



CAREGIVER BURNOUT & SELF-CARE

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Objectives

- Identify signs and symptoms of caregiver burnout
- Identify risks and protective factors related to burnout
- Self-reflection and practice self-care techniques



WHAT IS BURNOUT?

Burnout

- “Burnout is a phenomenon characterized by **fatigue and frustration**, usually related to **work stress and dedication to a cause**, a way of life that does not match the person’s expectations.”

(Pereira, Fonseca, and Carvalho, 2011)

Burnout occurs when passionate, committed people become deeply disillusioned with a job or career from which they have previously derived much of their identity and meaning. It comes as the things that inspire passion and enthusiasm are stripped away, and tedious or unpleasant things crowd in. ~MindTools



What does it look like?

- Emotional exhaustion
 - Feeling of exhaustion and failure of person to give more of the self
- Depersonalization
 - Relationships with patient's and colleagues becomes cold and distant
- Lack of personal and professional satisfaction
 - Sense of incompetence and inability to respond to requests

(Pereira, Fonseca, and Carvalho, 2011; Barnett, Beker, Elman, and Schoener 2007)

Risk Factors

- Lack of self-confidence in communication skills
- Time pressure
- Difficulty in delivering bad news
- Dealing with pain, suffering, death & dying
- Amount of professional experience
- Patient's economic resources in order to pay for treatments

(Pereira, Fonseca, and Carvalho, 2011)

Protective Factors

- Individual/Team prevention strategies
- Having time to spend with patients and families
- Effective communication
- Coping strategies for facing the death of a patient

(Pereira, Fonseca, and Carvalho, 2011)



Protective Factors

- Having a sense of understanding about a patient's death
- Personal enrichment
- Personal gratification
- Personal and professional satisfaction

(Pereira, Fonseca, and Carvalho, 2011)

Warning Signs

- Increased feelings of frustration
- Impatience or anger toward patients/emotional outbursts
- Increased boredom or lack of focus
- Hoping patients will cancel appointments
- Physical symptoms: headaches, fatigue, sleep disturbance
- Decreased motivation
- Decreased fulfillment/enjoyment from your work
- Increased absenteeism

Negative Coping Strategies

- Self-medicating
 - Alcohol, drugs, food
- Seeking emotional support from patients
- Engaging in minimization, denial, or rationalization



(Barnett, Baker, Elman, and Schoener, 2007)

Danger Zone

- Burnout is dangerous...
- Increases patient vulnerability
 - Relationship may be more difficult to maintain if provider is cold and distant
- Increases provider vulnerability
 - Bringing your own “illness” into the picture
- Burnout is associated with poorer patient safety outcomes and increased medical errors

(Pereira, Fonseca, and Carvalho, 2011; Bridgeman, Bridgeman, and Barone, 2018)

Related Problems...

- Stress (varying negative emotions and physical reactions)
- Vicarious trauma
- Moral distress
- Compassion fatigue

Burnout vs. Depression

- “Individuals experiencing burnout rarely lose weight or report suicidal thoughts and retain the ability to enjoy things in their personal lives. Burnout affects only the work portion of a person’s life, whereas depression is all encompassing.” (Bridgeman, Bridgeman, and Barone, 2018)
- Individuals with burnout are more likely to experience depression and vice versa

Role-Specific Burnout

- Performing behavioral counseling and education tasks without the assistance of other team members was associated with burnout in PCPs (Kim et al., 2017)
- Number of years in service and reported depressive symptoms were significant predictors of burnout in a survey of clergy (Jacobson, Rothschild, Mirza, and Shapiro, 2013)

Self-Reflection



Self-Care

- An **ongoing, preventative** activity
- Work/life balance
- Diversity in professional activities
- Take regular breaks from work
- Get adequate rest and exercise
- Balanced, healthy diet
- Attend to emotional, physical, relationship, and spiritual needs

(Barnett, Baker, Elman, and Schoener, 2007)



Group Activity

Resources

- AMA STEPS Forward:

<https://www.stepsforward.org/>

- Provider Resilience app

- Sanity & Self app

- #SelfCare app



QUESTIONS?

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