

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





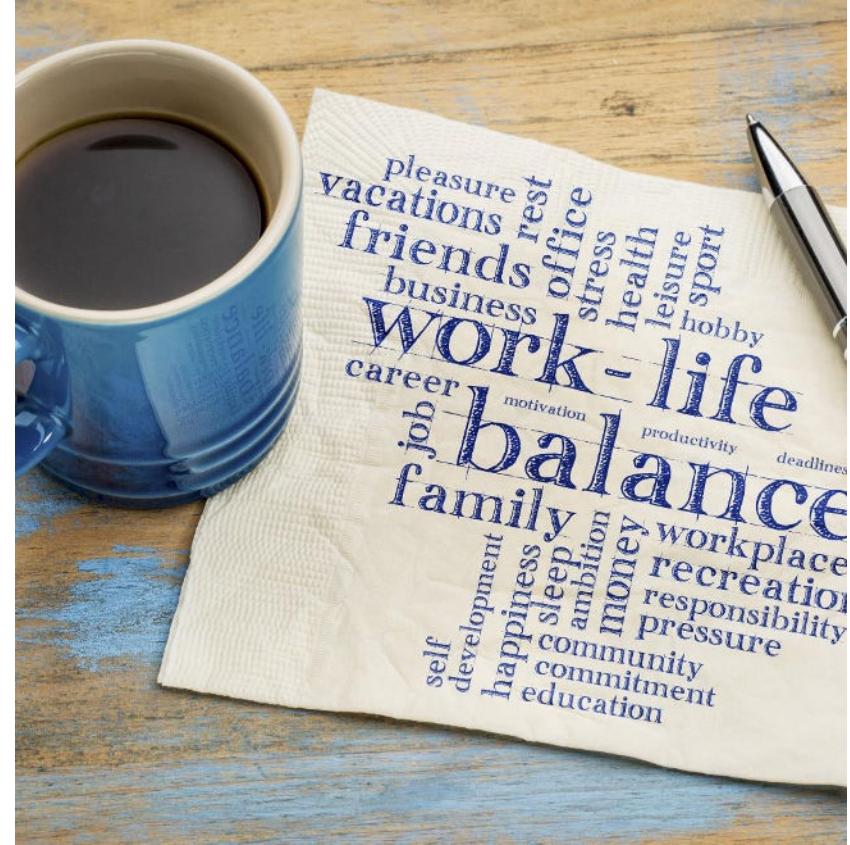
Burnout

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:

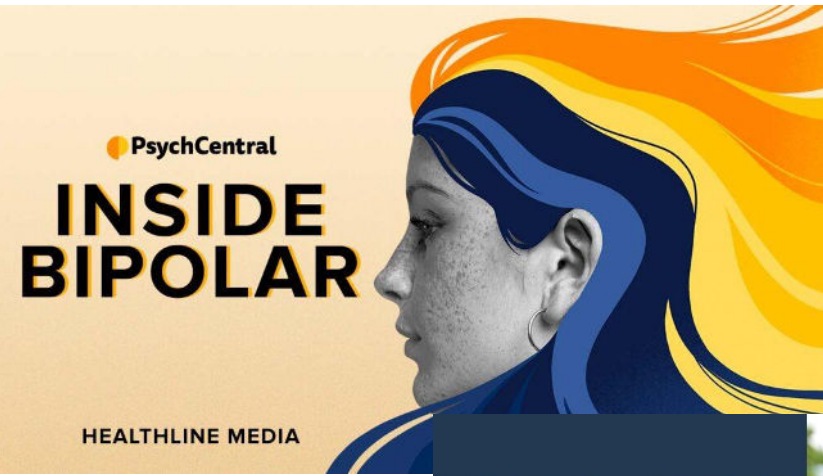
You are an expert

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

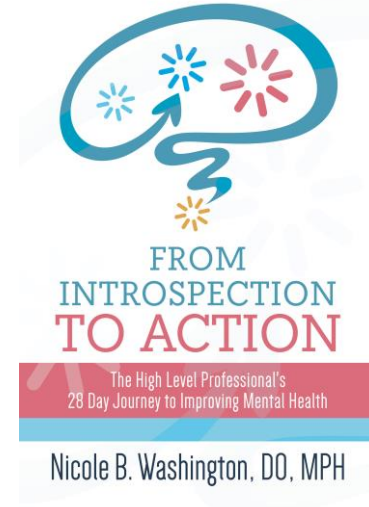
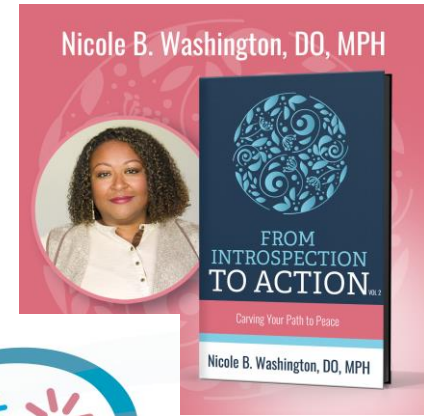


Nicole B. Washington, DO, MPH



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NICOLE WASHINGTON



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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

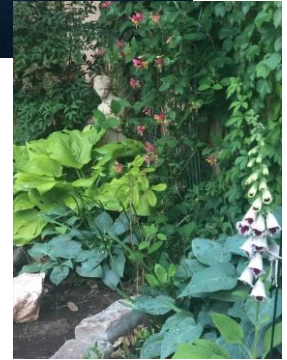
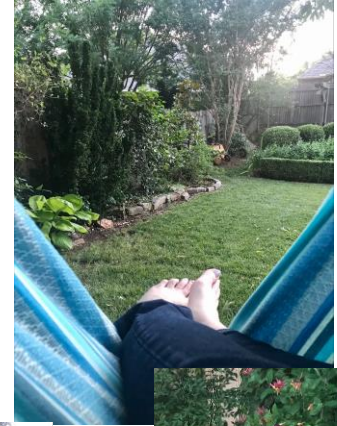
I am from fiercely loving family
and friends

I am from teaching medicine,
helping patients

I am from being true to myself



Rachel Franklin, MD, FAAFP



Lesa Mulligan, MD

