

Network Session Summary

Session Topic:	Reigniting the Flame: Burnout Recovery
Session Date:	December 15, 2021
Session Hosts:	Dr. Chris Waller, Michele Hannay
Session Objectives:	<p>At the end of this webinar, you will be able to:</p> <ul style="list-style-type: none"> • Describe the 3 dimensions of burnout. • Practice strategies for managing burnout personally. • Recognize the 6 strategic predictors of burnout and engagement in organizations.

Recommended Resources:

- Maslach Burnout Inventory & Scoring Key (included in email)
- Burnout: The Cost of Caring (Christina Maslach, PhD)
- Burnout: The Secret to Unlocking the Stress Cycle (Emily Nagoski, PhD & Amelia Nagoski, DMA) (NOTE: this book was written targeting a female audience.)

Session Highlights & Themes:

- The WHO considers burnout to be an occupational stress phenomenon that can have serious health implications. Burnout is listed in the ICD-11.
- Burnout is characterized by 3 dimensions:
 - feelings of energy depletion or emotional exhaustion
 - increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job, and
 - reduced professional efficacy

- The Maslach Burnout inventory is scientifically developed measure of burnout. It is not intended to be diagnostic, but to be an indicator of workplace conditions that may be affecting employees.
- It aligns with the 3 dimensions in the WHO definition of burnout.
- A profile of ‘burnout’ is indicated by more negative scores on *all three* dimensions.

- Like a cucumber that becomes a sour pickle from being soaked in brine, burnout of Alberta physicians is a problem of the environment they’re in – not a lack of resilience of any individual.
- In that environment, it’s important to recognize what one can control, what one can influence and what is out of one’s control.

- To reduce the stress of being in the environment, we can practice strategies like:
 - Name it to tame it (emotions arising from the limbic system of the brain)
 - Being aware of the stories we create that cause unnecessary suffering

- Completing the stress cycle by engaging in physician movement, deep breathing, meaningful connection, creative expression, etc.

- There are 6 strategic predictors of burnout and engagement in organizations
 - Workload
 - Control
 - Reward
 - Community
 - Fairness
 - Values

Session Statistics

Total Physician Participants	North Zone Physician Participants	Edmonton Zone Physician Participants	Central Zone Physician Participants	Calgary Zone Physician Participants	South Zone Physician Participants	PCNs Represented
24	7	3	5	6	2	17