

# Creativity as an Outlet for Improving Physician Satisfaction

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# Learning Objectives

- **Identify signs of burnout**
- **Identify personal wellness goals**
- **Explore nontraditional ways to manage burnout and improve overall life satisfaction**



# Beyond Objectives

It is my hope that everyone here who has direct influence on other physicians (department chairs, supervisors, residency program directors) will not only take this information in on a personal level but also think about how all of this affects those physicians who work under you and your physician patients

# Burnout symptoms

## Fatigue

Emotional, physical, both

## Increase in physical symptoms

Headaches, muscle tension, GI issues, agitation

## Irritability

Negative and sarcastic about things or people you work with

Negative feelings about clients

## Change in performance

Bare Minimum approach



# Causes of Burnout



**Budget constraints**

**Increasing workload**

**System inefficiencies**

**Overstressed**

**Administrative**



## **Causes of Burnout**

Policing and complaints

HER

Insufficient Income

Long work hours

Too many bureaucratic tasks

Culture of medicine



# Causes of Burnout

Lack of respect from administrators/employers, colleagues, or staff

Lack of respect from patients

Emphasis on profit over patients

Lack of control

Culture of medicine

Overly empathic

Stress of working with marginalized communities





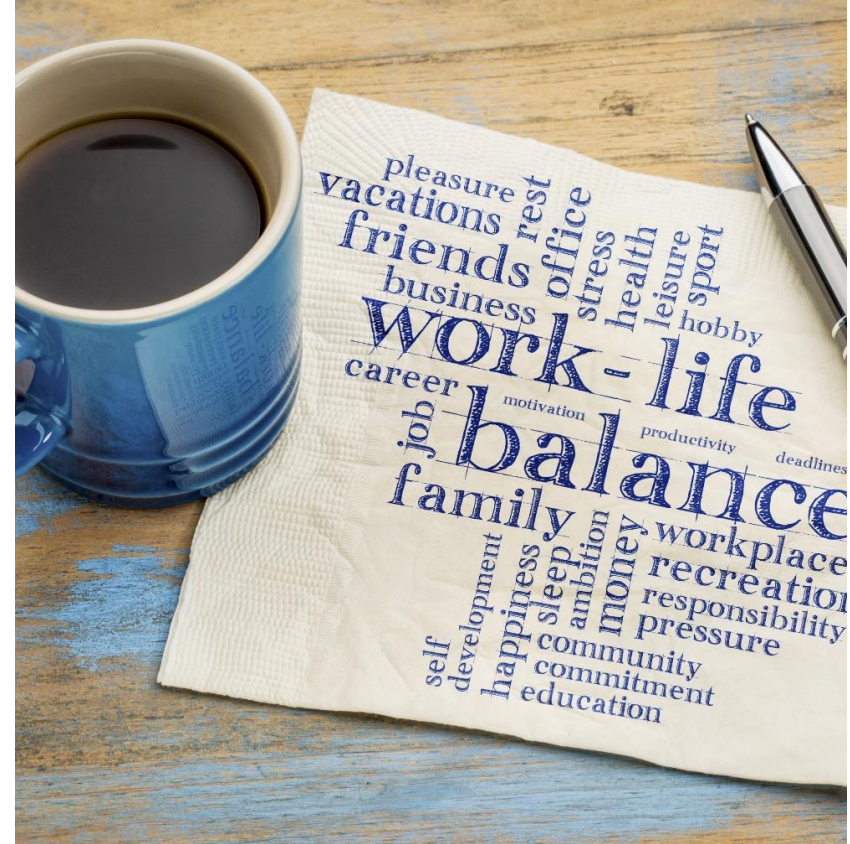
Burnout

Depression



# Self Care

- Personal Wellness Goals
  - Professional
  - Physical
  - Financial
  - Psychological
  - Interpersonal
  - Spiritual
  - Environmental
  - Intellectual



# Self-Care

- Scheduled
- Pervasive
- Intentional



# Professional Self-Care

- Work hours
- After hours
- The strategic yes
- Learning to say no
- Structuring your day
- Vacations



# Vacations



## Vacation Time

70% of non burned-out physicians took at least 2 weeks of vacation the year prior compared to 59% of the burned out physicians

Medscape, 2018

9% take less than 1 week

30% take 1-2 weeks

40% take 3-4 weeks

12% take 5-6 weeks

8% take more than 6 weeks

Medscape, 2022

# Physical Self-Care

- Diet
- Exercise
- Massage
- Health maintenance
- Addressing illness

# Financial Self-Care

- Retirement planning
- Tax planning
- Revenue outside of medicine



# Psychological Self-Care

- Therapy
- Peer groups
- Activities that bring you joy
- Realistic expectations
- Gratitude



# Gratitude

- Plan your gratitude activity
  - Gratitude wall
  - Gratitude jar
- Create a gratitude calendar
- Link your gratitude exercise to an activity that you do regularly like brushing teeth

# Interpersonal Self-Care

- Nurture relationships
- Variety of relationships
  - Family
  - Friends
  - Professional friends

# Spiritual Self-Care

- Organized religion
- Meditation
- Prayer
- Religious reading

# Environmental Self-Care

- Outsourcing
- Making home your peaceful place



# Intellectual Self-Care

- Journals
- Keeping up with current standards of care
- CME



# Can I Leave Medicine?

We can't all leave!!

Take back what you love about your field (or life in general) and get creative

- Podcasting

- Book writing

- Medical journalism/content review

- Blog/Vlog

- Speaking

Turn a hobby into a side gig or passion project

**\*\*Check on any intellectual property clauses in your employment contracts beforehand if medicine related/adjacent\*\***



Friendly Reminders:

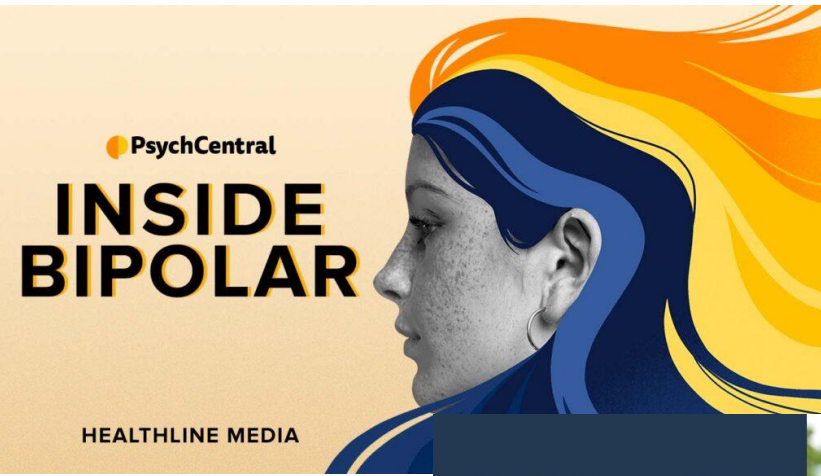
You are an expert

You know more about your field  
than the average person out  
there

Somewhere out there, there is  
someone “educating” people on  
something that you have worked  
years studying and they don’t  
know a fraction of what you know

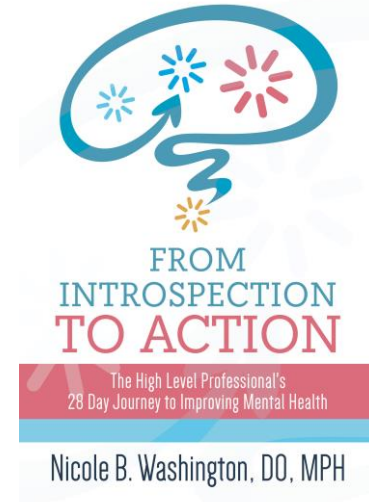
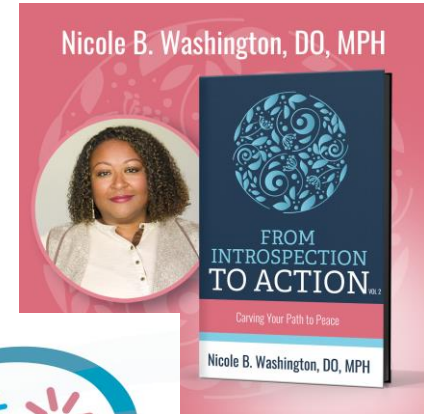


# Nicole B. Washington, DO, MPH



**THE C-SUITE  
CONFIDANT  
PODCAST**

WITH  
**NICOLE WASHINGTON**



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*President, Oklahoma Child and Adolescent  
Psychiatry Council (2018-2021)*



# Creativity and Joy in my life

- Being in Nature, Singing, Cooking
- Spirituality, Poetry
- Podcasting  
<https://dreamsandhope.podbean.com>



I am from basketball and  
volleyball practices

I am from celebrating Indian  
traditions

I am from dancing to my music

I am from pouring love in cooking

I am from savoring small joys

I am from feeling inadequate

I am from feeling unheard at  
times

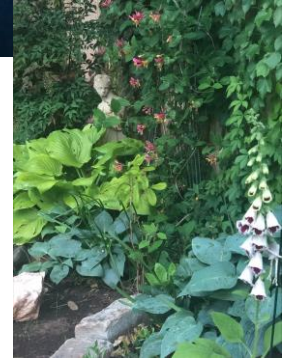
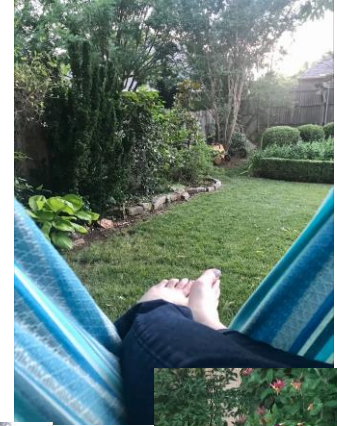
I am from fiercely loving family  
and friends

I am from teaching medicine,  
helping patients

I am from being true to myself



# Rachel Franklin, MD, FAAFP



# Lesa Mulligan, MD

