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Self-Care in Oncology

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Objectives

Self-Care in Oncology



1. Define burnout and factors affecting burnout in healthcare.



2. Describe the rates of burnout in oncology and risk and protective factors.



3. Demonstrate at least three coping strategies for burnout, including self-care and structural/institutional recommendations.

Burnout



State of mental/emotional/physical exhaustion due to relentless stress, a significant concern with negative consequences in the oncology world for physicians and all healthcare providers.



Drivers include increased administrative burden, productivity pressures, emotional weight of cancer care, post-pandemic impacts, and cultural shifts

Medical provider burnout

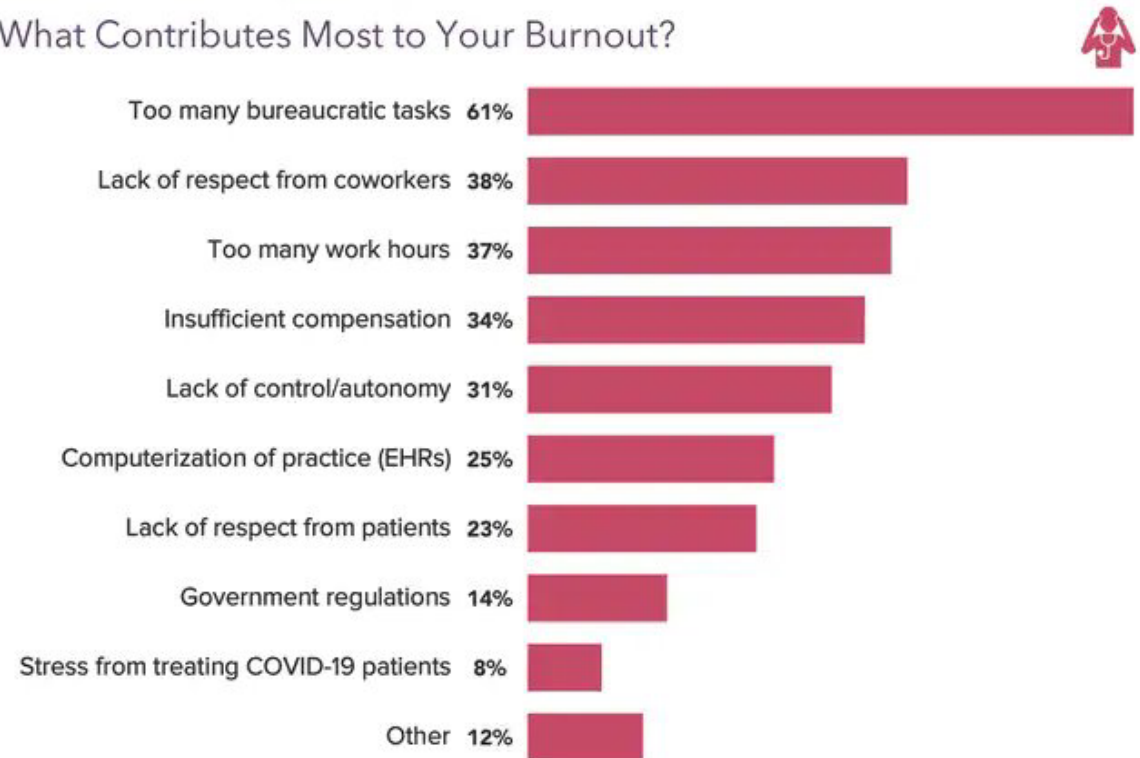
- Signs of burnout
 - Emotional exhaustion
 - Cynicism/detachment
 - Low sense of personal accomplishment
- Consequences
 - Low productivity
 - Negative clinical outcomes/medical errors
 - Absenteeism/turnover
 - Low patient satisfaction



Causes of Burnout

- Declining reimbursement
- Increased clerical burden
- Increased productivity expectations
- Long work hours
- Time pressures
- Lack of connection with coworkers
- Loss of meaning

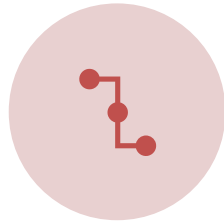
What Contributes Most to Your Burnout?



Protective Factors



MEANING



CONNECTION



SOCIAL
SUPPORT



HEALTHY
ENVIRONMENT



RESOURCES

State of Burnout in Oncology

- 50% of US physicians experiencing professional burnout
- Oncology providers may be at higher risk for burnout given exposure to death, suffering, and intense emotional responses
- 32% of oncologists had high burnout and 27% of had high psychiatric morbidity ([Medisauskaite A](#) 2017)



Medscape

US Physician Burnout & Depression Report

2023



9100
physicians

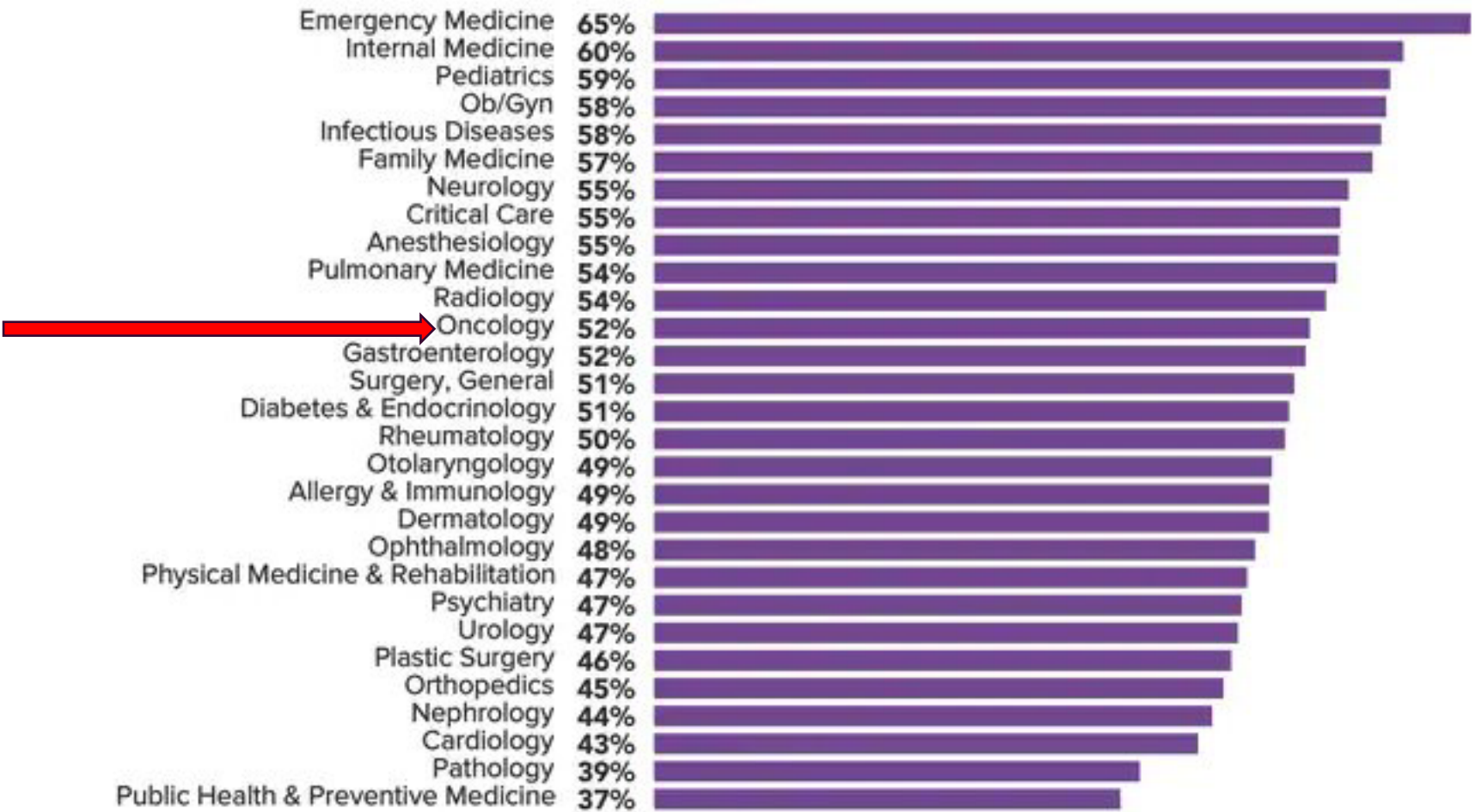


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specialties

<https://www.medscape.com/slideshow/2023-lifestyle-burnout-6016058?faf=1>

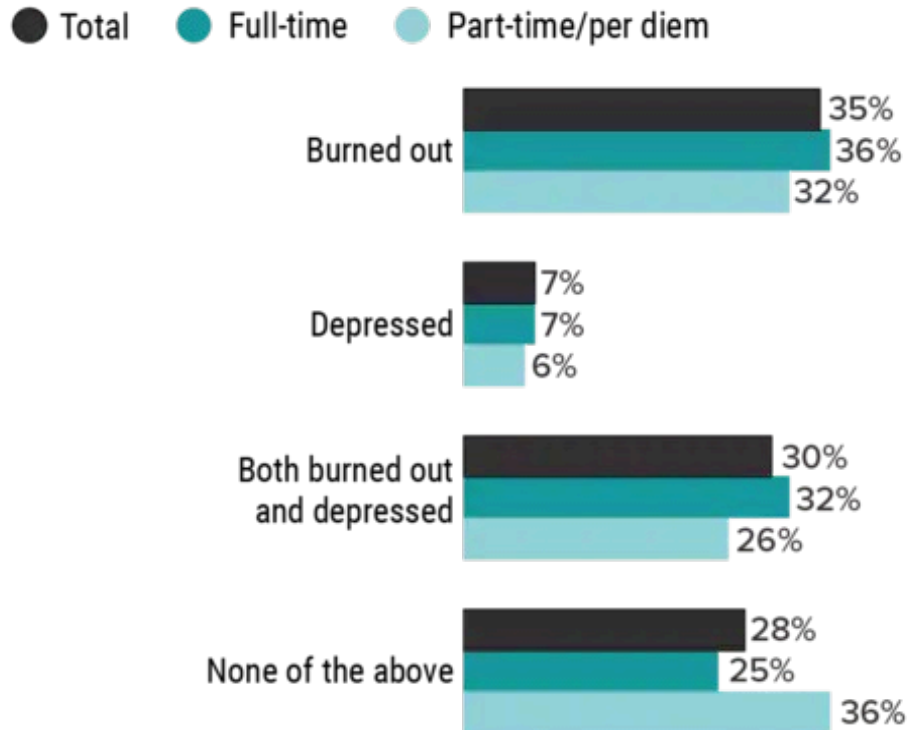
Physician Burnout

Which Physicians Are Most Burned Out?



Nurse Practitioner Burnout & Depression

Burnout and Depression



How Long Have NPs Been Burned Out?

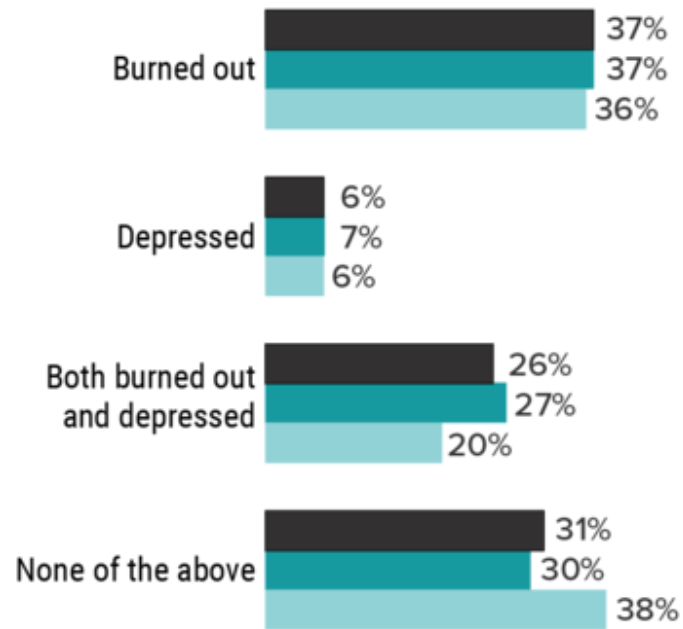


<https://www.medscape.com/slideshow/2022-np-burnout-rpt-6015568>

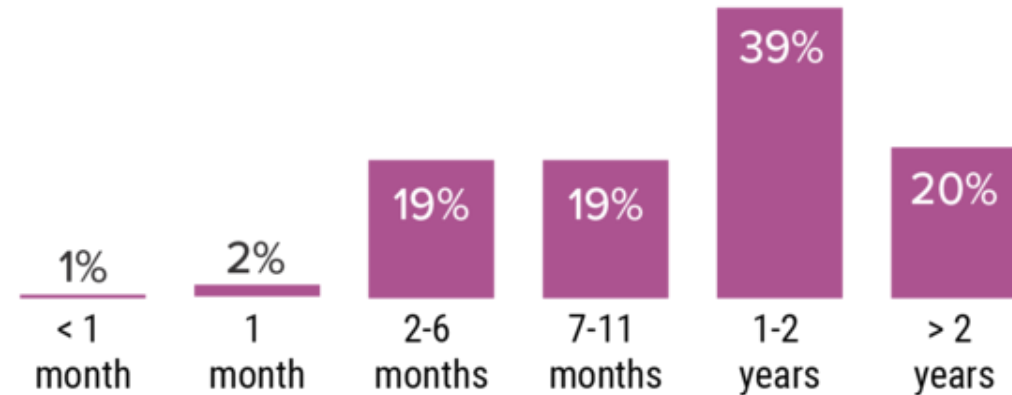
Physician Assistant Burnout & Depression

Are PAs Burned Out or Depressed?

● Total ● Full-time ● Part-time/per diem



How Long Have PAs Been Burned Out?



<https://www.medscape.com/slideshow/2022-pa-burnout-report-6015684>

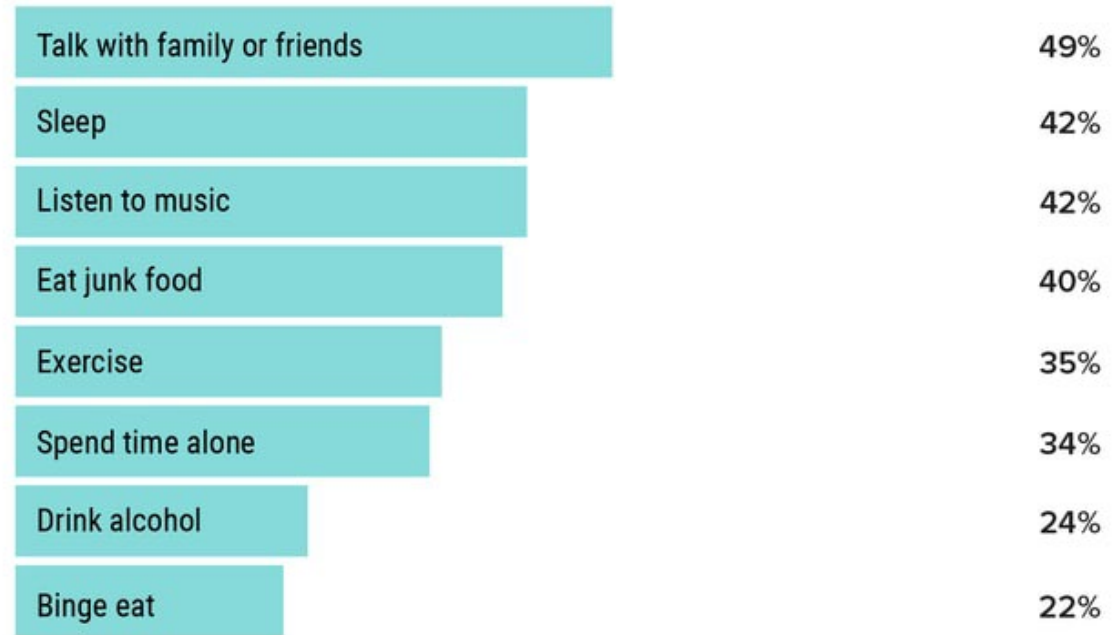
Nurses and Burnout

Are Nurses Burned Out?

● Burned out/very burned out ● Somewhat burned out
● Not at all/slightly burned out



How Nurses Cope With Burnout



Respondents could choose more than one answer.

Costs of Burnout

- Mental health/substance abuse
- Suicide
- Poor quality of life
- Relationship problems
- Reduced quality of care
- Patient safety
- Patient satisfaction
- Reduced productivity
- Physician turnover

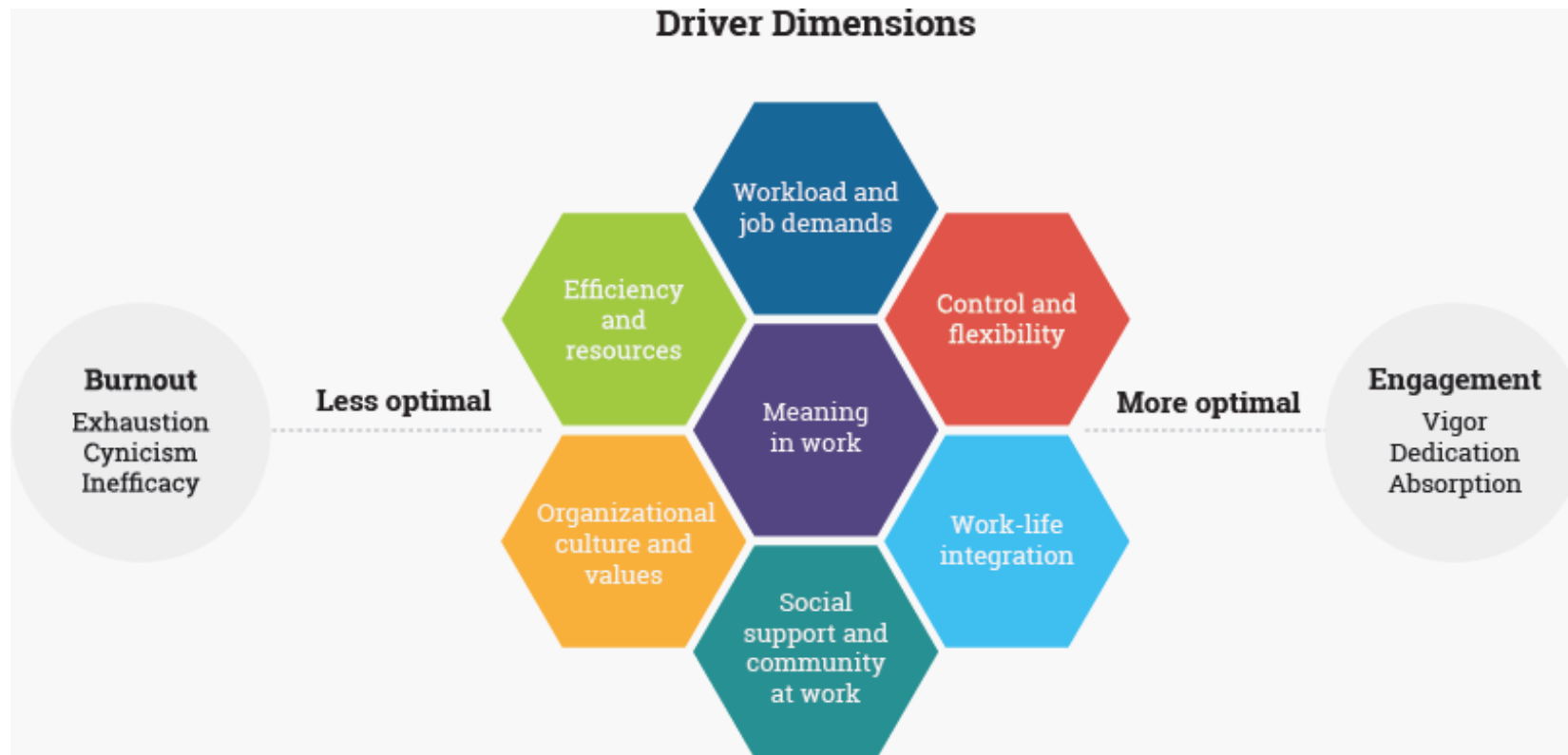
\$4.6 BILLION



The Case for Physician Wellbeing

Patient Safety Case	Moral Responsibility Case	Financial Case
Studies suggest a strong correlation between physician satisfaction and patient satisfaction ^{5,6} Burnout increases medical error by as much as 10% ^{6,7,8,9} Distressed physicians make 6.2x more medication errors than in those without signs of distress ^{6,7,8,9}	50% of physicians report symptoms of burnout ^{1,9} it Physicians are 20% more depressed than the general population ² Physicians are 2x more likely to die by suicide than the general population and have the highest rate of suicide of any US profession ^{3,4} Young physicians are 2x more likely to experience distress compared to older colleagues ⁹	Physicians who report burnout are 3x more likely to leave ¹⁰ One FTE of Physician turnover costs an average of \$1m in lost revenue ¹⁰ Distressed physicians are 50% more likely to reduce work effort ^{9,10} Burnout reduces academic productivity by 15% ^{9,10}

Change must happen at both **System** and **Individual** Levels



Organizational Strategies

- Acknowledge and address the problem
- Engage leadership
- Focus on meaning (80/20 rule)
- Cultivate community at work
- Reduce incentives to overwork
- Increase commitment to staff
- Promote work life integration/flexibility
- Increase autonomy



- Shanafelt 2017; Han 2018

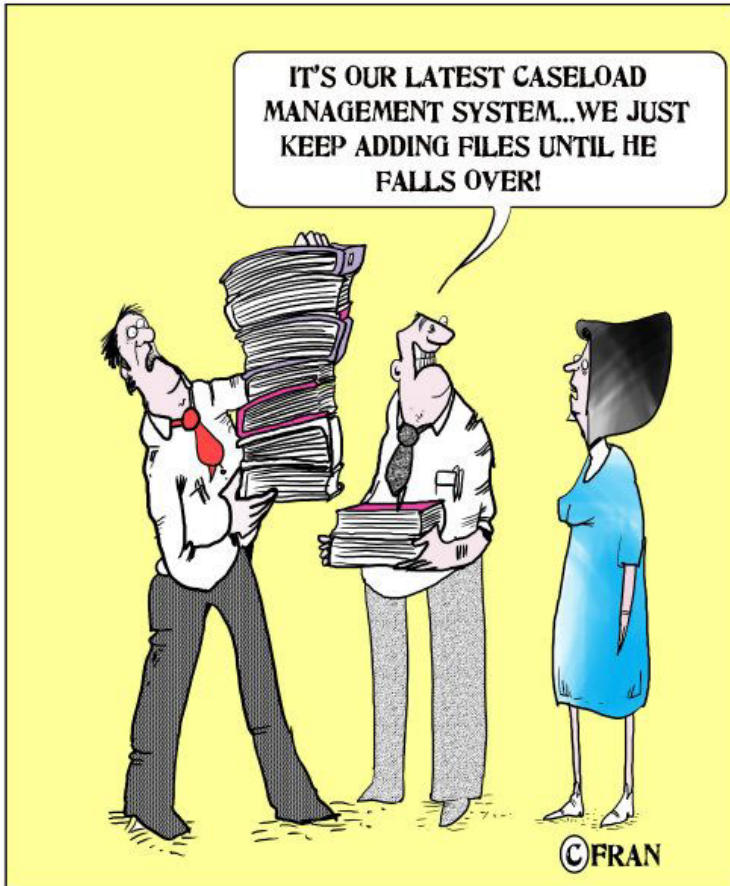


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5 Recommended Organizational and Individual Changes



1. Reasonable Caseload



- System: Reasonable caseload with time built into schedule for documentation, case coordination
- Individual: Build time in for documentation, administrative tasks

2. Using Breaks/Vacation



- System: Mandate breaks and vacation time
- Individual: Make a plan to use all your vacation days. Schedule 30 minutes on calendar for lunch/walk. Leave the office/clinic.

3. Increase Connection



- System: Provide opportunities for connection, such as staff lounge
- Individual: Schedule coffee with a colleague weekly.

4. Support Professional Growth



System: Provide funds and time off for continuing education and leadership development

Individual: Schedule a growth opportunity like a conference, CE, or training

5. Use Alternative Measures for Value



- System: Use metrics other than clinical productivity for compensation/advancement
- Individual: Ask for a raise or flex time based on patient satisfaction or outcome measures

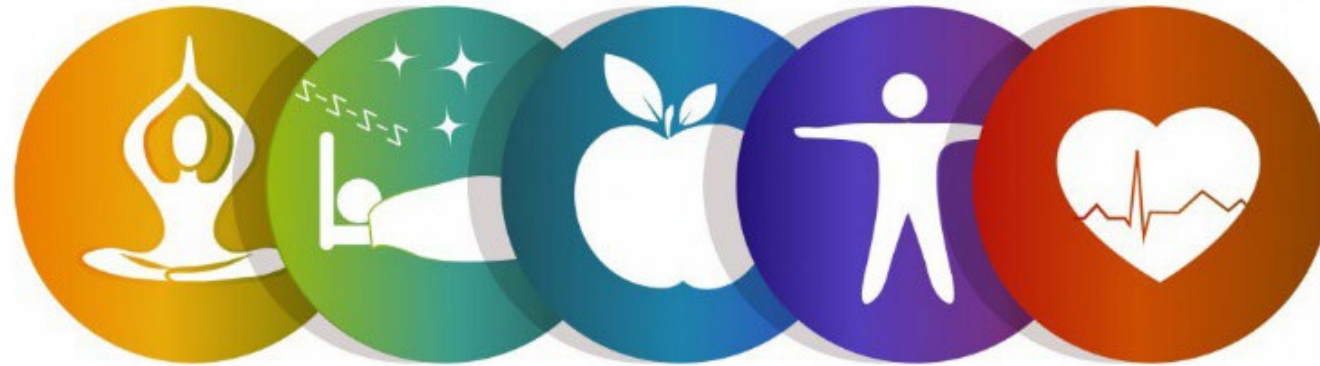


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5 Essential Rules for Radical Self-Care



Basic Self-Care



Why is radical self-care needed for medical providers?



Radical Self-Care



I have come to believe
that caring for myself
is not self-indulgent.

Caring for myself
is an act of survival.

Audre Lorde

Five Essential Rules for Radical Self-Care

1. No Guilt
2. Accept Help
3. Live Your Values
4. Take Credit
5. Be Present

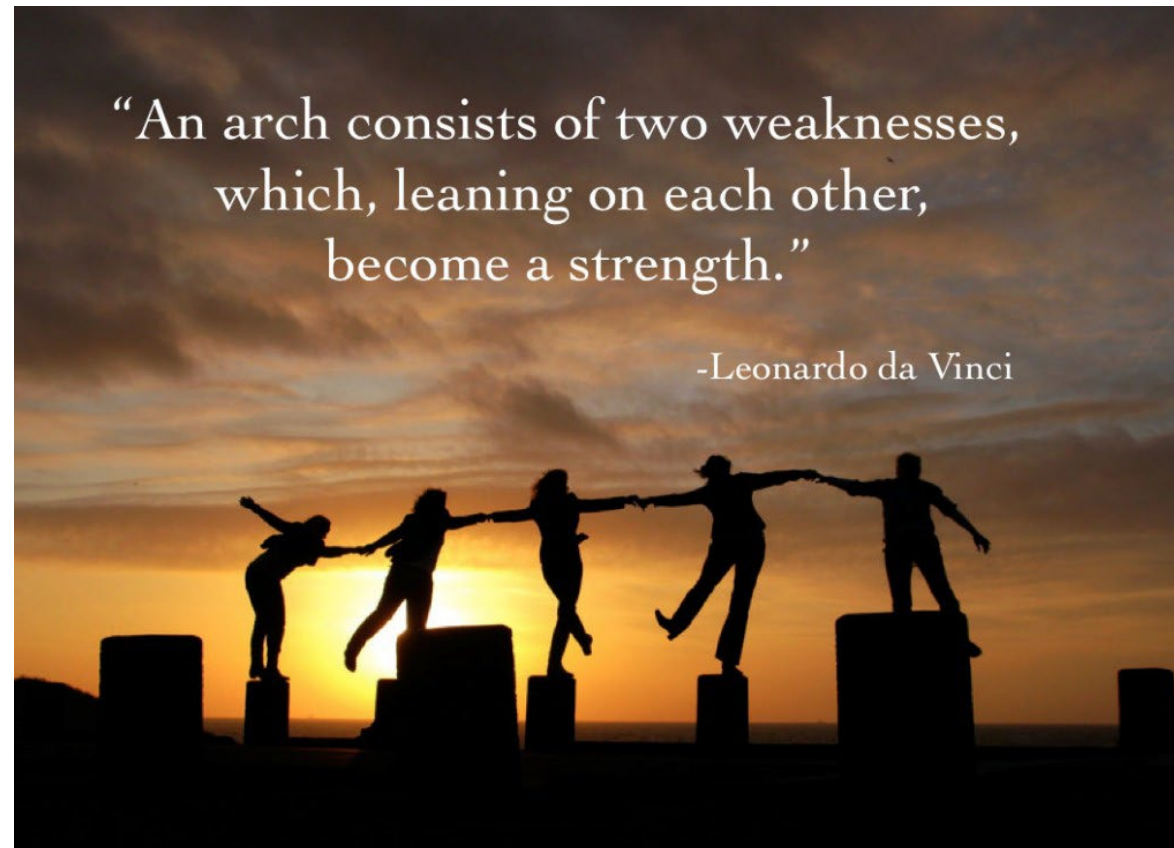
Rule #1: No Guilt



Rule #2: Accept and Ask for Help



Rule #2: Accept and Ask for Help



“An arch consists of two weaknesses,
which, leaning on each other,
become a strength.”

-Leonardo da Vinci

Rule #3: Live Your Values



PASSION



CREATIVITY



PEOPLE



CONNECTION



GOALS



GROWTH



COMMITMENT

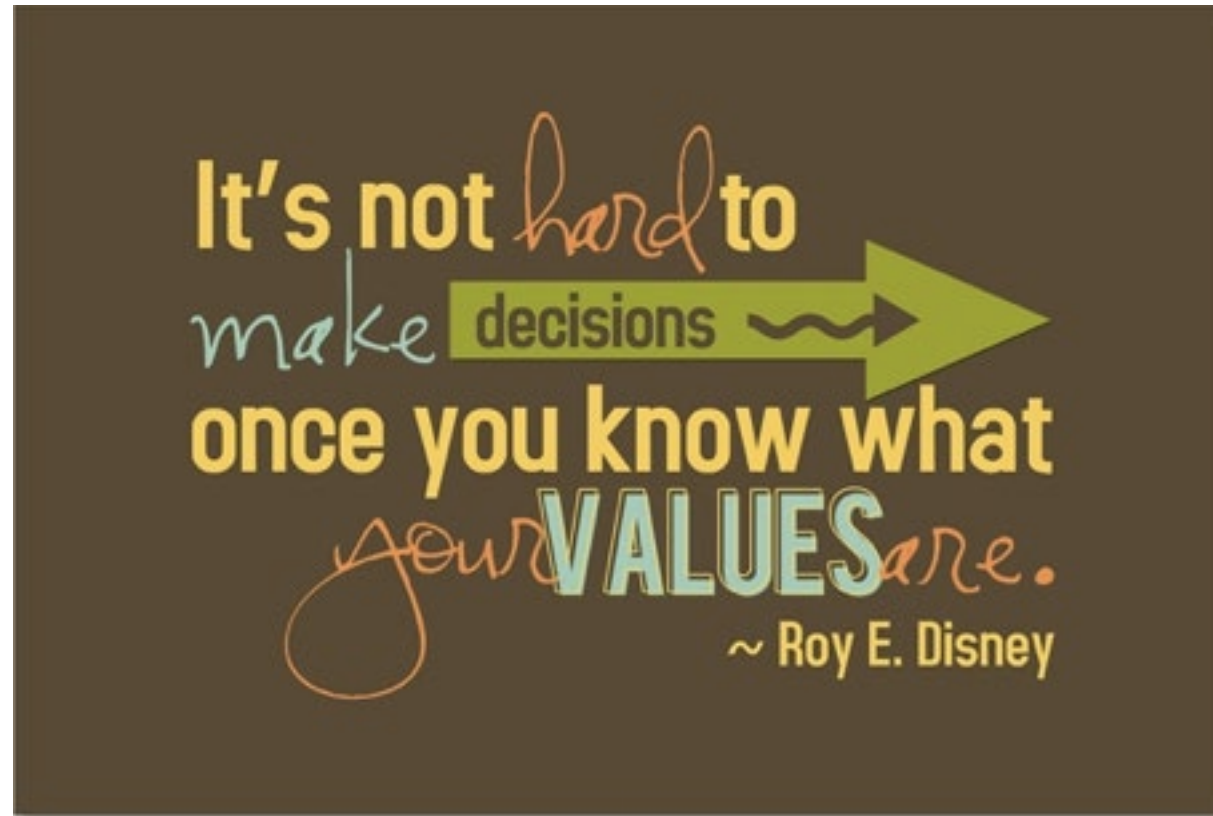


INTEGRITY



INNOVATION

Rule #3: Live Your Values



Rule #4: Take Credit



Rule #4: Take Credit

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progress is progress
no matter how small.

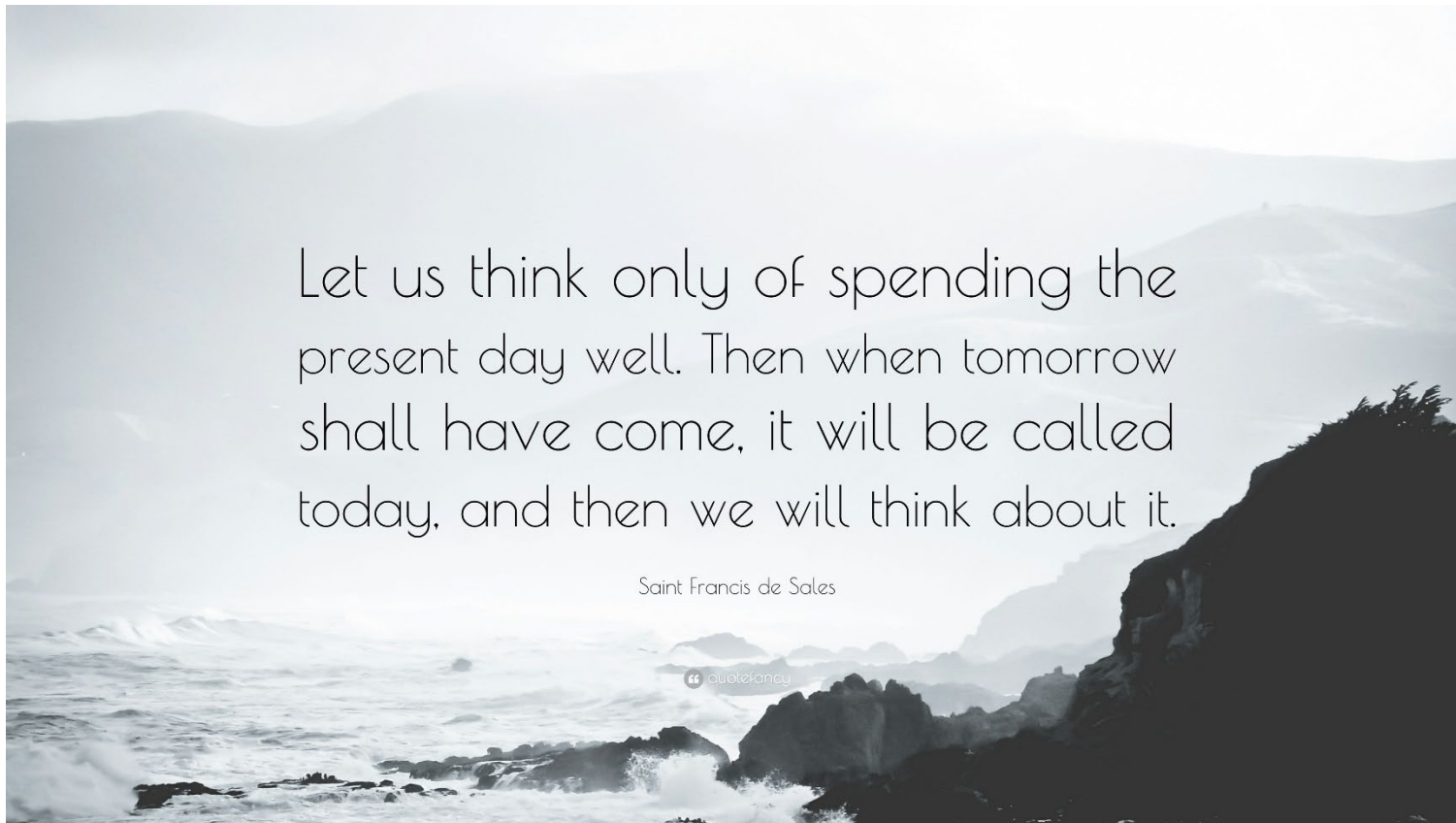
inspired by Dr. Seuss quote
"a person's a person, no matter how small."

<http://sunshinewhenitsraining.tumblr.com/>

Rule #5: Be Present



Rule #5: Be Present



What are the three changes you are going to make on Monday?

1. Reasonable caseload
2. Take breaks/vacation
3. Make time for connection
4. Support professional growth
5. Use alternative measures for value
6. Let go of guilt
7. Accept help
8. Be present
9. Live your values
10. Take credit



- Leaders need to advocate for organizational change and to model wellness for their staff
- We need to engage in radical self-care as oncology providers

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Questions?

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Founded in 1837, MetroHealth is leading the way to a healthier you and a healthier community through service, teaching, discovery, and teamwork. Cuyahoga County's public, safety-net hospital system, MetroHealth meets people where they are, providing care through five hospitals, four emergency departments, and more than 20 health centers and 40 additional sites. Each day, our almost 9,000 employees focus on providing our community with equitable healthcare—through patient-focused research, access to care, and support services—that seeks to eradicate health disparities rooted in systematic barriers. **For more information, visit metrohealth.org**

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