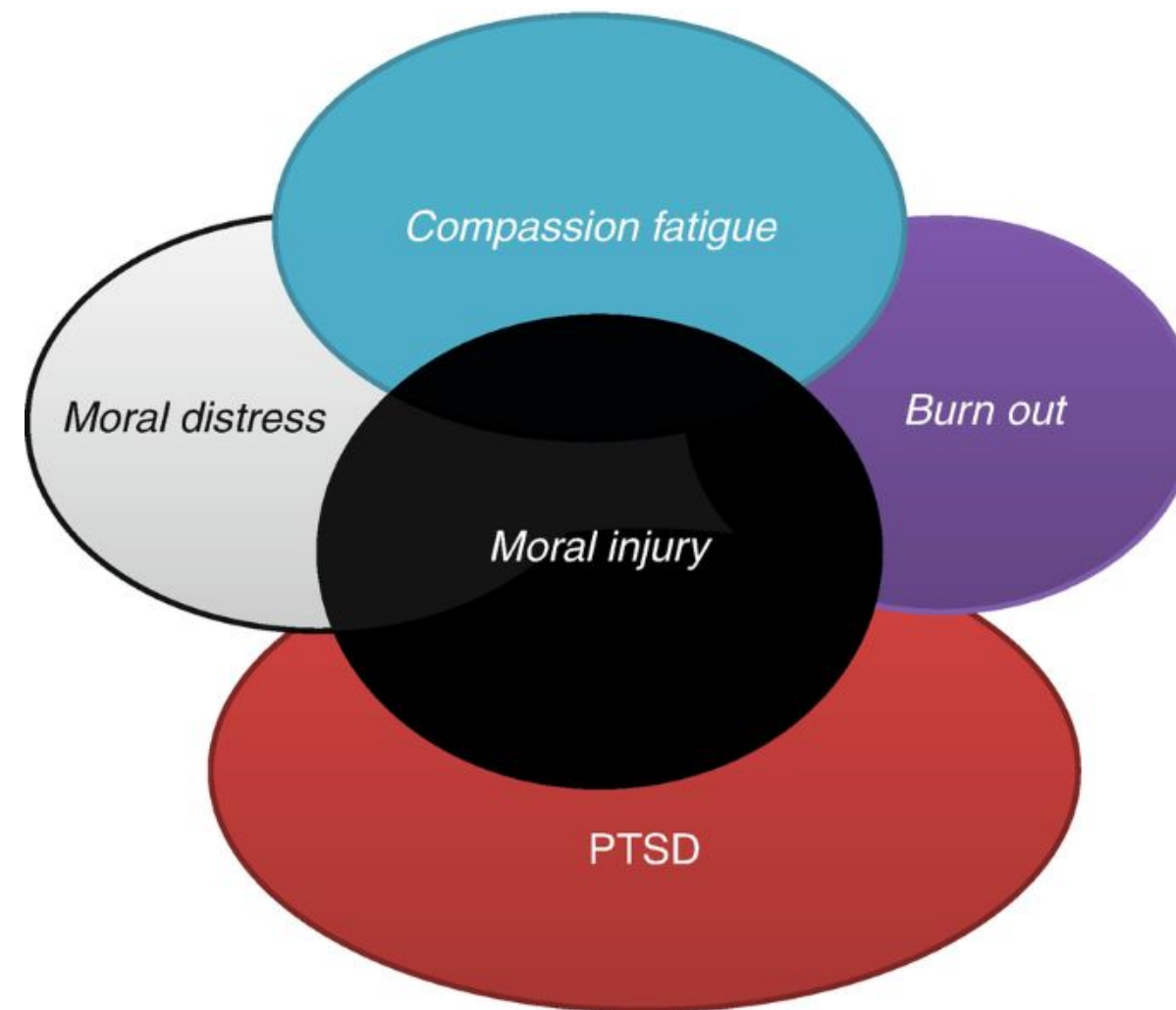
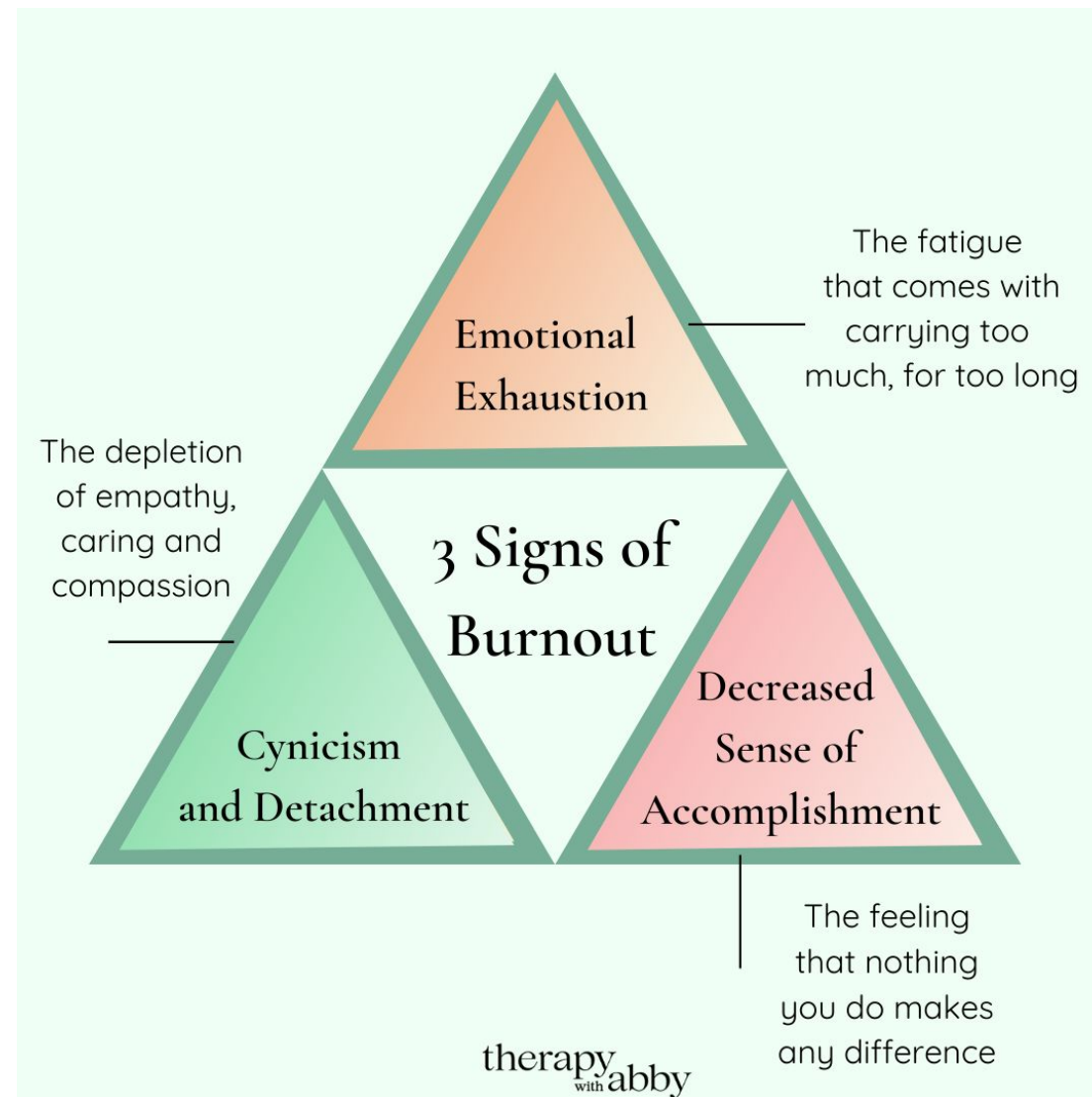
Strengthen your filter





- **Burnout**
- **Compassion Fatigue**
- **Institutional Betrayal**
- **Moral Injury and distress**
- **Sanctuary Trauma**
- **Second Victim Syndrome**

Not just burnout... So much overlap!



Compassion Fatigue



- Generally unique to care providers treating patients with significant physical or emotional pain or victims of trauma
High volume or high acuity
- Emotional and spiritual fatigue or exhaustion
- Apathy or indifference toward the suffering of others as the result of overexposure to tragic situations
- Secondary traumatic stress

Institutional Betrayal

- Institutions harming those dependent on them
- The failure to prevent or respond supportively to wrongdoings within the institution when there is a reasonable expectation of protection.
- The harm of the institutional betrayal is both pragmatic and psychological

PANDEMIC RESPONSE: Series of Institutional Betrayals



U.S. govt failed to restock the national stockpile of PPE after swine flu

CDC guidelines disproportionately allotted PPE, depending on HCW role

OSHA failed to respond to PPE shortages

No public organization formally kept track of the deaths of HCW

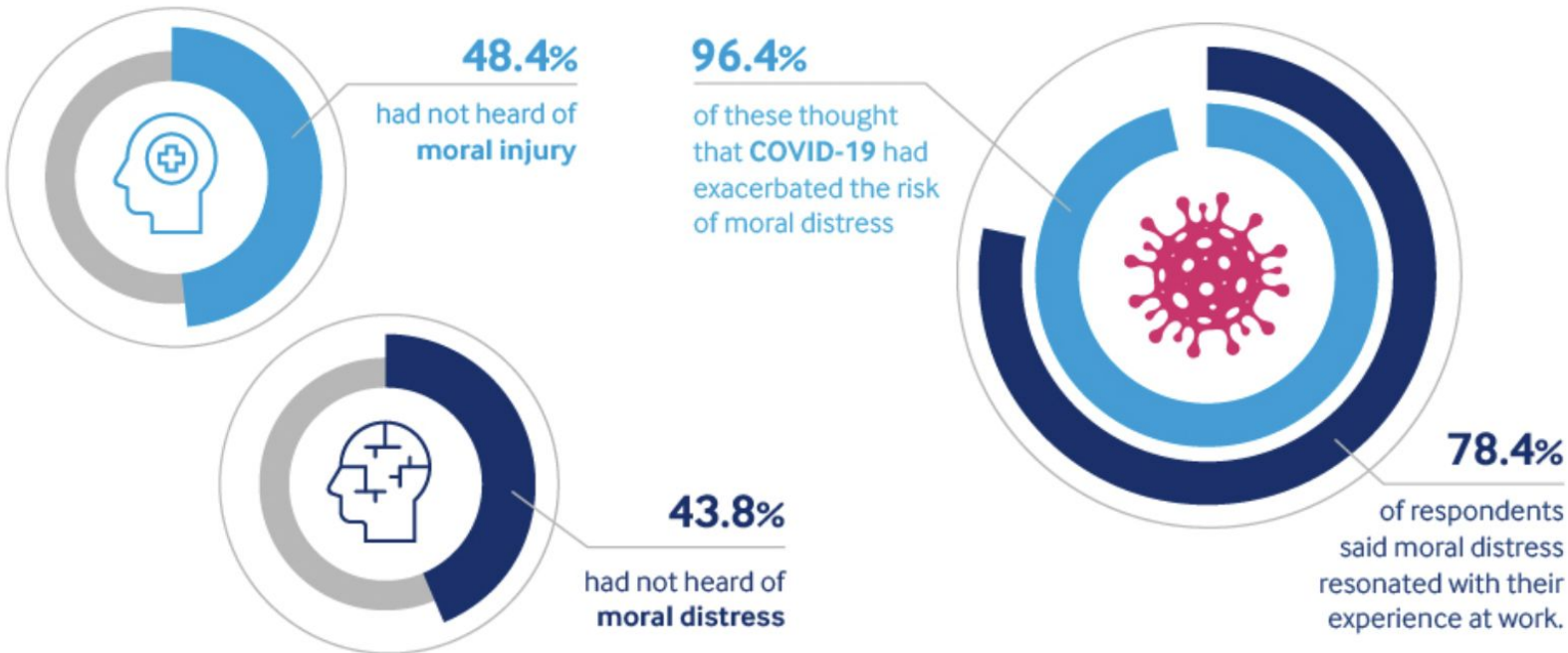
Crises care and shortages forced many providers to allocate resources that may have violated their beliefs

Moral distress and injury

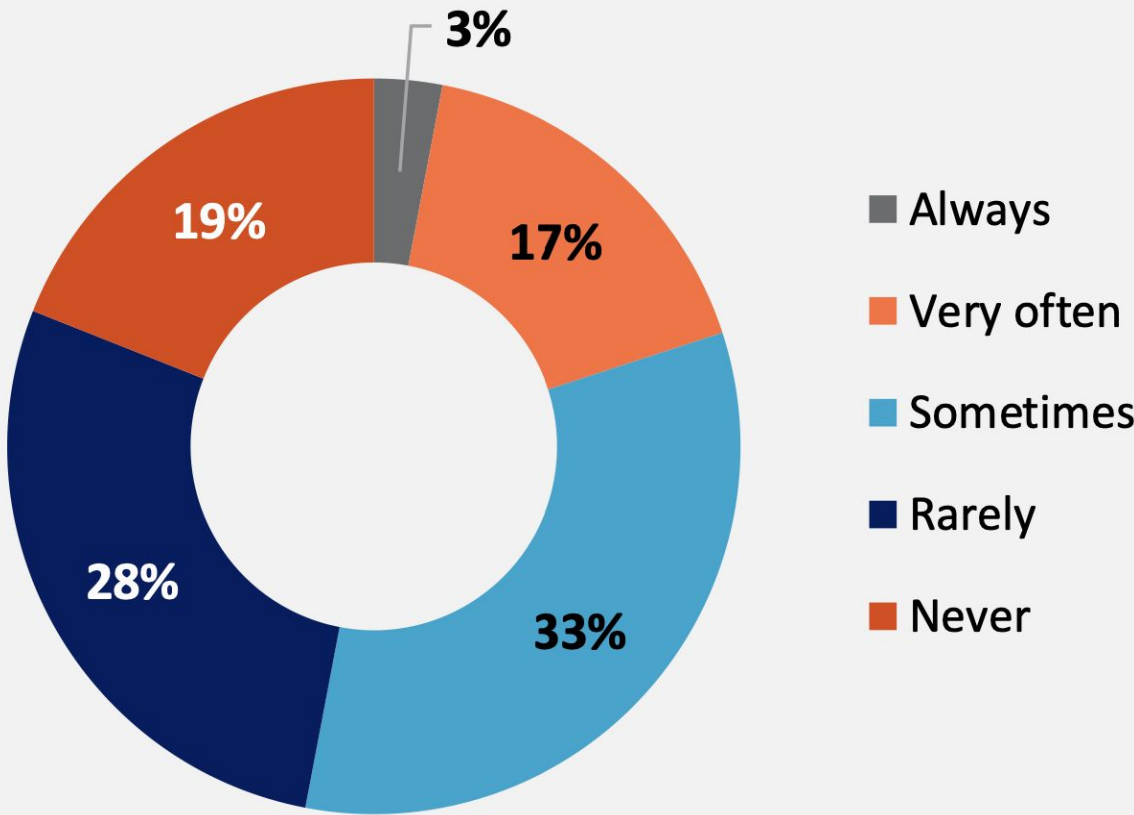
Moral distress survey



Just over **half of respondents** said that moral injury resonated with their experiences at work



FREQUENCY OF FEELING MORALLY DISTRESSED



Moral distress is defined as psychological distress that results from events that go against one’s values and moral beliefs. It occurs when one feels unable to take what they believe to be an ethically appropriate or right course of action because of institutionalized obstacles.

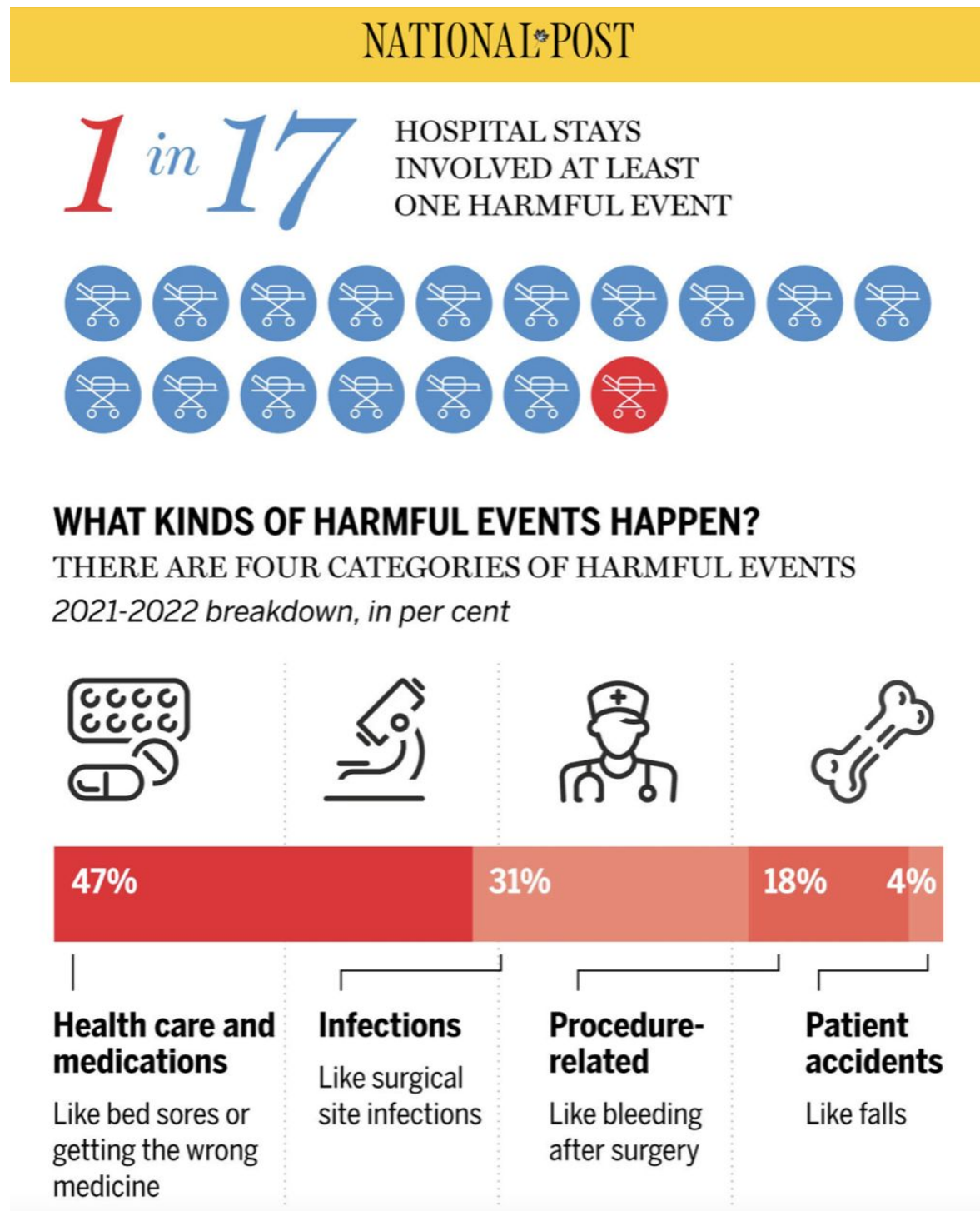
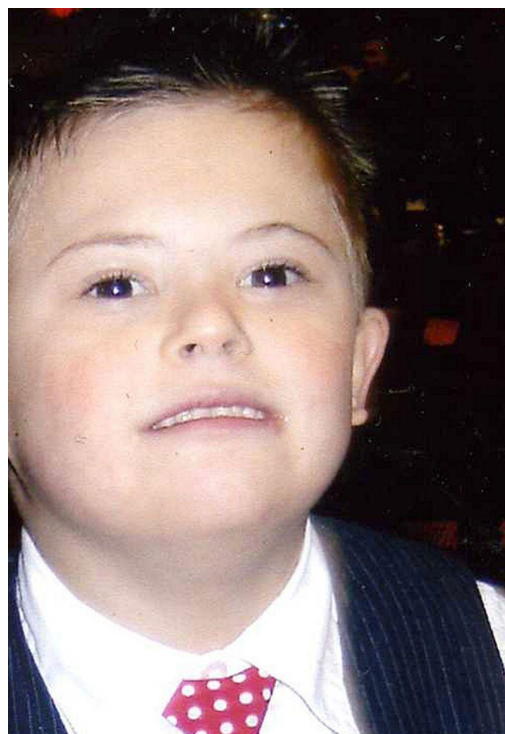
What causes a Moral Injury?

Moral injuries may occur in three ways:



Second Victim Syndrome

Nearly
850%
of all health care professionals
experience **second victim syndrome** at least once in
their career.



Sanctuary Trauma

- We experience a severe stressor
- We seek support and protective environment
- Discover judgement and a lack of support



Now Let's Check in: Stress/MH Continuum



Mood



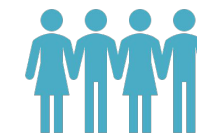
Attitude &
Performance



Sleep



Physical
Symptoms



Social Behaviour



Unhealthy Coping
Mechanisms

That was a lot...Let's learn from you!

Reflect: Write down any thoughts, questions or tips you may want to share about:

- Compassion Fatigue

- Institutional betrayal

- Moral distress injury

- Sanctuary trauma

- Second victim syndrome

Share: Facilitated discussion

- Do any of these themes resonate with you?

- Do they impact you or your team in your work environment?

- Any strategies, resources, apps, etc to mitigate or manage?

Stress management tools



CFPC Physician Wellness Retreat

A holistic wellness experience designed by
family physicians for family physicians.

**May 23–26, 2024,
Pomeroy Kananaskis Mountain Lodge, Kananaskis, Alberta**

SPACES ARE LIMITED! BE THE FIRST TO KNOW!
Scan the QR code or visit www.cfpc.ca/pwretreat



SCAN ME

This retreat is generously supported by funding from Scotiabank,
MD Financial, and the Canadian Medical Association.



Thank you!

Please fill out your session evaluation now!

#myfmf



FamilyMedicineForum



FamilyMedForum



FamilyMedForum