Another Viewpoint on Burnout

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My Disclosures
- I have been on both sides of the street
- I burned out several times

What is burnout?

“Burnout, at its core, is the impaired ability to experience positive emotion.”

J. Bryan Sexton, PhD, Duke University

The Elements of Resilience
- Emotional and physical self-awareness
- Skills to improve efficiency and meaning in your work and life
- Skills to negotiate difficult change

A Repetitive Cycle in a Long Career

“Your Years of Work and Your Age”

“The Cure”
- Self awareness
- “Rounding” on your staff and family daily
- Negotiating the change you need
We do not see ourselves as others see us

You are doing OK!
They are NOT!

A few suggestions

• “Round” on your team and your family every day
• Say a kind word to someone who is NOT expecting it
• Ask your team and family how you can improve

Have the courage to get “coaching”
Negotiating Difficult Change

The Science of Enhancing Resilience

- Three good things
- Show gratitude
- Rediscover awe


Final thoughts

- *Institutions need to change the work environment*
- *You need to have self awareness*
- *There are NOW “tools” to enhance your resilience and that of those around you*