

Physician Wellness & Burnout Prevention

Susie Sharpe, MD

Content of this Talk

- Physician burnout: scope, cost and causes
- Unique features/ solutions for female physician burnout
- Changes needed at the health system level
- Individual factors we can work on
- Personal stories, art and pearls

Physician Wellness & Burnout Prevention

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“ LOVE”

Paris Art
Fair,
2022



Lilies from
Chateau
Chenonceau,
France,

HEALTHCARE

FINANCE

Nov 28, 2022

**Cost of burnout-related physician turnover
totals**

\$5 billion annually

Common causes of Physician Burnout

- Too many bureaucratic, clerical tasks
- Too many work hours
- EMR
- Lack of autonomy
- Staff shortage negatively affecting workflow.
- “Too much to do and not enough time”
- Feeling that hospital administration doesn't care about physicians' wellbeing.



JHP, MD

**How are female physicians as a group
different
from male physicians?**

Female physicians spend

- More time with patients face to face (15% more)
- More time on documentation
- Provide more preventive care
- Provide more psychosocial counselling
for patients than male physicians.

HEALTH NEWS FROM NPR BASED ON
THE NEW ENGLAND JOURNAL OF MEDICINE

Female Doctors Spend More Time With Patients, But Earn Less Money Than Men

- October 28, 2020 5:00 AM ET
- By Mara Gordon

HealthAffairs

VOL. 40, NO. 12

DECEMBER 2021

Female Physicians Earn An Estimated \$2 Million Less Than Male Physicians

over a simulated 40-year career

(after adjusting for specialty and number of hours)

[Christopher M. Whaley](#), [Tina Koo](#), [Vineet M. Arora](#), [Ishani Ganguli](#), [Nate Gross](#), and [Anupam B. Jena](#)

JAMA: internal Medicine

[Published: 12 February 2018](#)

**Comparison of Hospital Mortality and Readmission
Rates for Medicare Patients Treated by
Male vs Female Physicians**

J of Internal Medicine

Oct 2008

[H K Berthold](#)¹, [I Gouni-Berthold](#), [K P Bestehorn](#), [M Böhm](#), [W Krone](#)

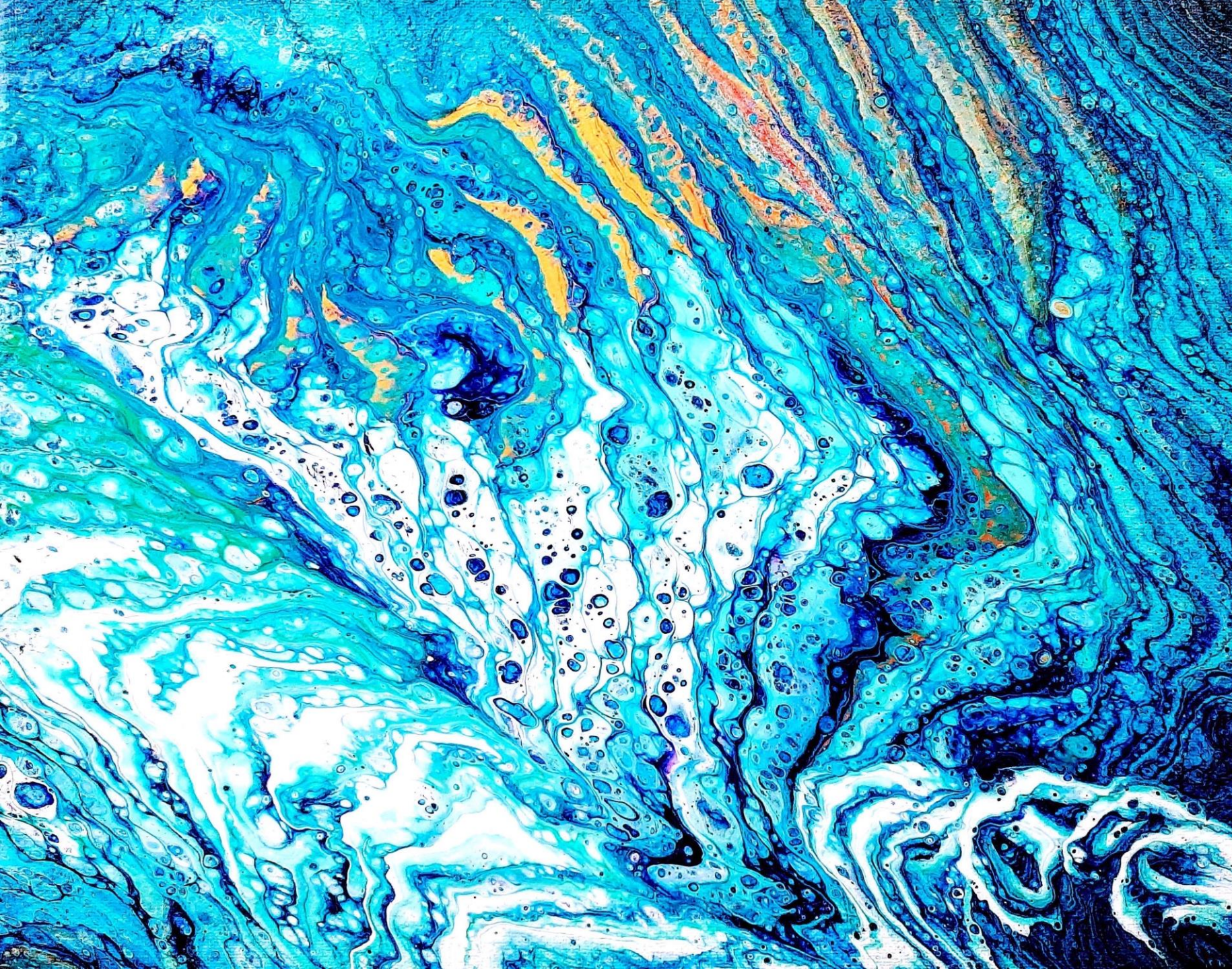
**Physician gender is associated with
the quality of
type 2 diabetes care**

JAMA Surgery.

2022;157(2):146-156.

Association of Surgeon-Patient Sex Concordance With Postoperative Outcomes

[Christopher J. D. Wallis, MD, PhD^{1,2,3}; Angela Jerath, MD, MSc⁴; Natalie Coburn, MD, MPH⁵; et al](#)



New York
Hampton Show
2021



*New York
Hampton Show
2021*

**What are some of the factors that
disproportionately
affect
female physician burnout?**

Patient Education and Counseling
Volume 76, Issue 3, September 2009, Pages 356-360

The influence of **gender** on the doctor- patient interaction

Klea D Bertakis

J Womens Health
2007 May;16(4):543-50.

What women want from their physicians: a qualitative analysis

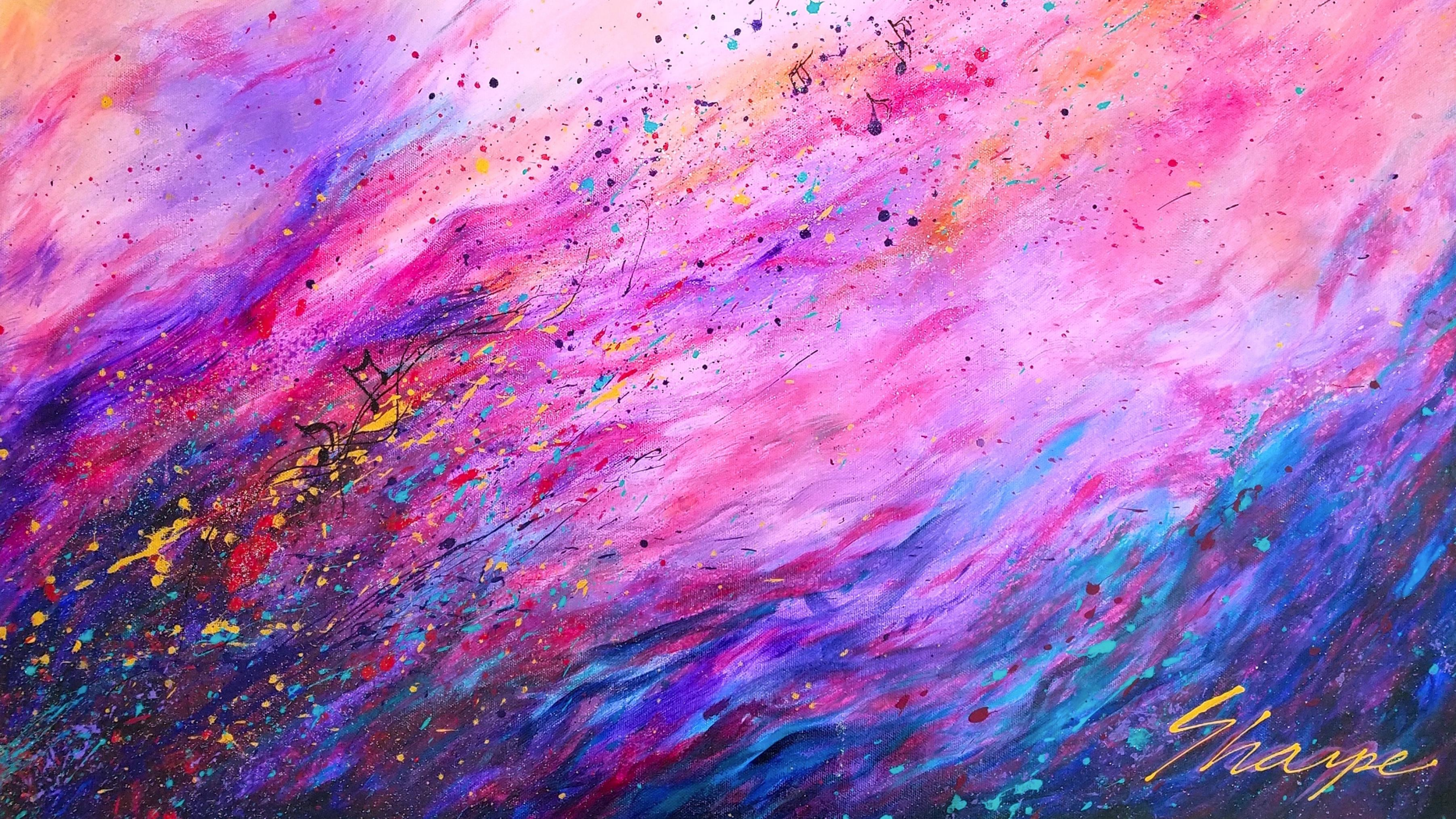
Cara Houle¹, Eileen Harwood, Angela Watkins, Karyn D Baum

Journal of General Internal Medicine

2018 Jun; 33(6): 963–965.

**Gendered Expectations: Do They
Contribute to High Burnout Among
Female Physicians?**

Mark Linzer MD & Eileen Harwood PhD



Shayne

80% of physician burnout and dissatisfaction is related to systems issues and 20% related to individual issues.

**What are some changes we need
at **the system level** to combat
physician burnout?**

Changes needed at the System level

- Physician Wellness committee

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- Change in Metrics of success

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- More women physicians in leadership

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- More women physicians in leadership
- Consider effect of PSS on physician satisfaction

2021 Jan; 7(1): FSO657.

The effect of patient satisfaction scores on physician job satisfaction and burnout

Byron J Schneider, Reza Ehsanian, Alex Schmidt, Lisa Huynh, David J Kennedy, Dermot P Maher, and Sterling Haring



JFK

What are some **individual factors**
to consider in
female physician burnout?

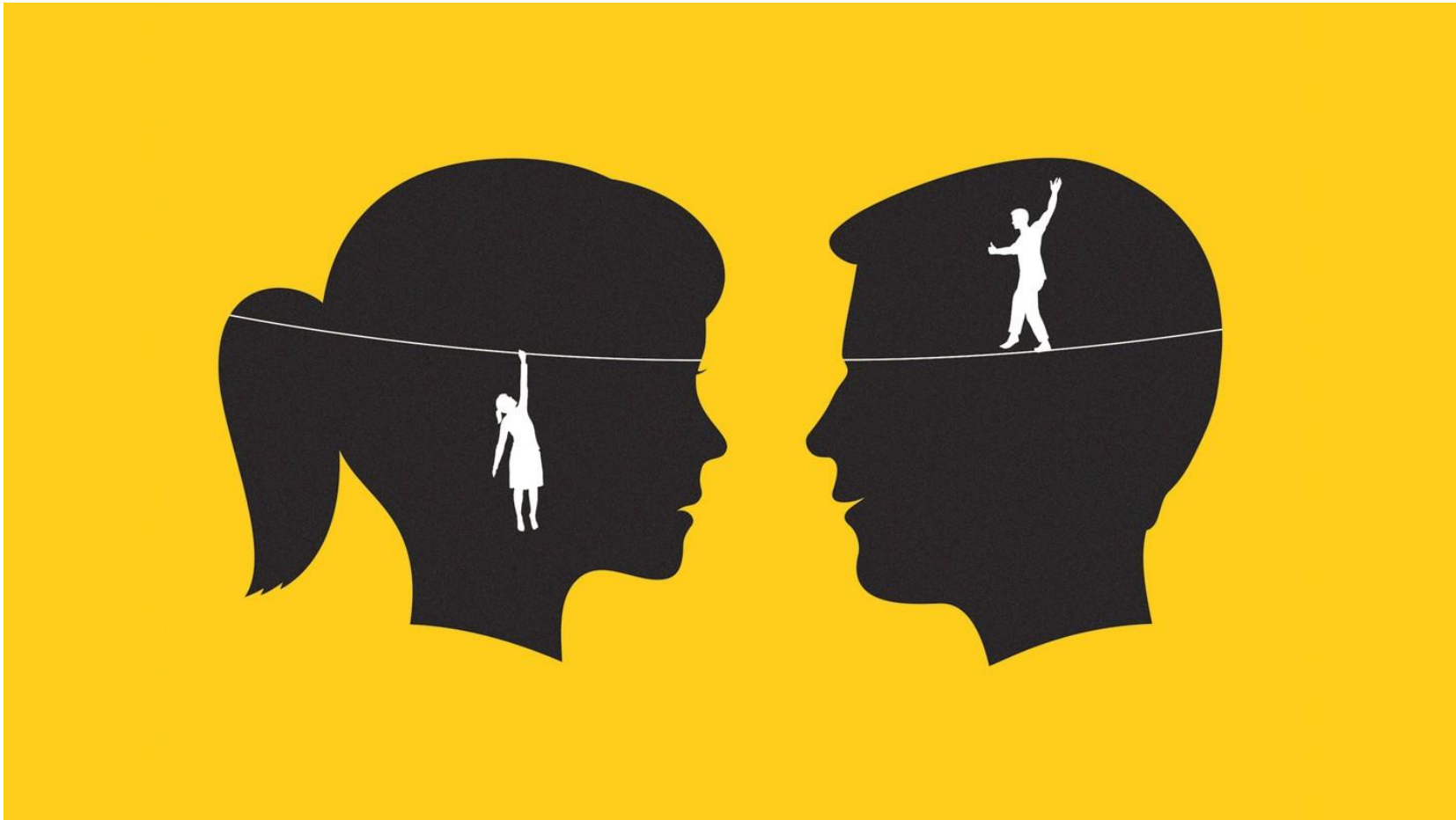
Characteristics associated with physician burnout

Behavior Sci 2018 Nov; 8(11):98

- being self-critical,
- sleep deprivation,
- perfectionism,
- idealism,
- female gender,
- inadequate support at home,
- having a partner in a non-medical profession.

- Confidence gap

A study done at Cornell University found that **men overestimate** their abilities and performance, while **women underestimate** both, while in fact there was no difference in their performance.



THE CONFIDENCE GAP

The Atlantic May 2014, By [Katty Kay](#) and [Claire Shipman](#)

- Confidence gap
- Imposter syndrome

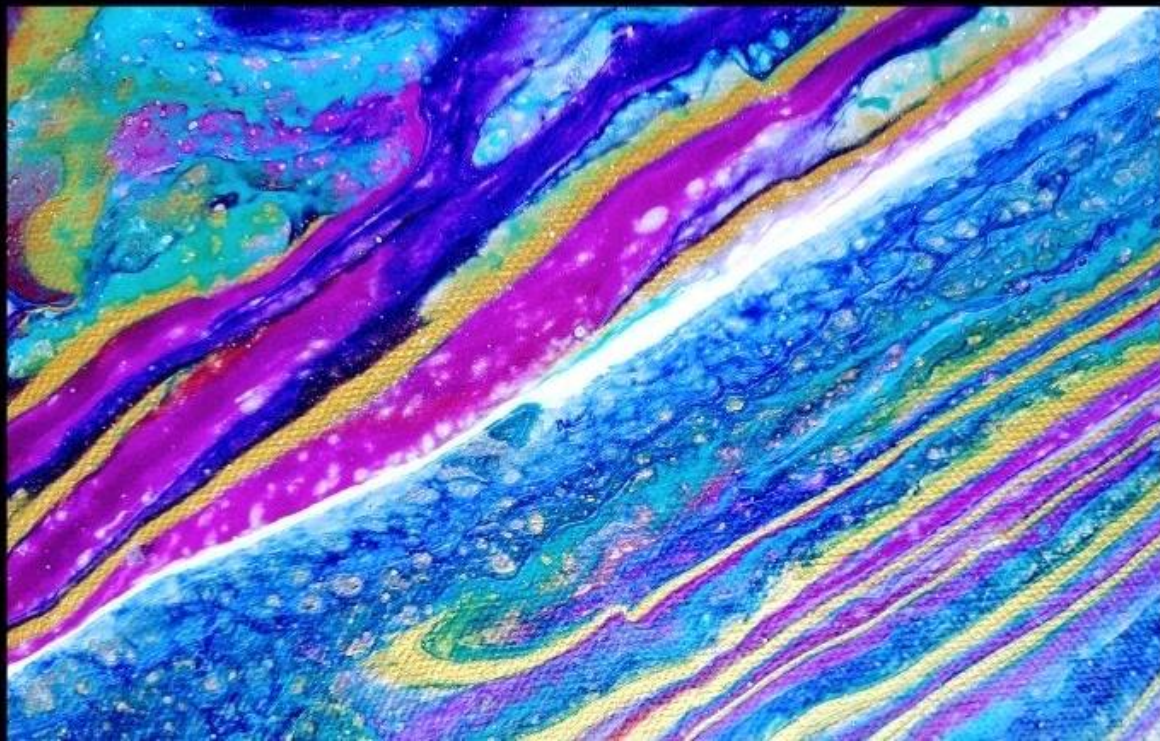
- Confidence gap
- Imposter syndrome
- Perfectionism

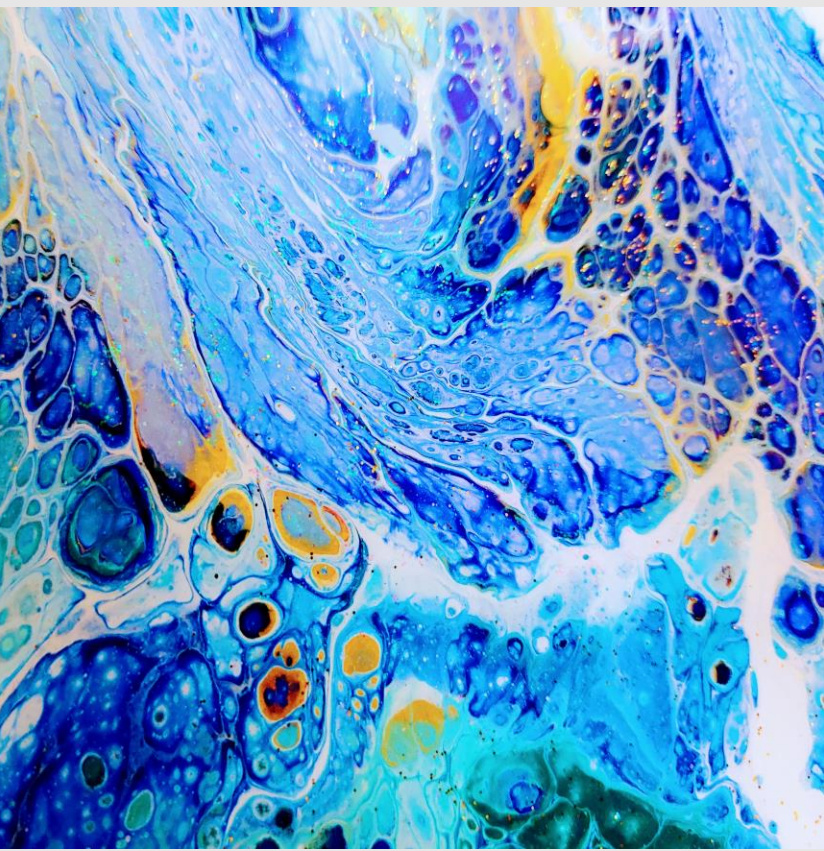
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- Spouse factor / domestic support

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- **Setting boundaries**

- Confidence gap
- Imposter syndrome
- Perfectionism
- Spouse factor / domestic support
- Finding support
- Financial
- Setting boundaries
- Finding YOUR recharger





For Ocean Lovers Series



- Confidence gap
- Imposter syndrome
- Perfectionism
- Spouse factor / domestic support
- Finding support
- Financial
- Setting boundaries
- Finding a recharger
- Priority

1. Patients

2. Kids and their activities

3. Marriage

4. Myself

- Confidence gap
- Imposter syndrome
- Perfectionism
- Spouse factor / domestic support
- Finding support
- Financial
- Setting boundaries
- Finding a recharger
- Priority
- Your tank

Voices of Female Physicians

“Stop feeling guilty when you are already giving over 100%.”

“You don’t expect perfection from others, so stop expecting it from yourself.”

“Its okay to slow down!”

“Don’t make being a doctor your entire identity. It’s part of you and truly a privilege but There is so much more to life.”



Golden
Elegance
Series



An abstract painting featuring a vibrant, multi-colored palette. The composition is dominated by deep blues and purples, with bright, energetic splatters of magenta, pink, and orange. A central area of white and light blue provides a focal point, surrounded by darker, more saturated colors. The overall effect is one of dynamic energy and magical atmosphere, with numerous small, golden-yellow specks scattered throughout, suggesting a starry or ethereal scene.

Magic

Miami Show 2021



TEDx University of
Washington, Seattle

April 2023



TEDx talk,
“4 Keys to Achieving You



You only live
once but if
you do it
right
once is
enough.

Mae West



*A Beautiful
Soul*